



For Immediate Release

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It Pays To Be Cautious

By Rick Murray
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(Des Moines, Iowa - February 2, 2005) Since many legal experts today say that a new wave of defamation suits over bad references is having a chilling effect on human resource departments, many companies are claming up, only giving name and title and "yes" he or she did work here.

"Unfortunately, most companies won't give adequate references anymore," said Marc Sampson, the CEO of INDUSTRY People Group in Des Moines, Iowa. "Employers are backed into a corner for fear of these defamation suits and that hurts good employees who need a reference to find their next job."

Case in point: Just last year, in Des Moines, Iowa, a local retail outlet found itself in a lawsuit nightmare after one of their newly hired managers allegedly sexually assaulted a coworker. It turns out that his previous employer fired him because of a similar situation and would not divulge the specifics of why they let the individual go.

"Companies often feel it's not worth the risk of litigation," said Sampson. Sampson adds that fired workers are winning million-dollar defamation lawsuits against former employers who allegedly gave bad references.

Bad hires can be devastating for a firm. Even a low level employee might manage to embezzle a few thousand dollars, drive away customers or at the least consistently not show up for work, costing you hard earned business.

While it might be impossible to safeguard a company against every potential act of dishonesty, companies, large and small, can minimize the chances for unscrupulous behavior by understanding whom they are really hiring. This means employing easy to institute background-checking procedures like VeriCruit.com, an online verification service for the construction-related industry.

But isn't background checking only for the big guys, like Fortune 500 companies with huge wallets and thousands of employees? Aren't smaller companies simply on their own when it comes to background checks?

"It's simply not true. We've seen operations with a 2 person crew use VeriCruit and other services for background checks and legal compliance expertise," says Stephen Spain, the COO of MEPatWORK.com that operates VeriCruit at www.vericruit.com. "A surprising amount of these potential issues can be identified before you expose yourself to any risk."



Companies that don't adequately screen their new applicants - should. Crooks and cons can cost your company a fortune. Even if it were as simple as making an informed choice between a great service technician and one with a work history that is not adequately reflected the return on your investment can be significant.

Established in 1996, MEPatWORK is the leading full-service recruitment solutions provider in the HVAC, sheet metal, refrigeration, control, electrical, plumbing and piping industries. Headquartered in Des Moines, Iowa, this privately held company also has offices in Chicago and Pittsburgh and specializes in finding top talent for all levels of contracting, wholesale, and manufacturing.

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