

# The Background Investigator

## Your Information Resource

Volume 17 Number 11  
November 2017

PRSRT STD  
U.S. POSTAGE  
PAID  
PERMIT NO. 164  
MORTONGROVE, IL

# Artificial Intelligence

Is AI about to  
change our  
industry?

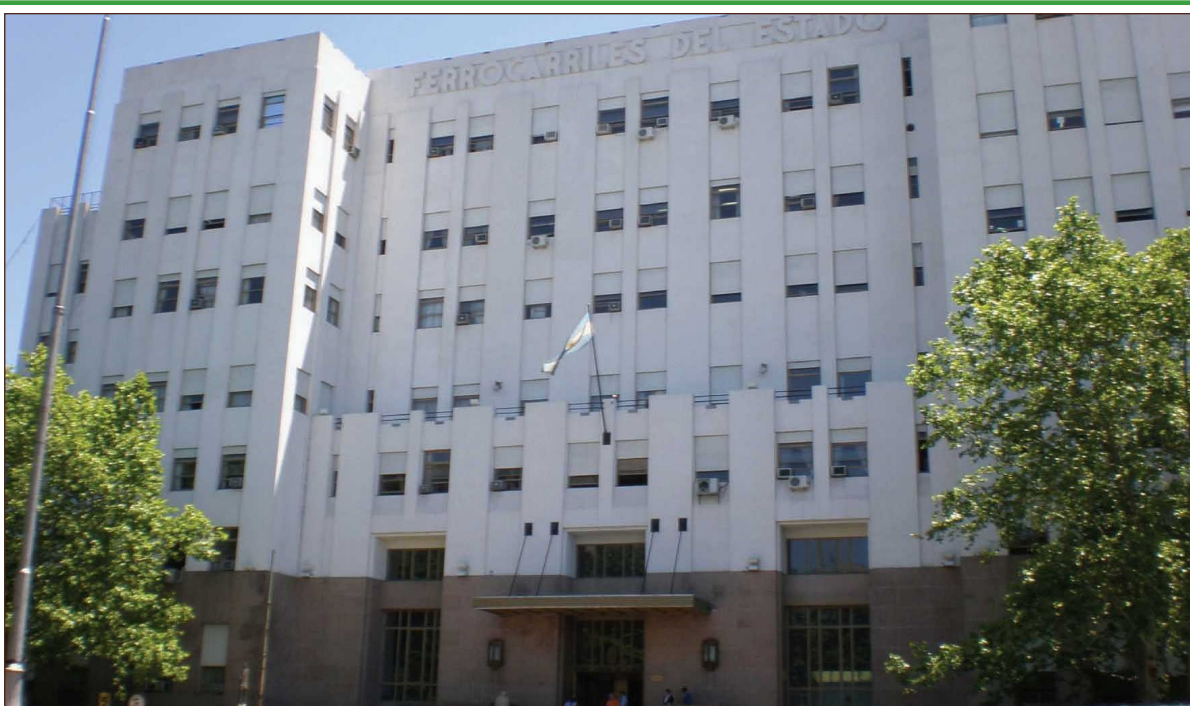
### Recruiting is getting smarter (Thanks to AI)

The most visible aspect of the disruptive nature of technology is the change in how companies are identifying, recruiting, and hiring employees. Most notably, IBM recently introduced IRIS by Watson, part of the Watson suite of tools. It uses machine learning to rank the priority and complexity of jobs and help recruiters prioritize the most difficult to fill positions first. The system doesn't replace recruiters, but helps ensure they are focusing their efforts in the right areas at the right time.

The Watson suite includes a sourcing tool and gives a fit score to prospective employees based on their cover letter, resume, history, time between jobs, and other factors.

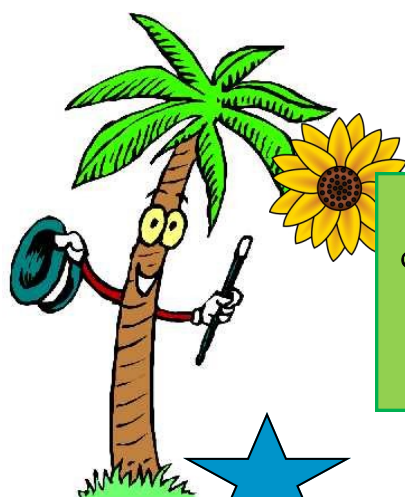
The tool allows talent teams to quickly narrow the candidate pool to a manageable number of top prospects.

Other tools in this space are using AI technology to conduct background checks.



Buenos Aires, Argentina Courthouse

*Photograph by Steven Brownstein*



Buenos Aires  
criminal record  
checks  
\$12.99

### LOWEST PRICES IN THE USA

SAN JUAN—\$7.99  
LONDON—\$19.99  
MONTREAL \$7.99  
BOGOTA - \$12.99  
MANILA—\$14.99

**Straightline  
International**  
INTERNATIONAL CRIMINAL RECORDS

Special prices on  
ALL Searches



**Puerto Rico**  
More Hits  
**Straightline  
International**

**Straightline International -Puerto Rico Searches Available Now**

When in doubt  
call Straightline

After 20 years I know Straightline gets the job done





# Straightline INTERNATIONAL

The Straight Line to the Information You Need

**1-866-909-6678 • Fax: 1-866-909-6679**

info@straightlineinternational.com • www.straightlineinternational.com



**Want Real Searches?  
Want More Hits?  
Want Lower Prices?**



## More Hits

## The Online—Onsite Equivalency Factor For Accessing Court Records

by Michael Sankey

If you are a professional and court records are important to your operation, then knowing if you are accessing a primary or secondary data site is extremely important.

A common practice today for many professionals such as background screeners and private investigators is to try to save a buck and/or find an edge over their competition by using online sources instead of going to the courthouse in person. This of course makes sense if the online source is equivalent to the public terminal at the courthouse. But the reality is that often times an online source is incomplete and cannot be used except as a secondary resource.

Here are Some Relevant Statistics

73% of criminal courts

offer online access to the docket index (Also 75% of civil courts offer online access to the docket index).

32 states have a state judicial system that provides online access to the docket index, accounting for 74% of the courts that are online.

Over 1,000 courts individually provide online access via their own proprietary system or via a contracted vendor.

But the real bottom line is:

Approximately 33% of the court online sites are NOT online-onsite equivalent.

Approximately 60% of the 3,142 counties and county-equivalents in the U.S. offer online-onsite equivalent court records.

Where to find a list of Online-Onsite Equivalent Courts

The reality is you will not find access to a free national guide by simply calling a competitor or by posting a request on trade association site or via a Google search. This information is much too valuable. Firms who have taken the time to analyze and compare the credibility for using certain online systems vs. going to the courthouse are not going to freely give away any

results.

How Can You Determine Online-Onsite Equivalency?

There are a number of comparative factors to consider when analyzing the results of an online search versus an onsite search.

1. What is the date range of the records online – meaning how far back do the records go online? For example, online sources do not necessarily go back the same time frame as the onsite search from the same jurisdiction.

2. How reliable is the database in terms of record completeness and accuracy? In other words: Are all incidents recorded? Are all dispositions updated and recorded in a timely manner?

3. How reliable is the database in terms of geographic completeness and accuracy? Does the online site include records from all counties? Or are all courts in a county participating in the online access?

4. What identifiers are provided? Can you match the subject of the search to the record? For example, do you get the full DOB (or at least a partial) in order to match the subject to the record? Will you still need to ask the clerk for an identifier to confirm the identity of the subject?

5. How strong is the disclaimer? Will an online only search hold up in court as being a primary and thorough search?

Questions Your Firm Must Answer

Does your firm cut corners? How important are cost factors, promised coverage to clients, or the level of due diligence needed? How will your search results hold up in Court? Start by making a statement about what is your Best Practice. Your statement should include:

How You Monitor or Evaluate Sites (Is there ongoing monitoring?)

How You Measure the

**NO DELAYS  
Not a Police  
Data Base Search  
Canada  
Provincial Courts  
Criminal Research  
Call 1-866-909-6678  
Or Fax 1-866-909-6679  
Straightline International  
Shortest distance between you and the courts**

Worthiness (Are sites rated as a primary or as a secondary resource?)

**Better Than The  
Police  
-/-/-/-/-  
Straightline  
International's  
Puerto Rico search**

**Contact:  
Steven Brownstein  
Box 10001  
Saipan, MP 96950**

**+1-670-256-7000  
findcrime@thebackgroundinvestigator.com**



Meet Steven Brownstein  
On LinkedIn

# Straightline



## Ontario

**1-866-909-6678**

## CANADA DAILY



## Criminal Requests PROVINCIAL COURT SEARCHES

**Straightline  
International**

PUBLISHER  
Steven Brownstein

CONTRIBUTORS:  
Les Rosen, Dennis Brownstein, Phyllis Nadel

COVER PHOTOGRAPH: Buenos Aires Argentina Courthouse

COVER PHOTOGRAPHER:  
Steven Brownstein

PURPOSE: "Dedicated to pre-employment screenings everywhere"

The Background Investigator is published by Steven Brownstein, LLC, PMB 1007, Box 10001, Saipan, MP 96950. Phone: 670-256-7000. Copyright 2017 by Steven Brownstein. Some material in this publication must not be reproduced by any method without the written permission of the copyright holder.

SUBSCRIPTIONS: Toll free USA 1-866-909-6678



Why AI Doesn't Mean Taking The 'Human' Out Of Human Resources

by Georgene Huang

Artificial intelligence, commonly known as “AI,” is a popular buzzword these days. Some of us hear the term AI and picture of a dystopian future where people lose jobs and control to robots who possess artificial — and superior — intelligence to human beings. Others are more sanguine about our ability to control and harness technology to achieve more and greater things.

While it’s impossible to predict how exactly AI technology and capabilities will evolve, the fact of the matter is that AI is no futuristic science fiction; it is here today in many forms and manifestations. And AI exists in areas you may not necessarily think it does — such as in HR departments where the technology actually helps place people in jobs rather than make them redundant.

I recently spoke to Brett McCoy, head of Employer Brand and Recruitment Marketing Strategy at Alexander Mann Solutions, a leading recruitment process outsourcing company. He explained how his firm offers AI solutions to solve human resources challenges and problems.

McCoy told me, “My colleagues and I believe that AI, when applied properly and under the proper strategy, will deliver candidates an exceptional experience [and help ensure] hiring managers they are getting the best [job candidates]...AI, and automation in general, should not simply be looked at as a replacement for people in the hiring process, but instead, [as helping to] move people (recruiters) from repetitive tasks to having more candidate conversations and building long term candidate relationships.”

In short, McCoy believes

that AI is a tool that more companies could put into place to help them (a) automate repetitive and mundane aspects of the recruiting process, (b) improve the job candidate experience and (c) improve the candidate application experience, in part by reducing bias during the recruiting process. He gave me three examples of how Alexander Mann’s clients leverage AI technology today to do just that.

First, we discussed resume parsing based on machine-learning technology. Consider the fact that at a small company, an employer may put up a job posting or requisition and then look through in-bound resumes to see who should be interviewed. At a slightly larger company, an employer may both post more job openings as well as interview more people, which means they employ a larger team of HR professionals. At some point, however, some companies receive so many applications for such a multitude of job openings that the task of simply sifting and sorting through those resumes becomes overwhelming.

Today, applicant tracking software (ATS) helps alleviate the burden of a talent acquisition professional having to look through every single resume. Users of ATS systems can search through vast amounts of resumes and applicant data by keyword, education, location and years of experience. However, as any internet user knows, even a very good search engine doesn’t necessarily make you confident that you’re seeing the most relevant search results.

This is where AI comes in. Using machine learning technology, employers can feed a system teaching sets and information about who the top current employees are for a given open position, providing resumes of top existing performers, their backgrounds and career paths. Resume sifting with an AI layer means that candidates matching certain criteria (e.g. location and previous job title) can be

ranked and presented to a recruiter based on other desired traits or backgrounds that match top performers among current employees.

The implication, of course, is that there is a potentially much better outcome for the hiring manager and employer in terms of candidate fit. While a human being would still meet and interview highly ranked, suggested candidates, it’s clear that this kind of technology could make the recruiting process much more efficient and successful.

In addition to solving a candidate volume problem, AI also has the ability to prevent an over-abundance of poorly matched job applicants in the first place. McCoy explained, for example, that some of Alexander Mann’s clients employ chat bots to help prospective job seekers get the information they need or want to know that simply isn’t available in a job description. McCoy told me that chatbots can be used to help job applicants understand whether they can keep their social media profile if they take a job or how flexible an employer is — before they even apply for a role at a company.

In helping to disseminate personalized information at scale, chatbots for applicants can help create a better experience for job candidates, empowering the individual to make better decisions in a personalized way. Moreover, any company using AI to sift through and rank massive numbers of resumes can intelligently communicate to prospective job seekers that their application is no longer being considered — as opposed to simply not responding to the job applicant or “ghosting” them.

Last but not least, McCoy explained that he believes AI can help eliminate bias and uncon-

scious discrimination in the interview process. With AI, job applicants are ranked by objective information, as opposed to an interviewer’s “gut” or intuition.

After a resume has been selected, AI can be leveraged into video technology to facilitate an initial screening interview. Video interviewing technology can help an employer analyze whether an interviewee was likely comfortable (or not), whether there may be an issue with an interviewee’s level of honesty, and it can even grade the quality of the answers to questions given to an interviewee. While a report from a video interview may not be the only thing a hiring manager relies on in making an employment decision, it can help eliminate a lot of wasted time and limited recruiting resources.

As an employer and a hiring manager myself, this technology all sounded quite promising — so I was somewhat surprised that McCoy believes AI is not very common within HR departments. Part of the reason lies in the inherent cost of such technology. While there are an increasing number of players and

vendors entering the HR space with AI tools, the cost of processing that much data can be high for a company with a high volume of hiring needs. Moreover, there can be initial distrust of AI replacing human judgment, or simply the difficulty of implementing new processes and workflows into an HR department.

In some cases, AI-driven efficiencies within Human Resource departments could eliminate the need for as many roles in the talent acquisition department. However, it was clear to me after talking with McCoy that AI is just as likely to be used to free up human resources departments to focus on higher level, meaningful activities , such as helping to improve a company’s employer brand; creating programs and initiatives to retain the best, most qualified people; or to simply providing other services such as training or learning and development.

WE BEAT any PRICE any DAY GUARANTEED!

Seoul STRAIGHT LINE

Some of Our Lower Prices

|  |   |   |
|--|---|---|
| <p><b>Puerto Rico</b><br/>COMMONWEALTH<br/>Criminal Record Search<br/><b>\$4.99 each</b><br/>Includes <u>Government Certified</u><br/>Clear or Hit Result <u>Document*</u></p> <p><b>COSTS DOWN</b> <b>↑</b> <b>PROFITS UP</b></p> | <p><b>Canada</b><br/><b>Montreal</b><br/><b>Toronto</b><br/><b>Vancouver</b><br/>\$7.99 each</p>                            | <p><b>USA</b><br/><b>Chicago \$1.99</b><br/><b>Los Angeles \$2.49</b><br/><b>Las Vegas \$3.49</b><br/>And more..ask</p> |
|  | <p><b>Mexico</b><br/><b>Tijuana</b><br/><b>Mexico City</b><br/><b>Guadalajara</b><br/><b>Monterrey</b><br/>\$11.99 each</p> | <p><b>CHINA</b><br/><b>Shanghai</b><br/><b>Beijing</b><br/><b>Guangzhong</b><br/>\$21.99 each</p>                       |

# Controversial New AI Can Tell Whether Or Not You’re A Criminal

READING CRIMINALS’ FACES

Assessing a person’s trustworthiness and innocence based on their facial characteristics may seem like a very judgmental thing to do, but several studies have tried to show that these criticisms could hold some water. Nineteenth century criminologist Cesare Lombroso theorized that some people were ‘born criminal’, manifesting in certain facial features. More recently, psychologists from Cornell University demonstrated that people are generally quite accurate at judging criminality based on facial appearances.

Adding to the body of evidence is a development from Shanghai Jiao Tong University where a neural network that can correctly identify criminals and non-criminals with an accuracy of 89.5 percent.

Images of 1856 Chinese men, with controlled age and facial expression, were collected by the researchers. About half of the men were convicted criminals. 90 percent of the photographs were used to train the machine-vision algorithms, and the rest of the images were the test group.

Developers Xiaolin Wu and Xi Zhang noted that the AI decided whether the image was of a criminal based

on three features: larger curvature of the upper lip, shorter distance between the eyes, and a smaller angle made by a triangle drawn from the tip of the nose to the corners of the mouth.

## AI ETHICS

The statistical data gathered by the researchers still leads to many questions, and the study isn’t a finite rubric for telling who’s a criminal and who’s not. It does stir up the controversy of whether criminality is embedded in our DNA, and how easily deep-learning machines can determine this.

This development raises concerns on how we could use this tech—based on just imaging, passports or drivers licenses could point out possible law-breakers, whether or not they have committed a crime. There is a host of constitutional issues that such technology would raise, including due process and privacy rights.

A future of these possibilities have convened some of the world’s tech giants, including Google, Microsoft, and IBM, to develop a guide for the ethical use of AI. Technology is rapidly advancing, and it is imperative that we all work together so that it is leveraged to help and further develop humanity.

# How AI Is Radically Streamlining The Onboarding Process

by Sanjay Sathe

Human resources technology — leveraged by nearly every organization in some capacity — is changing rapidly, thanks to technological advancement in artificial intelligence (AI), semantic matching capabilities, and people analytics. As Josh Bersin noted in Deloitte’s recent Perspective report, the number of organizations using people data to predict business performance has increased by 29 percent from 2015 to 2016. The percentage of companies employing predictive modeling has almost doubled over the past three years, and access to people data is having a profound effect on the way we experience work and how companies hire and retain top talent.

SaaS and mobile applications that leverage people data can improve the employee experience and streamline hiring, onboarding, and training processes. In the HR industry, organizations are leveraging people analytics, automation, and AI to better the employee experience and make more strategic hires and overall business decisions. Technology is being used to recruit, retain, and transition employees more efficiently and effectively. In the future, AI and technology will continue to improve our ability to create a cohesive company culture and employer brand

through our ability to identify talent and design customized workplace experiences to meet individual needs.

While automation may lead to fewer jobs in some areas — Forrester Research predicts AI will replace 16 percent of American jobs by the end of the decade — I think technology’s greatest impact will be its influence on the types of jobs people will perform in the future and how current jobs evolve to require some level of technological understanding. Instead of focusing on technology as a predictor of job loss, employers must prepare for the future by determining what training and skills employees will need to optimize the benefits of better technology.

## Recruiting is getting smarter

The most visible aspect of the disruptive nature of technology is the change in how companies are identifying, recruiting, and hiring employees. Most notably, IBM recently introduced IRIS by Watson, part of the Watson suite of tools. It uses machine learning to rank the priority and complexity of jobs and help recruiters prioritize the most difficult to fill positions first. The system doesn’t replace recruiters, but helps ensure they are focusing their efforts in the right areas at the right time.

The Watson suite includes a sourcing tool and gives a fit score to prospective employees based on their cover letter, resume, history, time between jobs, and other factors. The tool allows talent teams to quickly narrow the candidate pool to a manageable number of top prospects.

Other tools in this space are using AI technology to conduct background checks based on machine learning data to predict multiple attributes of a potential employee. These types of background checks will augment the traditional background checks.

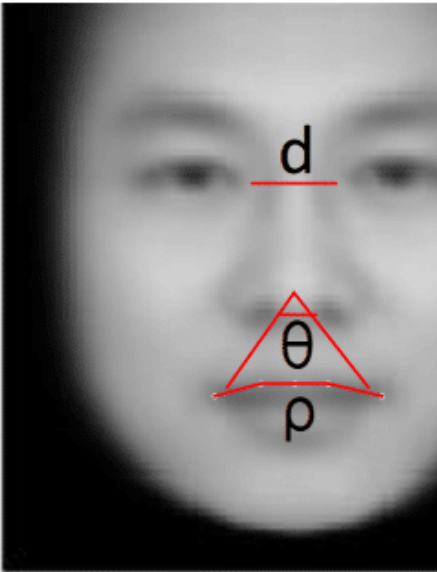
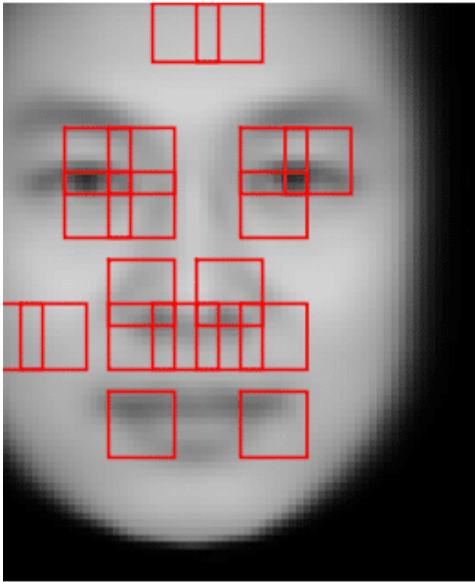
As companies focus more

on providing a superior employee experience, they are focusing their efforts on making sure the employees they hire are a good fit for the company culture. AI applications help companies gather and compile information from work samples, social media posts, and even word choice to understand personality traits and match potential employees to company values. Good&Co, which was recently acquired by Stepstone, matches a candidate’s personality against their peers and high performers in the company to determine whether they’d be a fit, long before the interview takes place. Similarly, the vendor Entelo reaches out to a network of technical and design candidates and intelligently scores them based on their social interactions on professional websites. These companies, and many others, are gathering information from sources other than just the resume and cover letter.

The increase in the virtual workforce has given rise to more video interviews and opportunities for companies to further scrutinize potential employees’ facial expressions and micro expressions using AI applications to determine personal attributes, prejudices, and engagement.

Leveraging AI to improve the employee experience

Once companies have identified suitable employees for job openings, advanced technology can help create custom learning plans for individual employees. Learning management systems, combined with AI, determine a path for professional development based on existing skills, knowledge, additional skills required to do the job, and employee interests to provide a professional development program that both meets the business goals of the company and the personal goals of the employee



Continues next page



# Courts Are Using AI To Sentence Criminals

by Jason Tashea

There is a stretch of highway through the Ozark Mountains where being data-driven is a hazard.

Heading from Springfield, Missouri, to Clarksville, Arkansas, navigation apps recommend the Arkansas 43. While this can be the fastest route, the GPS's algorithm does not concern itself with factors important to truckers carrying a heavy load, such as the 43's 1,300-foot elevation drop over four miles with two sharp turns. The road once hosted few 18-wheelers, but the last two and half years have seen a noticeable increase in truck traffic—and wrecks. Locals who have watched accidents increase think it is only a matter of time before someone is seriously hurt, or worse.

Truckers familiar with the region know that Highway 7 is a safer route. However, the algorithm creating the route recommendation does not. Lacking broader insight, the GPS only considers factors programmed to be important. Ultimately, the algorithm paints an incomplete or distorted picture that can cause unsuspecting drivers to lose control of their vehicles.

Algorithms pervade our lives today, from music recommendations to credit scores to now, bail and sentencing decisions. But there is little oversight and transparency regarding how they work. Nowhere is this lack of oversight more stark than in the criminal justice system. Without proper safeguards, these tools risk eroding the rule of law and diminishing individual rights.

Currently, courts and corrections departments around the US use algorithms to determine a defendant's "risk", which ranges from the probability that an individual will commit another crime to the likelihood a defendant will

appear for his or her court date. These algorithmic outputs inform decisions about bail, sentencing, and parole. Each tool aspires to improve on the accuracy of human decision-making that allows for a better allocation of finite resources.

Typically, government agencies do not write their own algorithms; they buy them from private businesses. This often means the algorithm is proprietary or "black boxed", meaning only the owners, and to a limited degree the purchaser, can see how the software makes decisions. Currently, there is no federal law that sets standards or requires the inspection of these tools, the way the FDA does with new drugs.

This lack of transparency has real consequences. In the case of *Wisconsin v. Loomis*, defendant Eric Loomis was found guilty for his role in a drive-by shooting. During intake, Loomis answered a series of questions that were then entered into Compas, a risk-assessment tool developed by a privately held company and used by the Wisconsin Department of Corrections. The trial judge gave Loomis a long sentence partially because of the "high risk" score the defendant received from this black box risk-assessment tool. Loomis challenged his sentence, because he was not allowed to assess the algorithm. Last summer, the state supreme court ruled against Loomis, reasoning that knowledge of the algorithm's output was a sufficient level of transparency.

By keeping the algorithm hidden, Loomis leaves these tools unchecked. This is a worrisome precedent as risk assessments evolve from algorithms that are possible to assess, like Compas, to opaque neural networks. Neural networks, a deep learning algorithm meant to act like the human brain, cannot be transparent because of their very nature. Rather than being explicitly programmed, a neural network creates connections on its own. This process is hidden and always

changing, which runs the risk of limiting a judge's ability to render a fully informed decision and defense counsel's ability to zealously defend their clients.

Consider a scenario in which the defense attorney calls a developer of a neural-network-based risk assessment tool to the witness stand to challenge the "high risk" score that could affect her client's sentence. On the stand, the engineer could tell the court how the neural network was designed, what inputs were entered, and what outputs were created in a specific case. However, the engineer could not explain the software's decision-making process.

With these facts, or lack thereof, how does a judge weigh the validity of a risk-assessment tool if she cannot understand its decision-making process? How could an appeals court know if the tool decided that socioeconomic factors, a constitutionally dubious input, determined a defendant's risk to society? Following the reasoning in *Loomis*, the court would have no choice but to abdicate a part of its responsibility to a hidden decision-making process.

Already, basic machine-learning techniques are being used in the justice system. The not-far-off role of AI in our courts creates two potential paths for the criminal justice and legal communities: Either blindly allow the march of technology to go forward, or create a moratorium on the use of opaque AI in criminal justice risk assessment until there are processes and procedures in place that allow for a meaningful examination of these tools.

The legal community has never fully discussed the implications of algorithmic risk assessments. Now, attorneys and judges are grappling with the lack of oversight and impact of these tools after their proliferation.

To hit pause and create a preventative moratorium

would allow courts time to create rules governing how AI risk assessments should be examined during trial. It will give policy makers the window to create standards and a mechanism for oversight. Finally, it will allow educational and advocacy organizations time to teach attorneys how to handle these novel tools in court. These steps can reinforce the rule of law and protect individual rights.

Echoing Kranzberg's first law of technology, these algorithms are neither good nor bad, but they are certainly not neutral. To accept AI in our courts without a plan is to defer to machines in a way that should make any advocate of judicial or prosecutorial discretion uncomfortable.

Unlike those truckers in Arkansas, we know what is around the bend. We cannot let unchecked algorithms blindly drive the criminal justice system off a cliff.

## How AI Is Radically Streamlining The Onboarding Process, continued from preceding page

Axonify, for example, leverages people data to offer “micro-learning” opportunities individualized for the employee’s specific interests and attention span. Using various sources of data about an employee, AI can make predictions about the level of employee engagement and make suggestions based on the factors that will make the biggest difference for a particular employee.

When partnered with personal contact with the HR department and members of management, technology can improve a range of employee processes and needs, including career and job transitions. Instead of replacing the need for employee reviews, technology applications can help guide employees and their managers through meaningful assessment exercises that

lead to more targeted and productive conversations.

Similarly, technological solutions, whether offered internally or through an outplacement provider, can make internal job search, job recommendations, internal interviews, and employee moves easier and with success rates not available through most internal programs. For example, RiseSmart provides companies with a complete system of record for real-time outplacement and performance tracking and analysis while giving employees the advanced technology they need to effectively identify and land jobs that match their individual preferences — technology and solutions previously not available in the outplacement industry.

A combination of technology and personalized services can make a layoff, restructuring, or department resizing less costly and damaging to a company’s brand — and to the affected employees. In today’s job market, organizations can’t simply eliminate their workforce without financial, legal, and social consequences. Outplacement and redeployment solutions that include the technology to track and manage employee transition rates and alumni sentiment is becoming invaluable for companies hoping to protect the employer brand.

In addition, employees expect a certain level of technological capability and the ability to manage their own time and career transition trajectory. Outplacement solutions that improve time-to-land efficiency rely on a technological component to enhance and supplement the personalized services commonly associated with employee departure solutions.

While the HR market will continue to evolve thanks to technological advances, using AI and people analytics wisely can undoubtedly improve recruiting efforts and the employee experience.

SPECIAL  
ANNOUNCEMENT!



T

The Background  
Investigator  
Goes To The  
Dominican  
Republic

In a continuing series, The Background Investigator, is sending its attorneys or researchers to various countries around the world to explore the justice systems and bring back to you their findings. This month Fred Frankel visited Santo Domingo, Dominican Republic. Here is his report:

Obtaining Criminal Records in Santo Domingo

Straightline International  
Best Turnaround Time In Guam

GUAM



Superior Court

StraightLine Int'l  
1-866-909-6678

ITS WISE TO SHOP  
STRAIGHTLINE  
INTERNATIONAL  
because

Here's Where You Get The  
LOWEST PRICES

Our Every Day Low Prices

Santo Domingo,  
Dominican Republic

Criminal Record Search

\$19.99

Other jurisdictions available

It's 1-866-909-6678

by Fred Frankel, Esq.

In Santa Domingo, the criminal cases are heard in one of three Courts. Two of the Courts are for the initial case to be heard and there is the third for the appeals.

There is no public access terminal; records are requested at the court, and retrieved sometimes from a separate location.

The two levels of courts are the Supremo (higher) and the Palacio de Justicia (lower level).

There are two locations in Santa Domingo for the Palacio De Justicia, one for Metro Santa Domingo; the other is for the East, North and West of the city.

Another way to do the search is through the Attorney General's office. The fiscalia or District attorney's office contains records for their own location only.

This search for records can only be done through District Attorney's office for a fee paid of about \$10.

Any other method of getting a record check at the District attorney's office is not recommended as it is highly frowned upon.

For searches at the Court or at the District attorney's



Santo Domingo, Dominican Republic Court

office you need the name, card or passport as well. Date of Birth and ID#.

At the district Attorney's

Puerto Rico



We Get Hits

office they  
StraightLine

XR2 Criminal Search  
PUERTO RICO

The 'XR2' Puerto Rico search is insurance that you are getting the best possible results.

We've all been doing this long enough...

Shouldn't you be offering your clients the best?

Call 1-866-909-6678  
Straightline International

asked for a copy of the id

CANADIAN BACKGROUND SEARCHES

StraightLine

PHONE

1-866-909-6678

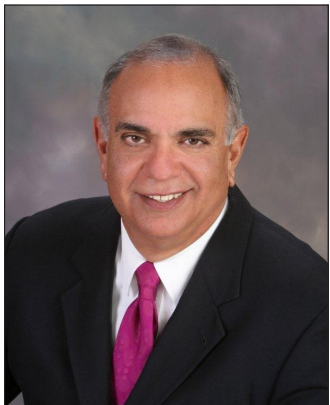
FAX

1-866-909-6679



## Les Rosen's Corner

A monthly column  
By Lester Rosen,  
Attorney at Law



### Another California Law

On October 12, 2017, California Governor Jerry Brown [signed into law](#) several pieces of legislation to improve services and support for women that included [Assembly Bill 168 \(AB 168\)](#) which prohibits employers in the state from seeking salary history information about an applicant for employment and requires an employer to provide the pay scale for a position to an applicant upon reasonable request.

AB 168 will prohibit an employer from relying on the salary history information of an applicant for employment in determining whether to offer an applicant employment or what salary to offer an applicant. It does not prohibit an applicant from voluntarily disclosing salary history information and would not prohibit an employer from considering or relying on that information to determine salary.

In addition, AB 168 – which adds Section 432.3 to the California Labor

Code – will include state and local government employers and the Legislature and would not apply to salary history information disclosable to the public pursuant to federal or state law. .

### Maine Still Wants To Hold Court Records As Private Property

The state is moving forward with a \$15 million taxpayer-funded project to start making court records electronic and putting them online, but who has access to those online records is turning into a passionate debate.

A new proposal would block the general public from accessing most court documents online even though those same documents are available with a trip to the courthouse.

Right now if you want to find out what's happening in court you have to go to the courthouse where the paper files exists.

Open government advocates want those files easily available online.

"These are all public records. What's the difference between them being in digital form or paper form?" said Mal Leary, long-time reporter and president of the National Freedom of Information Coalition.

Leary wrote the only dissenting opinion to the report.

"The reality is that this majority report will not allow for greater access. It

allows for the same access they have now," he said.

The report sent to Chief Justice Leigh Saufley and the rest of the state Supreme Court says there's a "tangible difference between accessing case records at the courthouse and viewing them from the comfort, security and anonymity of one's home."

They propose putting documents online but limiting them to lawyers and involved parties.

The public would only be able to see a table of contents for the case.

"It's the same as when we became a state in 1820. If you want a record on a particular case, you have to go to the courthouse to get it," Leary said.

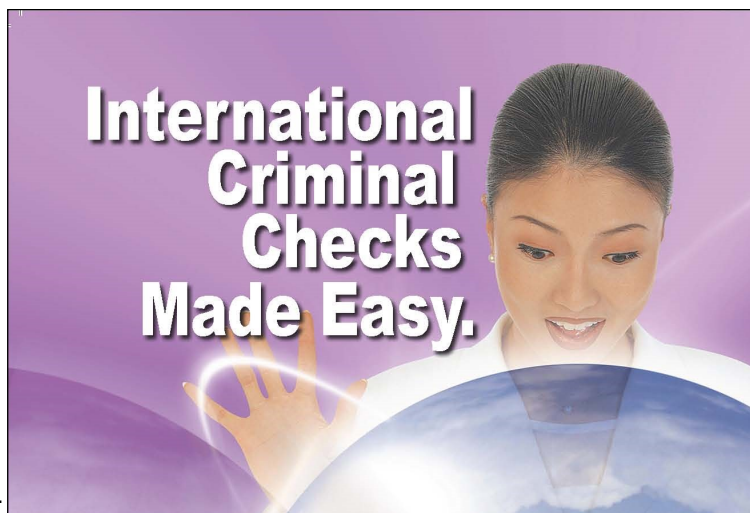
Chief Justice Saufley has pushed for electronic court records for years.

"We should be very thoughtful. We should go slow. We should make sure we're doing the right thing," Saufley said.

Now that she has the proposal from her task force, we went to her office to see what she thinks about limiting access.

"If you can walk in the door of the courthouse and get the records and see them why not put them easily accessible online?" CBS 13 reporter Jon Chrisos asked.

"That's something the task force really grappled with, and I think it's premature at this point to start talking about what documents will be easily accessible online," she said.

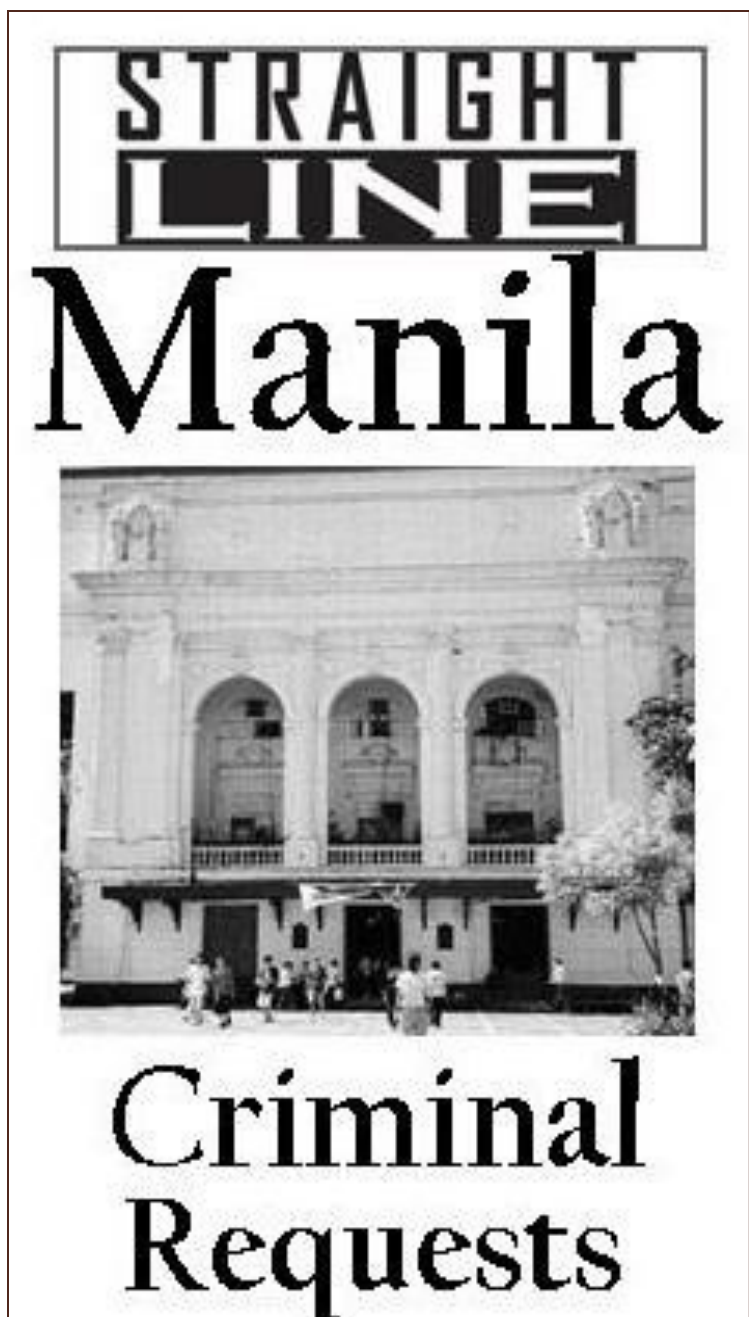



Saufley called the report a "foundation" for balancing privacy and public transparency.

and the Maine Supreme Court justices will decide what information and documents are available online.

"It's incredibly important to have a system where everyone can get the access that they need to the specific records," she said.

The online system is expected to rollout in 2019



## Marianas Criminal

No more than  
**\$59.99**  
Some searches include Guam

Steven Brownstein  
670-256-7000  
findcrime@aol.com

Pre-Employment Screening  
**BACKGROUND**  
Prices valid through 8/28/2016





# How Many People Are Really Killed By Police In The United States?

by Kate Wheeling

How many people are killed by police every year in the United States? It depends on whom you ask.

The federal government tries to track this subset of the population with databases like the National Vital Statistics System, which is based on death certificates. As public attention on police violence has increased in recent years, media organizations began making databases of their own—like the Guardian's The Counted or the Washington Post's Fatal Force—to track law enforcement-related deaths. Comparisons between the data sets suggested that the official government data was severely undercounting police-related deaths. However, no one really knew how accurate those media databases were either.

Now, in a new study published today in PLoS Medicine, researchers borrowed techniques from wildlife ecology to estimate how many people are really killed by police officers in the U.S. They found that, while the media database The Counted documented roughly twice as many cases of police-related deaths than the NVSS, it still missed up to 7 percent of cases.

The researchers matched cases of police-related deaths from NVSS mortality records and The Counted, and used a statistical tool called capture-recapture analysis to estimate the number of cases missing from both data sets. Wildlife ecologists often use this technique to estimate the size of a wild population. They'll trap animals, tag and release them, and then try to trap them again. "With this method, if you have two ways of collecting data, you look at to what degree do they overlap," says Justin Feldman, a

doctoral candidate at the Harvard T.H. Chan School of Public Health and lead author on the new study. If there's not a lot of overlap, the estimate of uncounted animals—or, in this study, cases of police-related deaths—would be large, Feldman explains. Conversely, a large amount of overlap would lead to a small estimate of uncounted cases.

The NVSS classifies police-related incidents based on death certificates; it only captures those whose death certificates explicitly state that the deceased passed away due to injuries from an altercation with law enforcement. The Counted, meanwhile, collects relevant cases from news reports.

In 2015, the NVSS recorded 523 law enforcement-related deaths, while The Counted identified 1,086 such cases. There was significant overlap between the two sources, according to the new study; 487 cases appeared in both lists. From this data, the authors estimated that at least 1,166 people were killed by police in the U.S. in 2015. The news-based system counted over 93 percent of the deaths, while NVSS captured less than 45 percent.

"The two main messages, I think, are pretty simple," Feldman says. "One is that these media based sources do a pretty good job of capturing the number of deaths; and two, that the death certificate data, which is supposed to be the gold standard for causes of death in the United States, is bad."

The researchers also found that deaths in poorer counties were more likely to be misclassified in NVSS records, as were deaths from injuries other than gunshot wounds. Improving federal databases could be as simple as expanding training for medical examiners and coroners, to ensure that they include police involvement on death certificates. Legislation to change how these deaths are reported might

also improve data sets, according to Feldman. Tennessee, for example, passed a law last year requiring state police to report all fatal police shootings to the state health department, though it remains to be seen if the new law will help close the data gap.

But incorporating news reports into official counts will almost certainly make a difference. "This approach that the Guardian and the Washington Post have taken of capturing these deaths based on local media reports is very good, it captures nearly all—93 percent—of the deaths," Feldman says. "The Department of Justice actually adopted this methodology too." In 2016, the DOJ unveiled a new system, modeled after The Counted, which requires police departments to report fatalities involving officers to the federal agency quarterly, which agency officials would use to confirm police-related deaths reported by the media. "But it's not really clear under the new administration what's happening with that," Feldman says.

Next Feldman and his colleagues plan to look at non-fatal injuries as well, to find out if emergency rooms are better at classifying police-related injuries than mortality records. "Having better data will better inform the conversation about what to do about policing in the United States," he says. In other words, researchers can't evaluate policies aimed at reducing police violence when the underlying data on police-related injuries and deaths is flawed.

One thing we know for sure: Sound policies to reduce police violence are desperately needed. The Counted database currently counts 1,093 police-related deaths in 2016—and now we know even that database is missing some cases.



## Background Check Technology Company PASS Relaunches To Provide Powerful AI-Driven Solution To Cope With Scale And Complexity of Regulation

New technology and business strategy offer 150% increase in productivity and reduce time to hire by 80%

Background check technology company PASS has formally relaunched following the successful carve out from Innovise Ltd.

Under a new management team led by seasoned industry veteran and serial entrepreneur Luke Battah, the Company has already delivered a 200% increase in the volume of searches performed for its global clients. These include global financial institutions with over \$1 trillion in total assets, Big Four recruitment firms, some of the world's largest aerospace companies as well as the UK Government. The speed of PASS's growth has been driven by the new management's focus on ensuring that the company has the technological agility and depth of analytics to help their clients cope with a complex and fast changing regulatory environment.

It's new business strategy has seen PASS's revenues more than double since inception. Supported by its own in-house AI technology, the Company is able to offer greater than a 150% increase in productivity compared to traditional manual processes, and currently screens tens of thou-

sands of candidates. With screening time reduced by 50% and and time-to-hire by 80%, this number is on course to become hundreds of thousands, as clients look to avoid damaging bottlenecks in their recruitment processes.

PASS's growth is mirrored by the pace of the Regtech sector, the value of which is set to top \$115 billion globally by 2020, rivalling even the Fintech sector. The Company's growth plans beyond Europe are well underway, with the platform being used by organisations in North America, Asia Pacific and Middle Eastern markets. PASS is also set to realise the significant growth potential it sees in other sectors such as pharmaceuticals, healthcare, transportation, manufacturing, defence and gaming markets.

Luke Battah, PASS CEO, commented: "Our new team and strategy have set a new industry standard. We're already providing governments and major global businesses with the tools they need to cope with the exponential increase in the scale and complexity of regulation they now face. Our systems, backed by powerful AI developed in-house, are able to offer more than a 150% increase in productivity compared to traditional manual processes, provide fully compliant solutions and reduce screening time and time-to-hire by 50% and 80% respectively.

"The PASS team possess unrivalled industry experience, and the effectiveness of our products is already driving expansion into North America, Asia Pacific and Middle Eastern markets."

### The Background Investigator

The Screening Industry's # 1 source for increased profitability

---

**Special Prices for 1 Year Advertising Commitments**

- <1st column inch is \$95.00 for the first year (1" high by 1.875" wide)
- <\$50 for the 2nd column inch or \$145.00 for the first year (2" high by 1.875" wide)
- <\$50 for the 3rd column inch for a total of a 3 column inch ad for \$195.00 for the first year (3" high by 1.875" wide)



A Note From  
Phyllis Nadel



Millions Of  
Facial images In  
Police Database

An official watchdog has issued a fresh warning over the police’s use of more than 20m facial images on their searchable databases, more than five years after the courts ruled that the inclusion of images of innocent people was unlawful.

Paul Wiles, the biometrics commissioner, says in his annual report that the police’s use of facial images has gone far beyond their original use for custody purposes and forces are using facial recognition software to try to identify individuals in public places.

In one recent example, the Metropolitan police used facial imaging to check those attending the Notting Hill carnival against a force watchlist.

“Facial images are just the first in a new wave of biometrics. I am aware that the police are already experimenting with voice recognition technology and others such as iris, gait and vein analysis are commercially available,” says Wiles in his annual report published on Wednesday.

He notes that while facial images have been used by the police since the birth of photography, the development of digital images, their storage on a national database, the use of powerful searching algorithms and the deployment of such technologies in public spaces transforms facial images into something new.

Wiles says that unlike

DNA and fingerprints, images can be taken without the subject’s knowledge. Facial images of about 90% of the adult population already exist in passports and driving licences.

“Facial images are a powerful new biometric but the acceptance by the public of their use for crime control purposes may depend on the extent to which the governance arrangements provide assurance that their use will be in the public interest and intrusion into personal privacy is controlled and proportionate,” writes Wiles.

His annual report says that as of July 2016 there were 19m facial images on the police national database, of which 16.6m had been enrolled in a facial image recognition gallery and were searchable using recognition software. The Met holds a further “extensive collection” of its own, as do other forces such as Leicestershire.

A high court ruling in 2012 declared unlawful the retention by the police of images of innocent people they had arrested or questioned but who had never been charged or convicted of any offence. A Home Office review ordered by Theresa May when she was home secretary was published this February, which required the police to delete images but only application from an individual “unconvicted person”.

The biometrics commissioner says the review left all the key issues about management, interpretation, governance and technical quality in the hands of the police without any independent oversight or reassurance to the public, especially those the high court described as “entitled to the presumption of innocence”.

“It is now almost five years

since the court held that the police retention of facial images was unlawful, yet we still do not have a clear policy in operation to correct that situation,” says Wiles.

The Big Brother Watch campaign group said they welcomed the biometric commissioner’s warnings and concerns about the ongoing creation and retention of facial biometrics and facial recognition technology by police forces across the country.

“It is of very serious concern that the Home Office appear to be so unwaveringly set on embedding facial biometric recognition technology into policing without debate, regulation, legislation or independent scrutiny,” said its chief executive, Renate Samson.

“Rather than throwing millions of pounds at the building of such intrusive capabilities, the Home Office should be investing in updating police IT systems to ensure that the hundreds of thousands of innocent people’s custody images and facial biometrics are deleted automatically as soon as they are released without charge, bringing them into line with DNA and fingerprints.”

However a Home Office minister, Baroness Williams, defended the regime announced in February, which allowed images to be deleted on request from an unconvicted person.

ITS WISE TO SHOP  
STRAIGHTLINE  
INTERNATIONAL  
because

*Here's Where You Get The*  
**LOWEST PRICES**

**Our Every Day Low Prices**

**INDIA**

**MUMBAI**

**DELHI**

**BANGALORE**

**CHENNAI**

**CALCUTTA**

**Others available. Just call and ask.**

**Criminal Record Search**

Verifiable. Court Docket printout available

**\$9.99 each**



Jaipur, India Court

“There should be a presumption that police will remove it from their databases unless retention is necessary for a policing purpose, and there is an exceptional reason for it to be retained. I consider this strikes a reasonable balance between privacy and public protection,” she said.

**CANADIAN RECORD CHECKS**

**CRIMINAL CHECKS CAN BE PERFORMED  
IN THE FOLLOWING PROVINCES:**



|                       |                       |
|-----------------------|-----------------------|
| Alberta               | Nova Scotia           |
| British Columbia      | Ontario               |
| Manitoba              | Prince Edward Islands |
| New Brunswick         | Quebec                |
| New Foundland         | Saskatchewan          |
| Northwest Territories | Yukon Territories     |



**NECESSARY INFORMATION:**  
**Full name**  
**Complete date of birth**  
**Province to be searched**

**Phone 866-909-6678    Fax 866-909-6679**

**StraightLine International**





The shortest distance between you and the courts.

advertise here promote your brand sell your products

# More Hits Straightline International

Steven Brownstein integrating FBI records with state records. FAST RESULTS. Coordinated, easy to read. CONTACT Steven Brownstein at Straightline International +18669096678

Steven Brownstein coordinating vetting into a systematic process. Multiple source integration. Cross country referencing. Contact: Straightline International +18669096678





All prices in US dollars

**Philippines Criminal**

No more than **\$45.99** Each city

Civil court records \$53.00

**Tuk Tuk RECORDS**




**STRAIGHT LINE**

Prices valid until 5/31/16  
Must use code MNL516 to qualify

NAME VARIATION 2,400 COURTS IN REAL-TIME  
ALGORITHM  
REAL-TIME DIRECT-TO-COURT ACCESS  
SUPERIOR TECHNOLOGY  
INSTANT SOLUTIONS AFFORDABLE CONVENIENT FAST  
DATA ACQUISITION TOOLS

24% MORE VALUABLE HITS  
NO MONTHLY FEES  
VAST COVERAGE AREA  
INTEGRATION  
VOLUME DISCOUNTS  
KNOWLEDGEABLE STAFF  
1000s OF SOURCES  
MAXIMIZE YOUR PROFITS  
SEARCH COUNTIES FOR PENNIES

Use our tools to maximize your profits.



**rapidcourt.com**

RapidCourt is a leader in data acquisition technologies, connecting CRAs to relevant and reliable records from thousands of sources. With multiple access methods including real-time direct-to-court and instant solutions, RapidCourt offers CRAs the most comprehensive and dependable set of criminal data acquisition tools in the industry.



**The Online—  
Onsite  
Equivalency  
Factor For  
Accessing Court  
Records**  
by Michael Sankey

If you are a professional and court records are important to your operation, then knowing if you are accessing a primary or secondary data site is extremely important.

A common practice today for many professionals such as background screeners and private investigators is to try to save a buck and/or find an edge over their competition by using online sources instead of going to the courthouse in person. This of course makes sense if the online source is equivalent to the public terminal at the courthouse. But the reality is that often times an online source is incomplete and cannot be used except as a secondary resource.

Here are Some Relevant Statistics

73% of criminal courts offer online access to the docket index (Also 75% of

civil courts offer online access to the docket index). 32 states have a state judicial system that provides online access to the docket index, accounting for 74% of the courts that are online. Over 1,000 courts individually provide online access via their own proprietary system or via a contracted vendor. But the real bottom line is:

Approximately 33% of the court online sites are NOT online-onsite equivalent. Approximately 60% of the 3,142 counties and county-equivalents in the U.S. offer online-onsite equivalent court records. Where to find a list of Online-Onsite Equivalent Courts

The reality is you will not find access to a free national guide by simply calling a competitor or by posting a request on trade association site or via a Google search. This information is much too valuable. Firms who have taken the time to analyze and compare the credibility for using certain online systems vs. going to the courthouse are not going to freely give away any results.

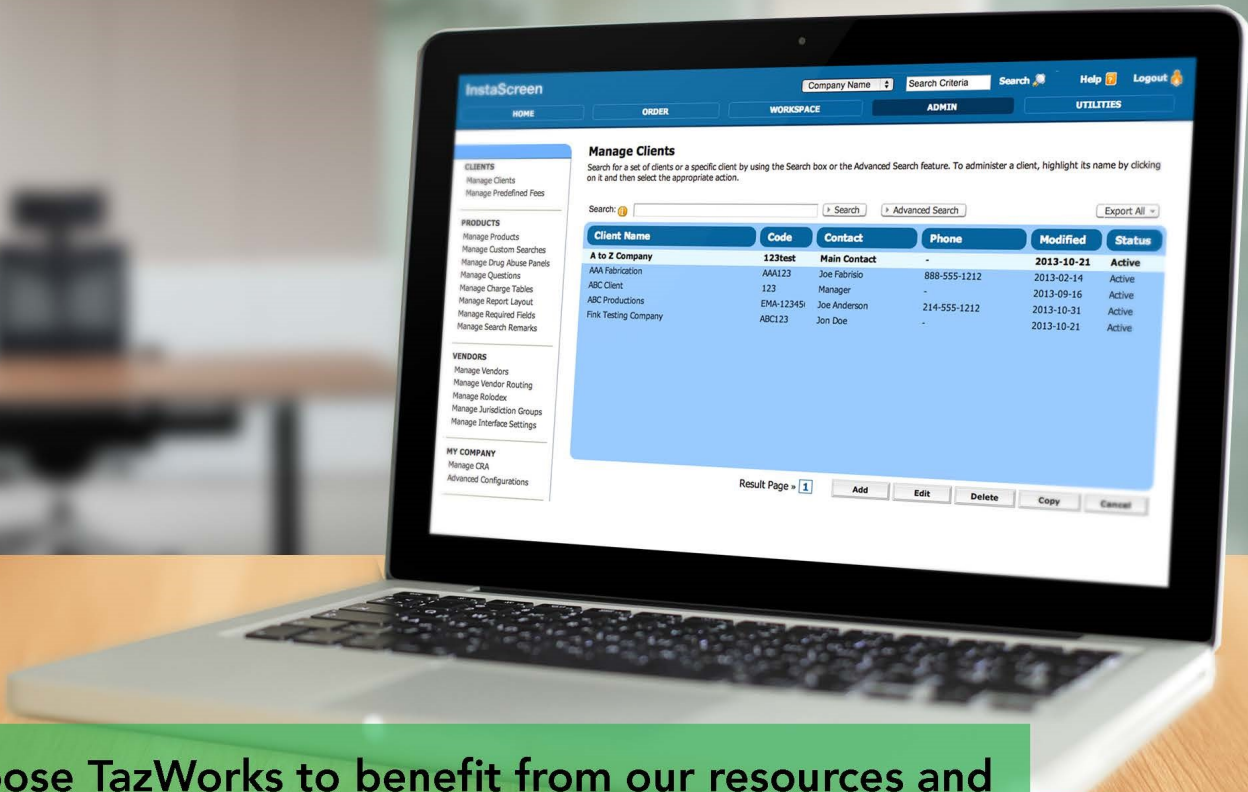
**How Can You Determine Online-Onsite Equivalency?**

There are a number of comparative factors to consider when analyzing the results of an online search versus an onsite search.

1. What is the date range of the records online – meaning how far back do the records go online? For example, online sources do not necessarily go back the same time frame as the onsite search from the same

If you're looking for the best background screening technology provider, you've come to the right place.

Background screening agencies need the best technology to deliver the most efficient tools for the job.



Choose TazWorks to benefit from our resources and commitment to delivering the top product when it comes to enterprise-grade background screening software.

Call us today at (801) 572-7401 Ext. 3 to find out how the TazWorks InstaScreen™ platform will enhance your business.



# StraightLine

## International Prices

Lower Prices per listed jurisdiction 10-15-17

Current 10-15-17

| City            | Price | City         | Price | City        | Price | City           | Price |
|-----------------|-------|--------------|-------|-------------|-------|----------------|-------|
| Los Angeles     | 2.99  | Toronto      | 7.99  | Mexico City | 11.99 | Manila         | 12.99 |
| San Francisco   | 2.99  | Vancouver    | 7.99  | Monterrey   | 11.99 | Quezon City    | 14.99 |
| Boston          | 2.99  | Ottawa       | 9.99  | Tijuana     | 11.99 | Makati         | 14.99 |
| Philadelphia    | 2.99  | Quebec City  | 9.99  | Guadalajara | 11.99 |                |       |
| Miami           | 1.99  | Montreal     | 7.99  |             |       | Shanghai       | 21.99 |
| Las Vegas       | 2.99  |              |       |             |       | Beijing        | 21.99 |
| Phoenix         | 2.99  | London       | 19.99 | Hong Kong   | 19.99 | Guangzhou      | 21.99 |
| Houston         | 2.99  | Oxford       | 19.99 |             |       | Shenzhen       | 21.99 |
| Seattle         | 2.99  | Manchester   | 19.99 |             |       | Chengdu        | 21.99 |
| Detroit         | 2.99  |              |       | Mumbai      | 9.99  | Nanjing        | 21.99 |
| Atlanta         | 2.99  |              |       | Delhi       | 9.99  |                |       |
| San Diego       | 2.99  | Dublin       | 24.99 | Bangalore   | 9.99  |                |       |
| Washington D.C. | 2.99  | Cork         | 24.99 | Calcutta    | 9.99  | Caracas        | 24.99 |
| Louisville      | 2.99  |              |       | Chennai     | 9.99  | Sao Paolo      | 12.99 |
| Lexington       | 2.99  |              |       | Pune        | 9.99  | Rio De Janeiro | 12.99 |
| Chicago         | 1.99  | Munich       | 19.99 | Hyderabad   | 9.99  | Recife         | 12.99 |
|                 |       | Berlin       | 19.99 |             |       | Buenos Aires   | 12.99 |
|                 |       | Frankfurt    | 19.99 |             |       | Bogota         | 12.99 |
|                 |       | Hamburg      | 19.99 |             |       | Cali           | 12.99 |
|                 |       |              |       |             |       | Cartagena      | 12.99 |
| Oslo            | 19.99 |              |       |             |       |                |       |
| Helsinki        | 19.99 |              |       |             |       |                |       |
| Warsaw          | 24.99 | Johannesburg | 11.99 | Puerto Rico | 4.99  |                |       |
| Bucharest       | 19.99 | Capetown     | 11.99 | San Juan    | 4.99  | Nairobi        | 24.99 |
|                 |       | Durban       | 11.99 |             |       |                |       |
|                 |       | Pretoria     | 11.99 | Nassau      | 14.99 |                |       |

Lower Prices per country if jurisdiction is not listed above 10-15-17

| Country            | Price | Country          | Price |
|--------------------|-------|------------------|-------|
| American Samoa     | 32    | Guam             | 29    |
| Argentina          | 68    | India            | 68    |
| Australia          | 36    | Ireland          | 32    |
| Austria            | 68    | Jamaica          | 32    |
| Bahamas            | 32    | Japan            | 76    |
| Belgium            | 68    | Korea            | 76    |
| Bermuda            | 32    | Malaysia         | 68    |
| Brazil             | 76    | Marshall Islands | 36    |
| Canada             | 12    | Mexico           | 36    |
| Chile              | 76    | Norway           | 68    |
| Colombia           | 76    | Philippines      | 50    |
| Denmark            | 68    | Poland           | 76    |
| Dominican Republic | 36    | Scotland         | 32    |
| England            | 32    | Spain            | 68    |
| Fiji               | 68    | Taiwan           | 76    |
| Finland            | 68    | Trinidad/Tobago  | 36    |
| France             | 76    | United Arab Emi  | 76    |
| Germany            | 68    | Venezuela        | 76    |

**Phone: 866-909-6678**  
**info@straightlineinternational.com**