

"A Time to Remember...and Look Ahead "

November, 2002

On the heels of the anniversary of September 11th, as we strived for optimism in the approaching holiday season, the country was regrettably gripped by another terrorist attack, this time in the form of a serial sniper in our nation's capitol. Thankfully, though not without the loss of life and paralyzing anxiety, the alleged assailants have been apprehended. One has a documented history of violence, and the other, at the very least, inconsistencies in his background history. The episode serves as further evidence of the need for our continued vigilance.

That greater interest in corporate security would result from last year's horrific attacks was predictable. What was not anticipated was that the consequential economic downturn would misguidedly, though perhaps unavoidably, prevent many organizations from acting upon the recommendations they so eagerly sought out. Fortunately, we have, of late, witnessed an increase in corporate implementation of proactive security measures.

A recent article in the Boston Sunday Globe (Attack, Economy Spur Changes in Security, October 27, 2002) relates how corporations and government agencies are increasingly turning to executive search firms to recruit top-level security posts. Organizations are seeking senior candidates with military, law enforcement and computer technology expertise for these high-paying positions. On the other end of the spectrum, the number of security guards and executive protection staff has grown dramatically. While that branch of the industry has traditionally been plagued by difficulty in finding qualified candidates and high turnover due to lower wages, the economic downturn has provided a greater number of suitable prospects seeking job stability.

Another such article (Security Execs Gain Acceptance in Top Ranks, Boston Sunday Globe, September 29, 2002) reported a growing trend in the appointment of CSOs-Chief Security Officers. While such a position barely existed two years ago, about 200 companies have named CSOs or equivalent positions in the last year. In many instances, this position seeks to coordinate the efforts of existing information technology and physical security directors and provide a single "point person." However, while many other companies surveyed indicated their desire to hire a CSO, only a small percent were

prepared to hire. And those companies that did create and fill this position often did not accord the power or commit the resources necessary to insure its success.

While the implementation of essential security measures may require a significant monetary outlay, the cost of being proactive is always less than cost of being reactive. Successful security programs protect organizations from financial damage and promote employee morale on a day-to-day basis. They reduce costs associated with theft, training, liability suits and loss of productivity.

Creative Services Inc. offers a comprehensive package of services in the areas of Pre-Employment Screening, Security & Management Consulting and Training Programs & Seminars. We are pleased to add a new component to our already varied list of background screening elements. The U.S. Government Restricted Parties List Inquiry searches eighteen (18) government restriction lists, including publications from the State, Commerce and Treasury Departments. It identifies all "blocked" and "denied" individuals as sanctioned by the U.S. Government, including known terrorists, drug traffickers and parties guilty of trade violations.

CSI has experienced tremendous growth in the past year, primarily attributed to the increased demand for background screening and security consulting, not only in the corporate sector but also in commercial and residential property management. We acknowledge and appreciate the confidence our new and established clients have demonstrated in our services. It is gratifying to know that our goals of maintaining uncompromising quality and anticipating our clients' needs are being realized. While we cannot ignore the misfortune that has befallen too many and the ongoing threat that affects us all, we must continue to learn from these events and look forward to a brighter future. In that spirit, the staff at CSI extends its wishes to you for a safe, healthy and happy holiday season.

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LIARS INDEX NEWS

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Lying About Degrees Ranks High on Executive Chopping Block

Brookfield, WI - According to results from a recent survey conducted by Jude M. Werra & Associates, LLC, 95% of responding employers would drop a candidate who lied about earning a college degree.

In the latest issue of The **Liars Index News**, which the firm publishes twice a year, readers were invited to respond to a survey about various types of resume misrepresentation and their feelings about the importance of each type of falsification. The firm also produces the semi-annual **Liars Index**, capturing the percentage of candidates who misrepresent their educational credentials on their resumes.

According to Jude Werra, president of the retained search and selection firm, "as we see unemployment figures rise, some would argue that people would be more likely to misrepresent their educational credentials in order to get an edge in a more competitive market. However, the survey shows that there is nothing that will more quickly eliminate a person from consideration than claiming a degree that wasn't earned."

"Possessing a degree does not guarantee you'll be hired, because many non-degreed executives prove their worth every day," Werra continued, "but lying about a degree will eliminate you, FAST".

Survey results also indicate that when it comes to massaging dates of employment, on-the-job results, past employers records, degree majors and other facts on a resume, employers may be more willing to listen to the candidates' stories on their justifications, but the data shows clearly that employers would seldom be unconcerned at all about the false claims.

Jude M. Werra & Associates, LLC is dedicated to bringing clarity to executive assessment, search and selection nationwide, and has affiliates serving Latin America and Europe.

The Results Of The 2001 Survey Jude M. Werra & Associates, LLC

Since 1995 we have been compiling the **Liars Index**, a semi-annual indicator regarding executives who misrepresent their educational credentials on their resumes. In our last **Liars Index News** newsletter we surveyed for input on various evasions, and how executives reading our newsletter react to them. Here are the results of the survey.

THE MISREPRESENTATION	I would eliminate the candidate from consideration	I would give the candidate a chance by asking for justification of the falsification	I would be unconcerned with the falsification
Claimed a degree where no degree was <u>ever</u> earned (confirmed by the school)	94.6	5.4	0
Falsified job assignments and titles	80.4	19.6	0
Claimed to be currently enrolled at a school when not actually attending	76.8	19.6	3.6
Falsified compensation history in a letter or application	73.2	25	1.8
Changed the major field of an earned degree	66.1	30.4	3.6
Claimed current membership in an association or board on a resume when not now a member	44.6	48.2	7.1
Falsified dates of employment on the resume	41.1	58.9	0
When non-degreed, falsified dates attended in school	35.7	62.5	1.8
Inflated results claimed on a resume	5.7	58.9	5.4
Degreed, but falsified graduation date	28.6	69.6	1.8
Left employers off of the resume	21.4	75	3.6