



## WHAT YOU DON'T KNOW CAN HURT YOU

In the dark? Let Tasha Dyson shine a little light



### Introducing Tasha D. Dyson

*Security Analyst / Investigator*

Pre-employment screening is a complex battle between an employer's desire to know and an individual's right to privacy. And on the front line, your first (and last) defense is Tasha Dyson of Protus3.

For the past 18 years Tasha has been protecting, consulting, and advising a multitude of corporations, municipalities, hospitals, universities, and non-profit organizations regarding their most vulnerable weak points: hiring, retaining, and promoting employees. Whether it's hiring of entry-level employees and top executives or leading business-to-business due diligence investigations, Tasha is always up for the challenge. She takes pride in assisting her clients in their mission of hiring and retaining the best and most talented employees. "Employees are a company's most valuable asset, and I just help make sure my clients have the information they need to make appropriate decisions."

Tasha's mastery and expertise in background investigations is just the surface of her skillset. For almost 20 years, she has also assisted in large scale multimillion-dollar cases involving fraud, misappropriation, and corporate theft while at the same time serving on hundreds of security assessments and review consultations. "Fraud cases and collaborating on security assessments are my specialty, in part, because there is usually a large amount of data that needs to be analyzed and communicated to the client." Tasha's ability to get to the bottom of things and communicate directly with clients underscores her value at Protus3. This line of work is perfect for her. "What's not to love?" she said. "I get paid for being nosy!"

Tasha began working at Protus3 as a receptionist, and it wasn't long before an executive found out she had a degree in English (with honors). At that moment her role began to shift from admin to analyst, and she started reviewing and editing every written security assessment before it was presented to the client. Over the years, she has gained an expertise in both security assessment review and investigations. She also conducts training sessions, writes training programs, and is actively involved in company marketing and quality control. At Protus3, Tasha is a jack of all trades and a master of most.

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But whether its pre-employment screening for Fortune 500 companies or for an individual in need of caretaker services, Tasha takes the same approach—placing the hiring objectives of the client above all else. "Criminal records checks are often only the tip of the iceberg when it comes to background screening. Sometimes you have to dig deeper than just what's publicly available. And every state has different laws relating to what's available online or at the clerk's office."

Tasha is a Licensed Private Investigator in North Carolina and also has continuing education credits in web development tools, web graphics, and AutoCAD. She is a member of the National Association of Professional Background Screeners, Triangle Society for Human Resource Management, and Phi Beta Kappa.

When she's not conducting investigations or working on security assessments, she can be found singing with The Encore Singers, volunteering with Wake Relief or Activate Good, or trying out new recipes.

*Tasha has given presentations, trainings and consulting advice to a wide array of companies, and would welcome the opportunity to share her expertise and experience with business owners, executives, and HR professionals in a variety of industries.*

*Tasha is prepared to speak on the following topics:*

### **1 Building Your Own Pre-Employment Screening Program**

After hiring an employee, the last thing on an employer's mind is the possibility that down the road the same employee could either embezzle—or otherwise defraud the company of—millions of dollars. However, a comprehensive pre-employment screening program may have raised red flags. Reviewing résumés and calling references is just the beginning. The additional steps taken after that can make an organization sink or swim. But this is not a one-size-fits-all program. You may not care about an executive that has two speeding tickets in the last ten years; however, if you are a delivery company where that person will be responsible for your goods in a company car, it might matter a lot. Developing a company-specific, job-specific pre-employment program is vital for all industries, and these programs should be diverse as the industries themselves.

### **2 Paying \$29.99 For A Background Check—Do You Know What You Are Getting?**

There are hundreds of websites offering to provide criminal background checks for a fee. However, did you know that not all criminal records are available online? Are you getting accurate, up-to-date information? Do you know what information is missing? Are you really getting the complete picture? Not all online background checks are the same, and knowing the differences can save a company time and resources – and prevent making a hiring mistake that will come back to haunt them.

### **3 Pre-Employment Screening In The Social Media Era**

The applicant has a great résumé and seemed perfect in the interview. How do you know that their personality is genuine? Facebook, Twitter, Instagram, Pinterest, LinkedIn. These popular platforms are all good sources of personal and public information. What if you find an account for the applicant on one of these platforms? What if you don't? Pre-employment screening goes beyond background checks—and what you can find might scare even the boldest executive.

### **4 Background Screening—Do It Again...And Again...**

So, you think that admin employee is ready for a promotion or even an executive position? Maybe it's just a lateral move. Maybe they have been with the company for more than ten years. When was the last time you conducted a background check on them? Just because they show up to work and do their job, that doesn't mean your company is immune from disaster. Have they been recently arrested? Maybe they are involved in a civil lawsuit? Take nothing for granted... especially when preparing to move someone to a position of greater responsibility and access to company information or finances. Periodic background screening is a sure way to vet minor problems before they become major ones. No company wants to end up on the evening news watching an employee in handcuffs or making unwarranted remarks that reflect poorly on the company. Do you really know your employees?