

## A Good Argument for Pre-employment Screening!

**First Step:** Screen your employees with a proven, effective tool such as the P.A.S.S. - III

This is the **actual PASS III** that the manager, who you are about to learn about, completed. The inside of the PASS III is displayed below with the manager's selection.

# D.A.T.A.<sup>®</sup>

OFFICE USE ONLY

AI      /      ?

TA      /      ?

DA      /      ?

TOTAL      /      ?

Personnel Systems Corporation  
**P.A.S.S.-III<sup>®</sup>**

  
**D.A.T.A.<sup>®</sup> SURVEY**  
personnel d.a.t.a.<sup>®</sup> survey/system

**please print**

name (Print first middle last)  
\_\_\_\_\_

address number & street city  
\_\_\_\_\_

state zip code  
\_\_\_\_\_

today's date \_\_\_\_\_

telephone \_\_\_\_\_ Soc. Sec. No. \_\_\_\_\_

position applied for \_\_\_\_\_

**Instructions:**

- A. Answer all questions giving your opinion as to the accuracy of the following statements.
- B. Put an X in the appropriate box.
- C. Use the Question Mark (?) **only** if you absolutely cannot answer the questions with a Yes or No.
- D. Do not leave any questions unanswered or with more than one answer.
- E. This survey should be completed in 15 minutes or less.

NOTE: This Survey is licensed for confidential use. All information given is held confidential to the Employer.  
**DO NOT REMOVE FROM THIS OFFICE.**

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**Second Step: Trust the results!** The manager scored quite poorly on the PASS III. His answers are shown below. Due to the proprietary nature of the PASS III, we cannot display the full statements that he selected, but those that fall **within a box** are wrong. In his case, he scored **35!** A borderline score would be 15. The store owner said, "I know XXXXX, and I trust him even if the survey tells me otherwise." We urged him not to hire the person, but **he did anyway. Note the number of red circles** that are **wrong answers** — especially those in the middle section of the survey. Those pertain to "Trustworthiness" and he was off the chart with incorrect responses. Scroll down further to learn what this manager did over a period of time.

**○ = WRONG CHOICE!**

Item	Yes	No
75. Most employees demand too much for too little pay.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
76. Most employees try to keep their employer happy just to get into a work outfit or office.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
77. Companies have to pay for their employees.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
78. Most people go to work to get what they can while they can because of the way the world is.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
79. Companies should give a bonus to employees who work hard.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
80. Supervisors usually work harder than their people.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
81. Everyone has done something.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
82. People who admit they stole something should be punished less than those who don't.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
83. It is better for an employer to turn down a job applicant because he looks out the door than to have something happen to a problem employee.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
84. A supervisor who gets his superior's points stealing from the company.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
85. The courts are justified in charging people who steal with the same punishment as those who steal from the company.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
86. Borrowing from an employer without permission is like stealing.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
87. A person who has based his job on a company should not be paid as much as the rest of the staff.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
88. People can really change and not think again.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
89. It is probably true that the development of a person is less, not, correlated than non-development.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
90. A person who is a person should be paid as much as those who are also a person.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
91. People who have without the best of things should not be paid as much as those who have them.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
92. Speaking to the ear is a mistake for most people.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
93. Have you ever purposely told a lie?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
94. Most people will lie to get ahead.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
95. It would be a most impossible situation if our society or policy completely honest.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
96. Forming an a follow-up employee with being something probably gets the information that much not matter as to what.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
97. The drinking up should be slower.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
98. The whole drug problem has been solved so far.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
99. It's very hard not to use drugs if you don't take it.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
100. Marijuana should be legalized.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
101. Most companies make too much profit.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
102. Most people are fair to their employees.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
103. Most people know what's going on at work.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
104. Most supervisors really don't want their people.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
105. Most supervisors are afraid with their people.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
106. Companies probably don't want them to work.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
107. Companies probably don't want them to work.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
108. Most people are afraid with their people.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
109. Companies probably don't want them to work.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
110. Companies probably don't want them to work.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
111. Companies probably don't want them to work.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
112. Companies probably don't want them to work.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
113. Companies probably don't want them to work.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
114. Companies probably don't want them to work.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
115. Companies probably don't want them to work.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
116. Companies probably don't want them to work.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
117. Companies probably don't want them to work.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
118. Companies probably don't want them to work.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
119. Companies probably don't want them to work.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
120. Companies probably don't want them to work.	<input checked="" type="checkbox"/>	<input type="checkbox"/>

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This is the **confession** made by a manager who supplied the answers to the **PASS III Data Survey displayed above** (Cost: \$14.00). It speaks for itself. (Confession was partially edited to insure privacy.) He should not have been hired based just on the results of the PASS III. He was hired and subsequently **stole nearly \$250,000! The PASS III predicted what he would likely do. The text version**--supplied for easier reading and study--is displayed below his actual handwritten confession that you see here.

Notice in his confession where he states, "During the period of Oct - Nov 1990 I stole approximately \$1,200 from xxxxxxxx by taking various sums of money from the cash drawer while I was alone at the front counter." He was subjected to a polygraph regarding the theft of the \$1,200 and passed. However, **during the interrogation he admitted that he did steal the \$1,200 and that he just "beat the polygraph."**

(Full-time store manager of an equipment rental store.)

I have worked at [REDACTED] : [REDACTED] SINCE SEPT. 10, 1990. DURING THE PERIOD OF Oct-Nov 1990 I stole approximately \$1200.00 from [REDACTED] by taking various sums of money from the cash drawer while I was alone at the front counter. Money was used to pay some bills but to mainly keep me in the bars at night drinking and playing pull tabs. I didn't stop anything from Nov '90 until approximately June of 1991. From that period until now, Aug. 1993 I have stolen approximately \$29,940.00 by destroying daily tickets and removing that amount from the cash drawer. ON THE AVERAGE I stole approximately \$1,200 a week during this 26 month period. The tickets I took were destroyed in a wood stove during winter months on top up and thrown in the garbage at home. Even tho daily contracts are numbered, they are ~~not~~ NOT RECORDED IN NUMERICAL SEQUENCE because it is almost impossible to do so. When things are rented for periods of time, the number would not match those on the day it was returned. That would help hide the fact that tickets had been destroyed. Today I stole \$1.30 as a customer bought a bag for a mower and left the money without waiting for a ticket to be written. I have given \$20.00 to MR URBAN SER# 55845513 and have spent the other \$1.30 for pop & lunch. The most I can recall stealing in one day was about \$600.00 that would have been on a bobcat rental or compressor & Jackhammer rental. The reasons for my actions can be pretty much summed up by alcohol, gambling and compulsive behavior. There had been evenings where I would go through \$300-400 just in pull-tabs, plus once you add the drinking in it could have been \$500 on nights like those. This would also include the times I would buy drinks for my friends a loan from. I also used money to pay the monthly living expense bills like utilities, rent etc.

I have been waiting for this day to happen knowing that this could not go unnoticed for long and I feel like a great weight has lifted from me now that I can talk about this.

At this moment, looking back I know how wrong I have been. I have a sick feeling in my stomach because of what I did, not only to a company but to a very close personal friend which is [REDACTED]. He is by far the best employer that someone could work for and I'm sorry that I have made things so tough for him. I understand that I can be fired from my job and prosecuted under the law for the actions I have taken in the past.

I have reread my statement and feel that I'm responsible for the loss of approximately \$29,940.00 plus the \$1200.00 from 1990. This statement is true and correct to the best of my knowledge. I will receive a copy of this statement.

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## TEXT VERSION

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(Full-time store manager of an equipment rental store.)

I have worked at xxxxxxxx since Sept. 10, 1990. During the period of Oct - Nov 1990 I stole approximately \$1,200 from xxxxxxxx by taking various sums of money from the cash drawer while I was alone at the front counter. Money was used to pay some bills but to mainly keep me in the bars at night drinking and playing pull tabs. I didn't steal anything from Nov '90 until approximately June of 1991.

From that period until now, Aug. 1993 I have stolen approximately **\$247,940** by destroying daily tickets and removing that amount from the cash drawer. On the average I stole approximately **\$2,200 a week during this 26 month period**. The tickets I took were destroyed in a wood stove during winter months or torn up and thrown in the garbage at home.

Even tho daily contracts are numbered, they are not recorded in numerical sequence because it is almost impossible to do so. When things are rented for periods of time, the number would not match those on the day it was returned. That would help hide the fact that tickets had been destroyed. Today I stole \$21.30 as a customer bought a bag for a mower and left the money without waiting for a ticket to be written. I have given \$20.00 to Mr. Urban ser #55845513 and have spent the other \$1.30 for pop & lunch.

The most I can recall stealing in one day was about \$600 that would have been on a bobcat rental or compressor & jackhammer rental. The reasons for my actions can be pretty much summed by alcohol, gambling and compulsive behavior. There had been evenings when I would go through \$300-400 just in pulltabs, plus once you add the drinking in it could have been \$500 on nights like those This would also include the times I would buy drinks for my friends or loan them. I also used money to pay the monthly living expense bills like utilities, rent, etc.

I have been waiting for this day to happen knowing that this could not go unnoticed for long and I feel like a great weight has lifted from me now that I can talk about this.

At this moment, looking back I know how wrong I have been. I have a sick feeling in my stomach because of what I did, not only to a company but to a very close personal friend which is xxxxxxxx . He is by far the best employer that someone could work for and I'm sorry that I have made things so tough for him. I understand that I can be fired from my job and prosecuted under the law for the actions I have taken in the past.

I have reread my statement and feel that I'm responsible for the loss of approximately **\$247,940 plus the \$1200 from 1990**. This statement is true and correct to the best of my knowledge. I will receive a copy of this statement.

# Hidden camera helps nab suspect

## Store employee charged with taking more than \$240,000

By John Welsh

TIMES STAFF WRITER

LITTLE FALLS — A rental store employee who has admitted to taking nearly a quarter of a million dollars was uncovered by a hidden video camera.

Experts in the field say such video vigilantism is becoming increasingly possible as technology pushes down

prices for smaller and smaller equipment.

██████████, 35, Little Falls, is charged with one count of theft and is scheduled to appear Sept. 20 in Morrison County District Court. ██████████, who has an unlisted phone number, could not be reached for comment Wednesday.

According to the criminal complaint against him, ██████████ said he pocketed between \$2,000 and \$2,200 a week from cash-paying customers while employed at ██████████ from June 1991 to August of this year. In all, ██████████ told

police he figured he took more than \$240,000.

"We knew it was happening, but we never dreamed of the amount," said ██████████, owner of the store, which rents equipment and supplies to businesses and individuals.

Those who helped ██████████ set up the video sting were equally surprised.

"I've been in the business for 20 years and it's an unusual case in terms of money," said William Urban of Loss Prevention Specialists, a Coon Rapids firm that works with businesses on em-

Please see CAMERA, 10A ▶

FOR TIMES SUBSCRIPTION AND CUSTOMER SERVICE

ployee theft cases.

██████████ was captured on a video camera purchased by ██████████ from ██████████ ██████████ ██████████ the owner of the St. Cloud company, said he's been getting more of those types of requests in recent years.

With technological developments making video equipment smaller and more affordable, hidden cameras are not just for banks and convenience stores anymore, ██████████ said. Bars and restaurants, where large amounts of cash are handled, are increasingly turning to hidden cameras for help.

Hidden video systems equipped with lenses only one-eighth of an inch wide can be purchased anywhere from several hundred to several thousand dollars.

"More and more businesses are using camera systems," Urban said. "We work with 30 different industries and each one of them has used a camera system at some point."

In the Little Falls case, after ██████████ captured the alleged theft on video he hired Urban to question Larson, who then admitted to the theft.

Though video is a handy tool for detecting theft, Urban said he warns customers about relying on it too heavily.

Urban said government studies show that one-third of employees steal from their employers and that most small business failures can be linked to such theft. But he said businesses should use video selectively or else it can lose its effectiveness as a tool. Aggressive screening of applicants can be a more effective way of preventing theft, he said.

But in cases where it is used, videotaped wrongdoing can be very effective evidence in the courtroom, law enforcement officials said.

"It's pretty good evidence," said Little Falls Police Chief Mike Pender. "It's a good tool for employers as long as it's not abused."