

NEWS RELEASE

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Principal, Leon Singletary appeared on the front page of Tuesday, March 18th's Business Section of the Philadelphia Tribune

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See article below



B Section

Tuesday, March 18, 2008

Opening Doors

Firm eases the system of hiring new workers Human relations company helps promote diversity

Ayana Jones
Tribune Staff Writer

When firms want to delve into the background of potential employees, they turn to people like Leon Singletary. Singletary is the principal of First Contact HR, a Fort Washington-based company that specializes in providing background screening and human resources services, including drug and alcohol testing, identity validations, criminal and credit records research and employment and education verifications.

“Background screening companies traditionally have staff that are former law enforcement and former private investigators,” said Singletary, who has practiced for over 16 years. “First Contact HR has built this business around people with human resource backgrounds.

“Rather than base the business on the transaction of doing a background check, we have built a model that basically looks at supporting the client from beginning to end”

First Contact HR provides services for its clients such as ensuring that their interview questions are Equal Employment Opportunity Commission compliant and that they are complying with the Fair Credit Reporting Act. Under the FCRA, First Contact HR conducts employment background checks on job applicants that provide authorization by completing a customized release form.

“We’re not doing background checks in a covert fashion,” Singletary said. “We’re only doing background checks with the knowledge the applicant that they are in fact applying for a position and that is the reason for this. “We really get a lot of satisfaction in helping our clients by meeting their goals by hiring the right employees.”

He said the company plans to double its employee base of 10 by the end of year. The company is poised for growth at a time when the background industry is on the rise. The industry has been fueled by concerns about workplace safety, legal liability and for security.

“Since 9/11 it’s apparent that background screenings have become the norm, It’s become the standard,” Singletary said. “When you pick up the paper every single day you notice various instances and situations that could have potentially been avoided had the institutions done a thorough background check.

“Often times, the institutions - particularly academia - don’t do background checks simply because it’s a cost issue,” he added. “The saying that I like to use is: the business who doesn’t do background checks is like the only home in the neighborhood that doesn’t have an alarm system.”

While background checks may be a core focus, the company also specializes in offering workforce training and exit interviews. For instance, they can assist companies that are experiencing a higher turnover than the industry standard with exit interviews.

“Often times people don’t leave companies, people leave supervisors, so often times you try to isolate the issue,” Singletary pointed out. First Contact HR (formerly known as HR First Contact) primarily serves small businesses throughout the Delaware Valley.

