

BARRY J. NADELL

CURRICULUM VITAE



CONTACT INFORMATION

Barry J. Nadell Investigation Services
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California Private Investigators' License # 23883
Expert Witness / Consultant where background screening is an issue

AUTHOR

"Sleuthing 101, Background Checks and The Law" available through Amazon, and other bookstores including PI Magazine, SHRM and ASIS. Distributed also by BRB Publications.

Various articles as listed herein...

EMPLOYMENT

Barry J. Nadell Investigation Services, Chatsworth, California
President / Sole Proprietor, January 2004-Present
Consulting and Expert Witness Work: Licensed Private Investigator

Form I-9 Compliance, LLC, Newport Beach, California
President & Co-Founder/Owner, January 2005-2007 (Sold my interest in the company)
Technology company providing paperless processing of Form I-9's and E-Verify to employers

Kroll, Chatsworth, California
Senior Vice President / Background Screening, March 2006-December 2007
Consumer Reporting Agency as defined by the Fair Credit Reporting Act providing background screening on employees and job applicants nationwide (www.kroll.com)

InfoLink Screening Services, Inc., Chatsworth, California
President / Co-Founder/Owner, 1994-March 2006 when sold to Kroll
Consumer Reporting Agency as defined by the Fair Credit Reporting Act providing background screening on employees and job applicants nationwide (www.infolinkscreening.com)

Aspen Communications, Inc., Encino, California
President/CEO, 1991-1994
Direct Marketing Consulting – Infomercial Consulting

Aspen Financial/Nadell Insurance Services, Inc., Tarzana, California
President/CEO, 1974-1994
Insurance and Financial Planning
Continues to maintain an Insurance License in California

EDUCATION

Arizona State University, Tempe, Arizona *Bachelor of Science Degree*, February 1968 • Finance Degree

The American College, Bryn Mawr, Pennsylvania
Advanced Degree- Chartered Life Underwriter-Approx. 1976 *Advanced Degree* – Chartered Financial Consultant-Approx. 1979

MEMBERSHIPS (M) / ASSOCIATE MEMBERSHIPS (AM) / PAST MEMBERSHIPS (PM)

The National Association of Professional Background Screeners (M)

(Founding Member & 4 year Board Member)

American Bar Association – Labor & Employment Section (AM)

Association of Consumer Reporting Agencies (Founding Member) (PM)

Los Angeles County Bar Association – Labor & Employment Section (PM)

California State Bar Association – Labor & Employment Section (PM)

Department of Homeland Security Southwest Emergency Response Network (PM)

Employment Screening Guideline Committee of ASIS International (PM)

Employment Management Association (PM)

American Society for Industrial Security (PM)

Association of Threat Management Professionals (PM)

Society for Human Resources Management (PM)

Professionals in Human Resources (PM)

National Human Resources Association (PM)

Northern California Human Resources Association (PM)

National Speakers Association (PM)

Employer Advisory Counsel (PM)

Los Angeles County Hotel/Motel Group (PM)

Southern California Business Association (PM)

American Management Association (PM)

National Council of Investigation & Security Services, Inc. (PM)

Various Industry Associations (PM)

ACCOMPLISHMENTS

In 2004, Barry was honored by Professionals in Human Resources Association with the Excellence in Human Resources Award for his valuable contributions to the field of Human Resources.

Previously an advisory board member for Recruiting Trends providing thought leadership and articles. Sponsored by Kennedy Information.

Contributing consultant: Allexperts.com

In January 2002, Barry was asked to assist Assemblyman Rod Wright in the California Legislature in drafting bills to amend AB655. This effort culminated in the drafting of AB 1068 and AB2868 which became law in California September 28, 2002.

National Advisory Board: President & CEO Magazine (PM)

Instructor: Human Resource Assistant Academy, Los Angeles Valley College (PM)

International WHO'S WHO of Entrepreneurs

Semi-Finalist: 2002, 2000, 1999 Ernst & Young Entrepreneur of the Year Award Invitee

Inc. Magazine's 1999-2002 Listing of Fastest Growing Companies in the U.S.

Expert Witness: Listing of closed and active cases available upon request

In 2010, Mr. Nadell was engaged as a consultant for USA Swimming, (see: www.usaswimming.org)

USA Swimming is the National Governing Body for the sport of swimming in the United States and is a 300,000-member service organization that promotes the culture of swimming by creating opportunities for swimmers and coaches of all backgrounds to participate and advance in the sport through clubs, events and education.

Mr. Nadell revised their entire background screening program, managed a request for proposal process, and helped USA Swimming install a new comprehensive program of screening for coaches, volunteers and others to protect youth athletes throughout the U.S.

(see: <http://usaswimming.org/ViewNewsArticle.aspx?TabId=0&Alias=Rainbow&Lang=en&ItemId=3086&mid=9874>)

In 2011, Mr. Nadell became a member the National Association of Professional Background Screeners Governance Committee which is comprised of past board chairmen or co-chairmen. The Governance Committee was formed to make recommendations to the NAPBS Board of Directors.

**NATIONAL SPEAKER ON THE LEGAL ISSUES OF BACKGROUND SCREENING:
SPEAKING ENGAGEMENTS in 2007**

American Correctional Association

Employer Advisory Counsel

Southern CUPA-HR

Labor Law Seminar

NAPBS (National Association of Professional Background Screeners) Austin, Tx Conference

California State University, /Langsdorf Hall

Marketing & Admissions Professionals for Seniors

Ralcorp HR Presentation

Webinar Social Networking

Midwest Regional CUPA-HR Conference

Kennedy Recruiting Conference 2007

Webinar: Kroll & Baker Donelson Clients

CAHSAH (California Association of Health Services at Home)

NACE (National Assoc. of Colleges & Employers)

Eli Research Audio Conference

ASSE (American Society of Safety Engineers)

ACFE (Association of Certified Fraud Examiners)

Stockton Lorman Conference

Eli Research Audio Conference

Academic Webinar

Marsh Webinar

CCM Audio Conference

EDD of Marin County

Labor Law Seminar

HR Florida Annual 2007 Convention (SHRM affiliate)

HRTW Webinar

PIHRA (Professionals In Human Resources Association) National Conference
2007 HR Southwest, HR Conference & Expo (SHRM affiliate)
Eli Research Audio Conference

NATIONAL SPEAKER ON THE LEGAL ISSUES OF BACKGROUND SCREENING:

OTHER ENGAGEMENTS – LISTING VARIOUS AUDIENCES

Society for Human Resource Management – 2000 & 2005 Annual Conventions & various State Conventions
Professionals in Human Resources – 1996, 1998, 2001, 2002, 2004, 2005 (Annual Convention & Various Chapter Meetings)
American Society of Industrial Security–1999, 2000, 2001, 2002, 2003, 2005 (Annual Convention & Chapter Meetings)
Professionals in Human Resources Association – Annual convention 5 times including 2007 and at various Chapter Meetings
Association of Threat Management Professionals-1999 & 2002 Annual Convention
California Association of Temporary Staffing Services – 1998/1997 Annual Convention
CUPA HR- Spoke at national convention and various regional conventions
National Association of Colleges & Employers (NACE) spoke at 2007 national convention and scheduled again for May 2008
California Rental Association –1998 Annual Convention
Northern California Human Resources Association – 1999, 2001, 2002 Annual Convention & Chapter Meetings
Association of Christian Schools International – 2003 Annual Convention
Western Food Service & Hospitality Exposition – 2005 Annual Convention
Human Capital Management Teleconference - 2005 Human Resources
Independent Consultants - 2005 Employment Management Association of So. California -2005
HR Houston’s Gulf Coast Symposium on HR Issues – 2003 Annual Convention
HR Southwest – 2004 Annual
Convention Human Capital Management Conference-2004
College and University Professionals Association – Human Resources (CUPA-HR), 2004, 2005 Annual Convention & Regional Conference
The Int’l Assoc. for HR Information Mgt. (IHRIM)
Lorman Educational Seminar “Background Checks & The Law–2007; “How to Build an HR Department”2004
Pre-Employment Screeners Conference – 2004 Annual Convention
American Camping Association - 2005
National Association of Professional Employer Organizations
Los Angeles and Santa Clara County Bar Assoc. (Labor & Employment Law Section)
University of California at Los Angeles (UCLA) – Guest lecturer – Human Resources Certificate Program
National Human Resources Association – Chapter Meetings Pacific Coast Paper Box
Manufacturers Association
Health Care Association of Southern California Los Angeles Industrial Distributor
Association The Human Resources Knowledge Network VanBeurden Insurance Services
Southern California Museum Security Directors Roundtable Various Law Firms
California Association of Health Services at Home Risk Insurance Management Society
California Parking Association
California Hospice Association - Teleconference Plumbing-Heating-Cooling-Contractors Assoc.
Employer Advisory Council
Eastside Administration Committee of CPA's
Health-Care Association of San Diego
Hotel Security Chiefs Association
Sales & Marketing Association of Los Angeles
Orange County Adjusters Group
Health Care Management Association
Association of Legal Administrators
ASIS – Chapter Meetings

California Credit Union League – 1997 Annual Convention
CareAmerica Compensation Client Seminar
American Payroll Association
Torrance Area Chamber of Commerce

Webinars: Several Webinars on both the legal issues of background screening and immigration over the last three years sponsored by various organizations

INTERVIEWS

Live Radio Interviews – Over 180

Interviewed on Television

ABC World News with Peter Jennings,
Media One Prime Time Talk with Christi Mattola
KFMB TV (CBS Affiliate)
Bloomberg TV with Lane Bajardi (2 separate occasions)
WUSA TV (CBS Affiliate)

ARTICLES WRITTEN TO BE PUBLISHED BY KROLL 2006-2008

The Five Point Background Check, Not Whether You Should, the Issue Today Is The Adequacy of The Background Check

Kroll study on the use of Databases vs. Accessing County Court Records

What To Look for in a Form I-9 Service Provider

I-9 State Laws

Better Safe Than Sorry: Conservative Approach to Act Interpretation Is Best Bet for Arizona Employers

To Tough To Die

Employment Physicals, a growing trend among both large and small employers

Properly Using Background Checks

Considerations for Drug Testing in the Workplace

ARTICLES PUBLISHED

Recruiting Trends On-Line Magazine

“For 2008, Seven Free Ideas an Employer Can Implement to Avoid a Bad Hire” December 2007

Recruiting Trends On-Line Magazine

“Are Workers’ Compensation Claims an Issue?” February 2007

Sarbanes Oxley Compliance Journal

“The Importance of a Complete Background Check” August 2005

Advance for Respiratory Care Practitioners

“Know thy Co-Worker, Thorough Background Checks Create Safer Workplace” November 2004
Hotel, Casino/Resort Security

“Screening Expert: New Laws Make Checks of Terrorists And Other Employees Easier”
November 2004

Security Management

“The Cut of His Jib Doesn’t Jibe” September 2004

Workforce Magazine

“Convicted Felons, Please Don’t Apply” May 2004

Church Business

"Catch for Us the Foxes - Even in the Church, Background Checks Are a Necessity" April
 2004 *Fairfield County Business Journal*
 "High unemployment spurs need for background checks" February 2004
Nursing Spectrum
 "Perfecting the Job Application." February 2004
Employment Practices Liability Consultant
 "Avoiding Disasters in the Hiring Process" An Interview with Barry Nadell, CEO and Founder,
 InfoLink Screening Services, Spring 2003
Loss Prevention & Security Journal
 "Needless Risk- Are you conducting background searches illegally?" June 2003
Los Angeles Daily Journal
 "Employee Pending Bills May Amend the Law on Background and Reference Investigations",
 August 2002
Hotel Security Report
 "Employee Screening Today: The Information is there, But Be Careful How You Use It", March 2002
Contingency Planning & Management
 "Medical Firm Screens Out Human Error", January 2002 *Network News*
 "Security ABCs Begin with ID", January 2002
Occupational Health & Safety
 "Is Your Corporate Culture On Drugs?", October
 2001 *Access Control & Security Systems Integration*
 "Heightened Hospitality: Hotels Provide Security Among Guests' Amenities", June 2001
Security Products Magazine
 "Employee Files-Digging Deeper: How Far Should You Go with Background Screening", May
 2001 *Parking Magazine*
 "A Safe Workplace Begins with Safe Hiring", May
 2001 *Human Resource Executive Magazine*
 "Just Say No", April, 2001
President's Magazine
 "Screening=Long Term Aid To Temporary Hiring", April
 2001 *HR Magazine*
 "Outsourcing Background Checks", March 2001
Go2SMB Partner Update
 "A Safe Workplace Begins with Safe Hiring", March
 2001 *Yahoo! Finance*
 "Dealers who Screen Find Barrel's Bad Apples", March 2001 *The Northern
 California Human Resources Association HR Bulletin*
 "How to Avoid the Employee from Hell-Legally", February 2001
Woman Motorist
 "Dealer Hiring", February 2001
Human Capital Magazine
 "Exterminator Avoids Bite", January 2001
Mortgage Matters
 "Hiring Employees; Know What You Are Getting-Or Getting Into", November 2000
Western Growers and Shipper Monthly
 "Nervous About Making a Hiring Decision? You Should Be", June 1998 Published by the
Security Management
 "Timeliness of Records Now Critical", March 1998, Published by The Society for Industrial
Security California Veterinarian

“FTC Flexes Muscles On Consumer Rights Affecting All Employers”, January/February 1998,
Volume 52, No. 1, Published by the California Veterinary Association

TempDigest

“FTC Flexes Muscles On Consumer Rights Affecting All Employers”, January/February 1998,
Published for the Staffing Industry

The Temporary Bulletin

“Pre-Employment Background Screening of Temporary Employees, A Growing Necessity In
Reducing Agency Risk”

“Steps to Prevent Hiring The Employee From Hell”

Published as a three part series in 1996-97 by The California Association of Temporary
and Staffing Services

The ProEmp Journal

“FTC Flexes Muscles On Consumer Rights Affecting All Employers”, December 1997, Published
for Professional Employer Organizations

California Labor & Employment Law Quarterly

“FTC Flexes Muscles On Consumer Rights Affecting All Employers”, Fall 1997, Volume 11, No.
Published by the California Bar Association

The National Parking Association

“Background Screening of Job Applicants”, October 1996,

California Association of Health Services At Home CAHSAH Bulletin

“Pre-Employment Background Screening and Drug Testing”, August 1996

Contemporary Times Published by the National Association of Temporary and Staffing Services

“Steps to Prevent Employee Nightmares”, Summer 1996

Workplace Violence Prevention Reporter

“Asking Job Applicants the Right Questions Can Prevent Headaches Later” June 1996 *Viewpoint*

**In addition, Mr. Nadell has been quoted in various magazines including HR Magazine,
Workforce Management, the Los Angeles Times and many other publications.**

Background Checks a Smart Step - August 15, 2005

Pre-Employment Screening A Must For Employers – July 18, 2005

Protect Your Organization Against Negligent Hiring Suits - June 21, 2005

Check the Records - April 29, 2005

Hiring Presents Tricky Areas For Employers - March 12, 2005

Screening Helps Keep Six Flags Theme Parks at its Peak - February 11, 2005 Thorough

Background Checks Create Safer Workplace - December 1, 2004 New Book Helps Employers

With Background Checks - November 29, 2004

Lies can kill your chances of getting hired - More companies relying on background checks –
November 10, 2004

Bosses peek into job-seekers' pasts - October 13, 2004

Resumes getting checked twice - July 18, 2004

Update the resume, skimp on 'padding' - Employers scrutinizing information -
June 21, 2004

Check out the checkers - March 16, 2004

Perfecting the Job Application - February 25, 2004

High unemployment spurs need for background checks – February 1, 2004

Background Checks: What Employers Should Know - January 20, 2004