



EMPLOYMENT SCREENING

DRUG TESTING

CONGRATULATIONS LUCY FAUSTO!

Lucy Fausto of Orca Information, Inc. is the new President-Elect of SKAGIT ISLAND HUMAN RESOURCE MANAGEMENT ASSOCIATION for 2022. She has held an active position as a Board Member of this excellent local Human Resource Association since 2020. She did such outstanding work that they voted her in as next year’s President-Elect and she will be President in 2023. We at Orca Information would like to congratulate her and ask you to join us by sending her a congratulatory email at: Lucy@orcainfo-com.com



Holiday Hours of Operation

Christmas

Fri. 12/24—Closed at 3:00 Pm
 Sat. 12/25—Closed
 Sun. 12/26—Closed
 Mon. 12/27—Open at 9:00 Am

New Years

Fri. 12/31— Closed at 3:00 Pm
 Sat. 1/1—Closed
 Sun. 1/2—Closed
 Mon. 1/3—Open 9:00 Am



A 2021 CHRISTMAS MESSAGE!

What a year! We made it through the Crazy COVID (so far) virtually untouched by sickness. The staff members at Orca fought through thick and thin to give the best service possible even when the internet would falter. Our clients reached out with understanding when we had the power outage. It has been a challenging yet great year. We thank our clients for their loyalty and friendship. It means so much to every one of us. Lucy and Cynthia are now “Head Whales” in the office in Burlington. They are steering the ship and doing a fantastic job! John and I have semi-retired and now live in Lake Chelan, WA. We have a small satellite office here where the sun always shines. Daily we communicate with the main office and often clients call us here with questions or concerns. Our daughter Danielle is busy helping the office staff and Orca clients every day and I am happy to announce – she and her husband Casey will bring one more family member into the world this coming May 2022. Please send her your congratulations!

One of the greatest joys of our lives has been the people we have met over the past twenty-six years at conferences, classes, in our office, and at meetings. Fond memories of laughing, dancing, singing, being crazy and discussing the industry challenges (which can drive you crazy). Thank you for allowing us to serve you.

**WE WISH YOU A MERRY CHRISTMAS
 AND ANOTHER PROSPEROUS NEW YEAR!**

John, Rebekah Near and the Staff at Orca

**What Clients Are Saying
 About Orca**

Dear Rebekah, Your staff are the nicest, most polite people I talk to on the phone. Every time I call it is the same. They are wonderful to speak with. They take their time and answer all of my questions even though I know they are extremely busy. Great staff Rebekah. I just wanted you to know.

B.D., Pierce County, WA

One More Kudo for Orca!

Lucy,

As always, I wanted to say thank you for you and the team going hyper speed to help get that report done for me. I was able to sign the lease this afternoon and get him ready to start seeing patients later next week. I hope you have a great weekend!

J. W. ,

Whidbey Residential Rentals

**TENANT SCREENING****LEASE INTEGRATION****REAL-PAGE (ON-SITE) TENANT SCREENING COMPANY PAYS
3 MILLION SETTLEMENT**

A Texas company has agreed to pay \$3 million to settle Federal Trade Commission charges that the company failed to take reasonable steps to ensure the accuracy of tenant screening information that it provided to landlords and property managers, a violation of federal law that caused some potential renters to be falsely associated with criminal records.

The FTC's complaint alleges that RealPage, Inc. violated the Fair Credit Reporting Act (FCRA) by failing to take reasonable steps to ensure the accuracy of tenant screening information provided to its clients. The amount RealPage (On-Site) has agreed to pay as part of the settlement is the largest civil penalty the FTC has obtained against a background screening company.

"You shouldn't get turned down for an apartment because someone has the wrong information about you," said Andrew Smith, Director of the FTC's Bureau of Consumer Protection. "This case shows that, especially with today's tight rental market, we will hold tenant screening companies responsible for the accuracy of their reports."

The FTC alleges that from at least January 2012 until September 2017, RealPage (On-Site) used broad criteria to match applicants to criminal records and only applied limited filters to the results, and did not have policies or procedures in place to assess the accuracy of those results.

RealPage (On-Site) compiled screening reports through an automated system that used the applicant's first name, middle name when available, last name, and date of birth when searching for criminal records. Its matching criteria only required an exact match of an applicant's last name along with a non-exact match of a first name, middle name, or date of birth, the FTC alleges. For example, if RealPage (On-Site) searched an applicant named Anthony Jones born on October 15, 1967, it would deem a match if it found a criminal record for Antony Jones 10/15/67, Antonio Jones 10/15/67 and Antoinette Jones 10/15/67.

Because RealPage's (On-Site) screening reports associated some potential renters with criminal records that did not belong to them, those renters may have been turned down for housing or other opportunities, according to the complaint.

In addition to the civil penalty, the proposed settlement also requires RealPage (On-Site) to maintain reasonable procedures to assure the maximum possible accuracy of the information it includes about individuals in its consumer reports. In addition, RealPage (On-Site) is subject to compliance and reporting requirements.

The Commission vote authorizing the staff to file the complaint and stipulated final order was 5-0. The FTC filed the complaint and final order in the U.S. District Court for the Northern District of Texas, Dallas Division. NOTE: The Commission files a complaint when it has "reason to believe" that the law has been or is being violated and it appears to the Commission that a proceeding is in the public interest. Stipulated final orders have the force of law when approved and signed by the District Court judge.

By Federal Trade Commission, 16th October 2018.

Source: <https://www.ftc.gov/news-events/press-releases/2018/10/texas-company-will-pay-3-million-settle-ftc-charges-it-failed>

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