

TENANT SCREENING**LEASE INTEGRATION****ADVERSE ACTION LETTER**

Great Question From An Oregon Park Manager

Last article I wrote was titled, A COMMON MISTAKE WHEN DENYING APPLICANT COULD COST YOU THOUSANDS. The focus of the topic was on giving your applicant who does not qualify for the unit the ADVERSE ACTION LETTER which is sometimes referred to as a CONSUMER RIGHTS LETTER AKA FCRA Summary of Rights. One knowledgeable, sharp and concerned Manufactured Park Manager sent me some good questions. Evidently there is some confusion as to what information is required in an Adverse Action letter. Here is one of the questions I received and my reply.

Please click the link for the full article: <http://www.orcainfo-com.com/uploads/MHCOArticle.pdf>

Spending More Time And Money on Evicting Tenants These Last Few Years?

Using A Savvy Rental Management Software "Trying" To Also A Be Tenant Screening Service?

1. The Consumer Financial Protection Bureau CFPB received approximately 26,700 complaints related to tenant screening from January 2019 through September 2022, and complaint volumes increased year-over year. In January 2019, the CFPB received approximately 300 complaints per month and by September 2022, the CFPB received almost 700 complaints per month related to tenant screening.
2. The vast majority of complaints, more than 17,200, were related to incorrect information appearing on a prospective renter's report.
3. Renters who submitted complaints to the CFPB about tenant screening reports described difficulties finding stable and secure housing due to negative information that was inaccurate, misleading, or obsolete. These issues included:

- *Problems with negative information that wholly did not belong to them and was erroneously included in their report;
- *Reporting of outdated information that legally should have been excluded; and
- *The appearance of inaccurate or misleading details about arrest or other criminal records, eviction records, and more.

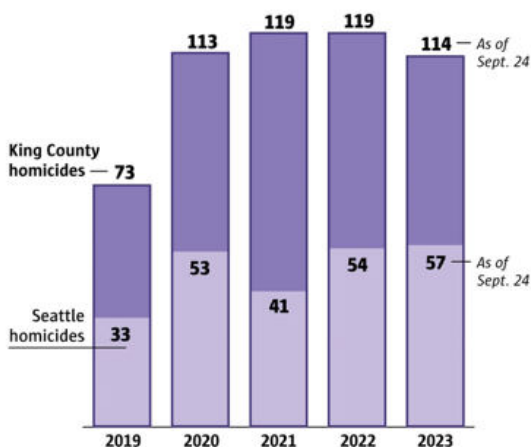
**HERE ARE A FEW MANAGEMENT SOFTWARE COMPANIES RECENTLY
SUED FOR FAULTY SCREENING**

APPFOLIO, RENTGROW, TRANS UNION RENTAL SCREENING SOLUTIONS, REAL-PAGE

Note: Property Management Companies are often pulled into lawsuits. Some are class action.

**Homicides still on the rise
in Seattle and King County**

With more than three months still left in the year, Seattle has already surpassed 2022's homicide count and countywide, this year's 114 homicides to date are five shy of the 119 homicides investigated in both 2021 and 2022.

**Orca Screening Services Integrates With the Following
Property Management Software:**

APPFOLIO *
APPICANTONE
ATS ON DEMAND
BAMBOO HR
BULLHORN
GREENHOUSE
HIREBRIDGE
iCIMS
iCIMS PRIME
JAZZHR
WORKDAY

*Restrictions Apply

**MOVE-IN, MOVE-OUT SERVICE
SKAGIT COUNTY,**

Recently I have hired a service for Move-in and Move-outs. Her name is Sussy and she has not only cleaned for me personally and my office in Burlington for YEARS but also painted, landscaped, run errands... anything I needed done for my rentals. Sussy recently did my whole walk-through and lease signing, gave out the keys, etc. She is ready to take on more clients. If anyone is interested in the service, contact me, Rebekah Near at the following email address: rebekahn@orcainfo-com.com

Running Background Checks on Current Employees

Why Screen Current Employees?

An employer must determine if checking current employees is worth the potential risks of losing a great employee. Other things to consider are:

1. Discrimination if only a certain segment of the workforce is screened where others are not
2. The cost of ongoing background checks
3. The findings may or may not be relatable to job performance
4. The findings may be beyond a 10 year reporting limitation and unable to be used for termination evidence.

Here are some valid reasons for conducting annual employee background checks:

1. **Security** - if the employer feels that their employee is putting others at risk, a current and updated background check may be necessary to determine if there is criminal activity outside the workplace.
2. **Job performance** - if the employee's job performance is suffering, an employer may wish to gather more information about current personal activities.
3. **Damage to the business** - if the business could suffer due to suspected ongoing criminal activity, an employer may wish to inquire about crimes committed by the employee.
4. **Insurance underwriting** - In order for employers to maintain their policy, many carriers will require annual Driver License (MVR) checks on employees operating company vehicles (or driving on company time).

What People Are Saying About Orca

Thank you again for participating in the annual conference. Your class was well received. Very much appreciated.

Regards,
CC

Manufactured Housing of Oregon

DRUG TESTING!

Full Range - National & International

Pre-Employment
Post-Accident
Reasonable Suspicion
Random Testing



Testing Types Include:

5 Panel, 10 Panel, Customized
Urine
Hair



Orca Screening Services Integrates With the Following Property Management Software:

APPFOLIO *
APPICANTONE
ATS ON DEMAND
(Applicant Tracking Software)
BAMBOO HR
BULLHORN
GREENHOUSE
HIREBRIDGE
iCIMS
iCIMS PRIME
JAZZHR
WORKDAY

*Restrictions Apply

Orca's Integrated, State of The Art Platform Software saves you time and money!

ORCA

Since 1993 the difference between Orca and other screening services is that Orca provides the following:

- Active Cases
- Active Warrants
- Answers Phone
- Client Support
- Fast Turn Around Time