



Orca Information, Inc. Company With A Heart

Orca Information takes pride in creating a good background investigation. But, did you know Orca also takes pride when it comes to "giving" - helping community, our fellow-man, our fellow-animals? Caring for others is a big part of what Orca Information is all about. Here are some examples:

1. At Christmas, as a gift to "ourselves - the company", Orca buys goats, pigs, chickens, sheep, llamas for impoverished families in India and South America through Heifer International/Charity Ending Hunger and Poverty <http://www.heifer.org/>. This gives them an opportunity to feed their families with the milk, the eggs, and earn money. Then these families breed the animals and do you know what they do with the first baby born? They give the baby to a neighbor. This way they "Pass On The Good Fortune". Last Christmas, Orca purchased \$300.00 in livestock so that others less fortunate can live a better life.
2. Orca also donated \$500.00 to the Skagit County No-Kill Animal Shelter.
3. In addition, they donated several thousands of dollars, countless hours and even part of John and Rebekah Near's home to a "rescue dog" now named Minnie! Minnie was found by Danielle (John and Rebekah Near's daughter) and employee of Orca. Minnie was weaving on and off the road one dark, cold, rainy night. Danielle noticed the cars in front of her swerving over the center line. She approached the area and to her shock she saw a shadowy skeleton weaving onto the shoulder and then back onto the road. She barely recognized it - but it was indeed a dog. She immediately stopped, coerced the small, black female dog towards her. Danielle swept her up in her arms and wrapped the shivering heap of bones in Daniell's new, wool dress coat. At least now the little skeleton was warm. Now, to see what can be done to help her.

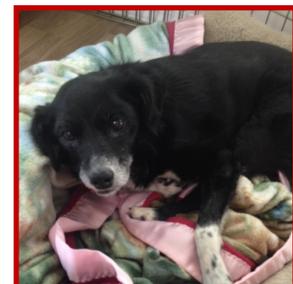
Back in the car, Minnie cuddled up in Danielle's lap. Danielle hurriedly drove.....straight to..... "mom's home"!!! Upon entering Rebekah and John Near's home, and knowing they have soft hearts for four legged friends, everyone took one long look at the stray animal. "OH MY GOODNESS!!! HOW CAN ANY ONE TREAT AN ANIMAL LIKE THIS?" These words immediately came rolling out of their mouths. All felt intense emotion, shock, for this little sad and lost soul. She had been starved! Literally! Starved! She was covered with hundreds of fleas. She was thirsty. She had hardly any hair on her lower back. You could tell she had been physically abused too. The starvation caused her to be weak in the mind and body - she could not focus. Her legs quivered when she walked, so weak from weeks, months of little or no food or water. Every rib stuck out under her skin. How she was even standing up, no one knew. Immediately, we fed her and gave her water, then we took her, still wrapped in Danielle's warm new wool coat to the local Emergency Veterinary. After all it was 8:00 PM!

The vet cared for her as best he could and gave her a pill for the fleas. Hundreds fell dead from her boney, emaciated body onto the examining table. Her skin where the fleas had been feasting for years was sore, red and infected and all the hair was gone. We were somber to say the least. Depressed may be a better word. "How could anyone treat one of God's little creatures so carelessly, so thoughtlessly"? All were horrified. From the look on the Vet's face, he was horrified too.

Moving ahead now seven months later, Minnie is living in the home of John and Rebekah Near. You see, she is a senior citizen, had only a few teeth, her heart is failing and requires medicine. This means no one would have adopted her from the Skagit County No Kill Animal Shelter where she spent a week recuperating from her ordeal. John and Rebekah and Danielle could not just let Minnie live there in a cage the rest of her days so.....Now she has her own little corner with her own private doggie-door in a nice home on the water in LaConner, WA. She has a private yard for her pottie time with lush green grass and a white picket fence to keep her safe inside the property. And, boy does Minnie LOVE her bed! In the morning she is a later sleeper. Not a morning doggie at all!!! No way. She does LOVE the night time. Night time is her play time. As of today, all of her hair has grown back in, is lustrous and thick. She has gained five or six pounds and her favorite food is steak, medium rare. Of course organic, shredded chicken is yummy too. Along with organic whole milk and sometimes half and half (to help fatten her up) she finally gets all the food she needs and wants.

Minnie will never starve or be beaten or kicked again. Never!

Orca is a company with a big, big heart. Just ask little Minnie. She will tell you so.



**Orca will be closed
Monday, September 5th for Labor Day**



Background Checks: What Employers Need to Know Tips From the FTC & EEOC

[Privacy and Security](#) [Credit Reporting](#) [Human Resources](#)

FTC

When taking an adverse action (for example, not hiring an applicant or firing an employee) **based on background information obtained through a company in the business of compiling background information**, the FCRA has additional requirements:

Before you take an adverse employment action, you must give the applicant or employee:

- a notice that includes a copy of the consumer report you relied on to make your decision; and
- a copy of “A Summary of Your Rights Under the Fair Credit Reporting Act,” which you should have received from the company that sold you the report.

By giving the person the notice in advance, the person has an opportunity to review the report and explain any negative information.

After you take an adverse employment action, you must tell the applicant or employee (orally, in writing, or electronically):

- that he or she was rejected because of information in the report;
- the name, address, and phone number of the company that sold the report;
- that the company selling the report didn’t make the hiring decision, and can’t give specific reasons for it; and
- that he or she has a right to dispute the accuracy or completeness of the report, and to get an additional free report from the reporting company within 60 days.

Note: Orca is happy to help you with the above forms. Contact Rebekah Near at rebekahn@orcainfo-com.com

EEOC

Disposing of Background Information

Any personnel or employment records you make or keep (including all application forms, regardless of whether the applicant was hired, and other records related to hiring) must be preserved for one year after the records were made, or after a personnel action was taken, whichever comes later. (The EEOC extends this requirement to two years for educational institutions and for state and local governments. The Department of Labor also extends this requirement to two years for federal contractors that have at least 150 employees and a government contract of at least \$150,000.) If the applicant or employee files a charge of discrimination, you must maintain the records until the case is concluded.

To Be Continued Next Newsletter

For more information please click link  [View PDF \(197.15 KB\)](#)

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