



THOMAS C. LAWSON, CFE, CII
APSCREEN, INCORPORATED

CERTIFIED FRAUD EXAMINER*; CERTIFIED INTERNATIONAL INVESTIGATOR;
EXPERT WITNESS –NEGLIGENT HIRING & RETENTION, HUMAN RESOURCE
MANAGEMENT/COMPLIANCE; FACTUAL EMPLOYMENT SCREENING; USE, INTERPRETATION
AND COMPLIANCE OF FAIR CREDIT REPORTING ACT/CCRA**

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- Services:** Design & Implementation of Human Resources Management Systems; Factual Employment Screening Programs; (Soup to Nuts approach, including policy development). Expert Testimony in Improper Employment Screening, Negligent Hiring/Retention/Supervision.
- Venues:** Law; Medicine; Government (DOD, FDIC, RTC Contractor Status); Law Enforcement (Local, State & Federal); Banking; Casinos; Securities; Sports; Professional Associations; Qualified Individuals
- Experience:** Mr. Lawson is recognized in the areas of Human Resources Management; Employment Screening; White Collar Crime/Fraud; Factual Due Diligence; Internal Theft and FCRA/CCRA Compliance. He has provided consulting, implementation, research and expert testimony since he founded APSCREEN, Inc. in 1980. **Listed in O'Brien's Legal Expert Pages since 1993.** Trial and Deposition experience.

Currently, the longest sitting member of the Editorial Review Board of Fraud Magazine, a Journal of the Association of Certified Fraud Examiners. Developed Employment Screening and Asset Search Specifications for the Resolution Trust Corporation/Primary Employment Screening Contractor - RTC/Lincoln Savings; Contract Asset Investigator of record – Charles Keating matter.

As a regularly published author, and nationally recognized speaker on negligent hiring issues, Mr. Lawson also created new standards upon which the largest RTC asset disposition contractor bases its decisions to contract with qualified vendors throughout the U.S. These standards, as well as a comprehensive set of factual employment screening guidelines developed also for the RTC are published in the White Paper, a Journal of the Association of Certified Fraud Examiners. Other notable published references include Business Week, Los Angeles Times, Orange County Register, Orange County Business Journal, as well as CBS syndicated talk radio, and interviews with ABC's American Agenda; NBC's EXTRA!. Mr. Lawson takes great pride in his service as Chairman Emeritus of the award winning Orange County Chapter of the American Society of Industrial Security, 1990. In over 30 Who's Who's. Authored interpretation and application of new FCRA/CCRA Compliance Guidelines for ACFE and related Credit Reporting Industries - Recognized Expert.

- Professional Associations:** American Society for Industrial Security (ASIS); *Life Member, Association of Certified Fraud Examiners (ACFE); Society for Human Resource Management (SHRM); Professionals in Human Resources Association (PIHRA); National Public Record Research Association (NPRRA); **Council of International Investigators (CII); World Association of Detectives (WAD); World Investigators Network (WIN); Founding Member, Public Record Research Network (PRRN); Forensic Expert Witness Association; Founding Member, National Association of Professional Background Screeners.

**“(APSCREEN)...THEY ARE, IN MY HUMBLE OPINION, PROBABLY THE BEST ASSET SEARCH FIRM IN THE WORLD”
-LEE LAPIN, THE WHOLE SPY CATALOG**