

Forward Edge Provides Innovative Procedures to Tesoro's Employee Program

Kevin York

The Forward Edge Background Screening Department is performing collaborative background verifications and drug tests for the Retail Services Unit of Tesoro Corporation. Forward Edge implemented these programs to service over 400 Tesoro retail outlet stores across the Western United States.

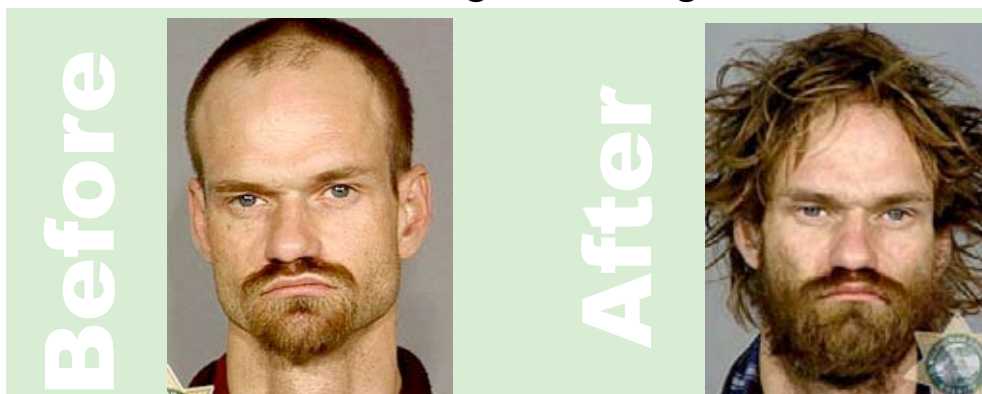
Forward Edge's background screening features allow Tesoro Retail Services to streamline the hiring practice without having to rely on slow, redundant paper processes. First, the applicant's information is entered into a Kronos kiosk service. From there, the information is sent electronically to Forward Edge through a secure internet connection and a background check and chain of custody procedure are initiated for a drug screen.

Forward Edge and Tesoro developed an industry-specific scoring matrix for the background check. The results of this matrix-driven background screen, laboratory-based drug screen, and an overall pass or fail score determine if an applicant is eligible for hire. The results from the coupled screens are submitted electronically to the on-site managers and to the Tesoro Retail Services Human Resources Department. The information is also maintained in a central records storage hub.

Tesoro managers believe this electronic method speeds up their hiring process significantly and allows them to monitor the hiring of employees with a higher degree of efficiency. This program relieves the paperwork burden for on-site managers, as they no longer produce or store the many paper files typically associated with an applicant's screening. Forward Edge is proud to have the opportunity to assist Tesoro Corporation with this project and looks forward to opportunities to work with other companies in streamlining their hiring and compliance efforts.

'Faces of Meth' Uses Portraits of Addiction to Warn Against Drug Use

Fox News



Photos courtesy of The Partnership of a Drug-Free America has had nearly 350,000 visits. Kirk said she has fielded requests for information from Canada and England and as far away as Australia.

With just a click of a mouse, the image of a healthy, shiny face transforms into a skeletal portrait — a toothless grin surrounded by scabbed skin and a gray complexion.

This is FacesofMeth.us, a Web site that shows the brutal effects of what methamphetamine does to people. Its goal is simple: Use real life images to educate kids about the dangers of methamphetamine.

The site is the brainchild of Multnomah County Sheriff's Deputy Bret King, who came up with the idea while booking inmates into the Multnomah County Jail in Portland, Oregon. King, who collected the pictures of meth addicts, noticed how repeated abusers' physical appearances had changed horribly.

Methamphetamine — a highly addictive concoction made from such noxious ingredients as lithium batteries and farm fertilizer supplies — is one of the most widely abused controlled substances in Oregon. It's cheap, it's easy to buy and it packs a bigger punch than cocaine.

Since its launch in 2004, the Faces of Meth program has been educating Oregon kids about what the drug does to your body and mind. It presents harrowing stories of meth users and shows the haunting before-and-after images of their faces.

Sheriff's Chief of Staff Christine Kirk said Faces of Meth is not a scared-straight approach, but rather "real life honesty to keep kids from ever trying it." "The program has been embraced because it talks about the impact meth use has on everyone," Kirk said.

"Each one of these people has a loved one that their addiction is affecting."

The photos may be hard to look at, but people are flocking to the site, which

"The program has exceeded expectations," she said. "The impact of the images is without boundaries." Faces of Meth has also been picked up on countless other Web sites. There even is a video version on YouTube, set to the Verge song, "The Drugs Don't Work."

While the pictures tell a cautionary tale, they are also driving the curious to the site for glimpses of the macabre. Douglas Rushkoff, a columnist and author who writes on the media, said jarring images like these have been used throughout history, and for more than just educational reasons.

"It's why the Elephant Man was in the circus," he said. "It's the fascination behind any freak show." Drug educators around the nation hope that Faces of Meth and other campaigns like it may provide what it takes to keep kids away from meth.

In Alabama, officials have launched "ZeroMeth," using the same types of images, showing the brutal effects of the drug in a frightening progression. The \$1 million ad campaign includes a billboard that features a young woman's cracked lips pursed over black teeth and gums, with the message, "I used to be pretty," to drive home the point. Similar efforts are in place in Tennessee and Montana.

Rushkoff said that while the changes in appearance of meth users are horrifying, people are attracted to them because they're of the addicts' own making. "This is reality TV to the extreme," he said.