

ROBERT CAPWELL RIMS-CRMP

Background Screening Expert

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SUMMARY

Robert Capwell is an employment screening thought-leader with over 36 years of experience in the industry. Litigation professional in matters of employment screening and negligent hiring matters. RIMS-CRMP Certified Risk Management Professional based on ISO 31000:2018 Risk Management Guidelines and Principals. Founding Member and Past Board of Directors Chair of the National Association of Background Screeners (NAPBS) and inaugural global board member of the Professional Background Screening Association (PBSA). Contributing Author of multiple guidelines and standards related to preemployment background screening, workplace violence, and security awareness. Robert has over 35 years of C-Suite experience in background screening. Former President/CEO and Chief Knowledge Officer of firms providing background checks, drug testing, and occupational health services. Experienced expert on high-stakes litigation involving assault, sexual abuse, workplace violence, wrongful death, and allegations of negligent pre-employment screening or failure to screen.

EXPERTISE

Employment Screening
Sexual Abuse Litigation
Background Check Quality
State Background Check Compliance
Criminal Background Checks
PBSA Accreditation Standards

Negligent Hiring Litigation
Wrongful Death Claims
Fair Credit Reporting Act (FCRA)
Workplace Violence Litigation
Employment Verification & Vetting
Risk Management Expert

PROFESSIONAL EXPERIENCE

OWNER AND PRINCIPAL CONSULTANT

Capwell Consulting Group | Saint Augustine, FL | April 2022 - Present

- I am an expert litigation consultant and expert witness in matters of background checks and employment screening related litigation.

- I specialize in litigation support and expert witness services involving the Fair Credit Reporting Act (FCRA), Equal Employment Opportunity Commission (EEOC), workplace violence, negligent hiring, and supervision claims.
- I provide expert testimony as a background check expert on behalf of Consumer Reporting Agencies, employers, and consumers.
- I am a Certified Risk Management Professional RIMS-CRMP

VICE PRESIDENT OF RISK AND COMPLIANCE

Hound Labs, Inc. | Fremont, CA | May 2022 – June 2024

Hound Labs is a bio-tech company which developed the first testing solution, the Hound Cannabis Breathalyzer, which specifically targets THC molecules, limiting cannabis detection to the workday so employers can create testing policies that help balance workplace safety with employee fairness and privacy.

- Member of the corporate senior leadership team as the VP of Risk and Compliance to provide corporate direction, vision, and senior leadership.
- Implemented strategy for ISO 31000 risk-based thinking to enhance overall product quality, data security, and third-party supplier due diligence.
- Responsible for the development of ISO 13485 medical device manufacturing policies, documentation, and procedures.
- Development of ISO/IEC 27001 information security controls along with policies, procedures documentation and training.
- Management of state-by-state drug testing legal compliance to support sales target marketing strategy.
- Responsible for contract review, compliance, and legal point of contact for client and internal supplier controls.

CHIEF KNOWLEDGE OFFICER

Employment Background Investigations | Owings Mills, MD | Feb 2007 - Feb 2022

Employment Background Investigations provides Fortune 100, global employers, non-profit organization, and education institutions with a one-stop solution for employment screening, drug testing, and occupational health screening services. Processed over three hundred thousand background checks annually. Grew the company into a multi-million-dollar enterprise. The company was sold to Sterling Information Systems in November 2021.

- Provided corporate direction and vision as member of executive leadership team.
- Implemented ISO31000 risk-based thinking to enhance overall product quality and data security goals and objectives.
- Implemented and administered Fair Credit Reporting Act (FCRA) and state compliance initiatives to support client specific needs, product compliance, and implemented internal compliance training, procedures, and documentation.

- Developed, implemented, and managed the company's Background Screening Agency Accreditation Program (BSAAP) Accreditation Certification in accordance with industry standards.
- Responsible for the development, implementation, management, and continual improvement of the company's Information Security Management System (ISMS) in accordance with ISO/IEC27001 Standards for over 13 years.
- Responsible for the development, implementation, management, and continual improvement of the company's Quality Management System (QMS) in accordance with ISO9001 Standards.
- Developed internal training and knowledge management strategies and techniques to support corporate-wide Learning Management System (LMS).
- Transition of customers and data from EBI after being acquired by Sterling Info Systems in November of 2021.

PRESIDENT AND CEO

Comprehensive Information Services, Inc. | Pittsburgh, PA | April 1991 - Feb 2007

Provided background screening and drug testing solutions to global online retailers, global coffee retailers, Fortune 500 companies, non-profit organizations, and educational institutions, among others. Founded company as a start-up and grew it to a multi-million-dollar enterprise.

- Responsible for all aspects of the corporate mission, vision, direction, leadership, and overall growth.
- Developed and managed background screening programs for global online retailers and a global coffee corporation.
- Led the growth of the corporation to a multi-million-dollar venture over a 17-year period until it was acquired by Employment Background Investigations (EBI).

REGIONAL MANAGER - MID ATLANTIC SALES

Equifax, Inc. | Erie, PA | Dec 1989 – March 1991

Equifax is a global provider of data solutions, employment screening, and occupational health screening solutions to employers, insurance companies, and consumers.

- Managed the mid-Atlantic regional sales territory to drive customer growth and client retention. Led the United States Eastern Region in sales growth.
- Served as verification department supervisor to manage an employment verification team to support insurance risk management strategies.
- Appointed to the company's fast-track management development program.

EDUCATION

Bachelor of Science Degree, Business Administration Management

The Pennsylvania State University

Graduated, June 1988

PUBLICATIONS

Negligent Hiring Expert Insights: Employer Responsibilities and Legal Risk

Author, Published by Capwell Consulting Group, February 2025

Best Practices for Verifying an Expert Witness in Background Screening

Author, Published by Capwell Consulting Group, July 2024

American Society of Industrial Security (ASIS) – Security Awareness Standard

Contributing Author, Published by ASIS International, 2020

American Society of Industrial Security (ASIS) – Trusted Information Provider Guidelines

Contributing Author, Published by ASIS International, August 2015

American Society of Industrial Security (ASIS) – Workplace Violence Prevention and Intervention Standard

Contributing Author, Published by ASIS International, September 2011

National Association of Professional Background Screeners (NAPBS) Background Screening Agency Accreditation Standard

Ethics and Accreditation Committee Member, Published by NAPBS February 2009

American Society of Industrial Security (ASIS) – Preemployment Background Screening Guidelines

Contributing Author, Published by ASIS International, September 2009

CERTIFICATIONS

Risk Management Society – Certified Risk Management Professional (RIMS-CRMP)

Certified until January 2028

Professional Background Screening Association – Fair Credit Reporting Act - Core Certification

Certified until November 2027

INDUSTRY LEADERSHIP

Professional Background Screening Association Ethics & Advisory Group

Current Member

**Professional Background Screening Association (PBSA) – Leadership
Development Council**

Current Member

**Professional Background Screening Association (PBSA) – Inaugural Global
Board of Directors**

Board Member – 2019

**National Association of Professional Background Screeners (PBSA)
Global Taskforce and Global Advisory Council (GAC)**

Co-Chair 2011 - 2019

**National Association of Professional Background Screeners (NAPBS)
Board of Directors**

Board Member 2005-2008

Co-Chair 2006 - 2007