

JASON B. MORRIS

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EMPLOYMENT SCREENING EXPERT

- ♦ **Past chairman and board member National Association of Professional Background Screeners (NAPBS), now called PBSA** founding member of this association which exists to promote ethical business practices, promote compliance with the Fair Credit Reporting Act (FCRA) and foster awareness of issues related to consumer protection and privacy rights within the background screening industry. Helped create and launch this association along with a few other background screening industry leaders.
- ♦ **Expert witness and consultant to government agencies**, including officials from the Federal Trade Commission (FTC), Department of Homeland Security (DHS), and U.S. Department of Justice, comments made in this capacity were published on the US Department of Justice website. Expert witness and consultant in many civil litigation matters across the country.
- ♦ **Presented to members of the U.S. House of Representatives and U.S. Senate** recommendations on amendments to the FCRA and various provisions to forthcoming privacy bills and immigration reform initiatives.
- ♦ **Speaker**, have presented and been a featured speaker at over 100 Human Resource and Security conferences. These conferences have included many national and international conferences.

LEADERSHIP SKILLS

Background Checks
Best Practices
Executive Leadership
FCRA

Public Speaking
Non-Profit Leadership
Innovation Leadership
Human Resources

Entrepreneurial Expertise
Employment Law
HR Technologies
Investigations

PROFESSIONAL EXPERIENCE

IQUBED ADVISORS, LLC. — Cleveland, OH

Background screening consulting and advisory.

Co-Founder, November 2020 to Present

A boutique background screening consulting and advisory services firm

MORRIS GROUP CONSULTING, LLC. — Cleveland, OH

Background screening consulting and expert witness work.

Principle, May 2014 to Present

Background screening consulting and expert witness services for human resources, end users and defense counsel.

STERLING TALENT SOLUTIONS — New York, NY / Cleveland, OH

Industry leading global employment screening company.

Senior Vice President, November 2015 to November 2017

After founding EmployeeScreenIQ in 1999 it was acquired by Sterling Talent Solutions in November 2015. Stayed on as an executive to help migrate the 2 firms as well as work with the M&A team on other acquisitions.

Key Results:

- ◆ Senior executive and Site Leader of the Ohio office. Sterling’s largest US office with nearly 300 employees.
- ◆ Executive sponsor to our largest clients
- ◆ Member of Sterling Leadership Group
- ◆ Member of M&A team
- ◆ Compliance and best practices consultant to clients and internal staff

EMPLOYEESCREENIQ — Cleveland, OH

Industry leading global employment screening company.

President/Founder and Chief Operating Officer, 1999 to November 2015 (Sold business to Sterling)

Co-Founded EmployeeScreenIQ in 1999, developed and executed strategic plan that resulted in rapid expansion; hired, trained and developed senior leadership team; Led the senior leadership team to develop best practices and policies to ensure industry leading compliance, quality and customer service; developed brand into the most recognizable voice in our industry; independent website and various webpages for EmployeeScreenIQ, www.employeescreen.com, archived and no longer independently accessible due to acquisition by Sterling.

Key Results:

- ◆ Recognized 2011-2013 as HRO Magazine’s Bakers Dozen of Top Screening Providers
- ◆ Recognized 2007-2013 as Workforce Management Magazines Hot List of Screening Providers
- ◆ Recognized six consecutive years as a Weatherhead 100 fastest growing companies in Northeast Ohio
- ◆ Recognized on Cleveland Crain’s Business “40 Under 40 List” for innovation in the workplace
- ◆ 2008 Bronze Inova Award Winner for the EmployeeScreenIQ University
- ◆ 2009 Gold Inova Award Winner for the EmployeeScreenIQ Website
- ◆ Recognized for outstanding employer support of the military
- ◆ Recognized for philanthropic contributions and community service by the March of Dimes, United Way of Greater Cleveland, and The American Cancer Society

NAPBS (NOW CALLED PBSA) — Morrisville, NC

Non-profit trade association, NAPBS® serves to represent the interest of companies offering tenant, employment and background screening.

Co-Chairman, 2004-2005 (Board Member from 2003 – 2009)

Lobbied on behalf of the background screening industry, presented information to government agencies that focused amendments to the FCRA and various provisions in forthcoming privacy bills and immigration reform initiatives.

OTHER PROFESSIONAL EXPERIENCE

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| InfoData, Inc.—Cleveland, OH | <u>Executive Vice President</u> | 1995-1999 |
| Willo Security—Cleveland, OH | <u>Supervisor</u> | 1993-1995 |

EDUCATION & CERTIFICATIONS

KENT STATE UNIVERSITY — Kent, OH

Bachelor of Science (BS) in Criminal Justice (with honors), 1995

Licensed Private Investigator

- ◆ Ohio
- ◆ Nevada

VOLUNTEER LEADERSHIP EXPERIENCE

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| American Cancer Society of Cuyahoga County | <u>President</u> | 2012-2014 |
| American Cancer Society of Cuyahoga County | <u>Board Member</u> | 2006-2015 |
| Big Brothers/Big Sisters of Cleveland | <u>Board Member</u> | 2003-2005 |
| Make a Wish Foundation | <u>Board Member</u> | 2005-2006 |
| March of Dimes | <u>Revenue Chairman</u> | 2005-2006 |

BIOGRAPHY

Updated biography and speaking engagements found at <https://www.iqubedadvisors.com/jason-morris>

Blogs found at or accessible from: <https://www.iqubedadvisors.com/blog>, <https://www.morrisandgroup.com/>, and <https://web.archive.org/web/20140922073747/http://www.employeescreen.com/iqblog/author/jmorris/>