



Robert Capwell

Employment Screening Expert Witness

PROFESSIONAL PROFILE

Robert Capwell is a nationally recognized background check litigation expert witness leveraging more than three decades of employment screening executive leadership experience. He is the founder and principal consultant of Capwell Consulting Group LLC, the premiere background check expert witness and risk mitigation consulting service in the employment screening industry. Widely recognized for his deep subject matter expertise on employment screening, Mr. Capwell specializes in providing background check testimony and support for litigation involving the Fair Credit Reporting Act (FCRA), Equal Employment Opportunity Commission (EEOC), workplace violence, and negligent hiring and retention. He has appeared in The Wall Street Journal, Entrepreneur Magazine, and the Society for Human Resource Management (SHRM), and his testimony and consulting experience includes government agencies, members of Congress, the Federal Trade Commission, and the Federal Aviation Administration.

WORK EXPERIENCE

OWNER AND PRINCIPAL CONSULTANT

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

Capwell Consulting Group is the premiere consulting and expert witness firm specializing in background screening, HR compliance, medical device quality and regulatory compliance litigation matters. Mr. Capwell's responsibilities include strategic vision, growth, and expert consulting.

- Expert litigation consultant and expert witness in matters of background checks and employment screening related litigation.
- Specializes 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.
- Provides expert testimony as a background check expert on behalf of Consumer Reporting Agencies, employers, and consumers.
- Subject Matter Expert and Certified Risk Management Professional in ISO 31000 risk-based thinking.
- Consultant on the development, implementation, management, and continual improvement of Quality Management System (QMS) in accordance with ISO 9001 Standards.
- Consultant on the development, implementation, management, and continual improvement of Information Security Management Systems (ISMS) in accordance with ISO/IEC 27001 Standards.
- Consultant on the development, implementation, management, and continual improvement Medical Device Quality Standards (QMS) in accordance with the ISO 13485 Standards.

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.

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EDUCATION

QUALIFICATION

B.S. Business Administration
Management
Penn State University
1983-1988

QUALIFICATION

RIMS - CRMP
Certified Risk Mgmt. Professional
2022-2024

EXPERTISE

Employment Screening Expert Witness
Background Check Processing
Fair Credit Reporting Act (FCRA)
State Background Check Compliance
Workplace Violence Prevention
Negligent Hiring and Retention Claims
Negligent Supervision Litigation
Criminal Background Checks
Employment Verification and Vetting
Pre-Employment Background Checks
PBSA Accreditation Compliance
Elder Abuse Litigation
Risk Management Process
ISO 31000 - Risk Management
ISO 27001 - Information Security
ISO 13485 - Medical Device Manuf.
ISO 9001 - Customer Satisfaction



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Background Screening Industry Expert

WORK EXPERIENCE *Cont.*

CHIEF KNOWLEDGE OFFICER

Employment Background Investigations, Inc. (EBI) | Owings Mills, MD | **Feb 2007 - Feb 2022**

Employment Background Investigations provides global employers with a one-stop solution for employment screening, drug testing, and occupational health screening services.

- Provide 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 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 BSAAP Accreditation Certification in accordance with industry standards for over 14 years.
 - 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 for over 12 years.
 - Responsible for the company's overall customer service strategy along with developing metrics, analysis, and continual improvement.
 - Development of internal training and knowledge management strategies and techniques to support corporate-wide Learning Management System (LMS).
 - Established organizational goals and objectives, policies, and procedures to achieve the highest level of quality within the background screening and drug testing industries.
- Transition of customers and data from EBI to Sterling Info Systems after company acquisition in Nov. 2021.

PRESIDENT AND CHIEF OPERATING OFFICER

Comprehensive Information Services, Inc. (CIS) | Pittsburgh, PA | **April 1991 - Feb 2007**

Employment Background Investigations provides global employers with a one-stop solution for employment screening, drug testing, and occupational health screening services.

- Founded a national background screening and drug testing firm as a start-up to provide solutions to Fortune 500, small, medium, and non-profit organizations across the United States.
- Responsible for all aspects of the corporate mission, vision, direction, leadership, and overall growth.
- Led the growth of the corporation to a multi-million-dollar venture over a 17-year period until its acquisition.

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.
- Served as verification department supervisor to manage the auto underwriting verification team to support insurance risk management strategies.
- Appointed to the company's fast-track leadership development program.

SKILLS (cont.)

Technical

ISO 31000 - Risk Management
ISO 27001 - Information Security
ISO 9001 – Customer Satisfaction
ISO 13485 - Medical Device Manufacturing
ISO 14971 – Medical Device Risk Management
ISO 81001 – Health Software and IT System Security

INDUSTRY LEADERSHIP

National Association of Professional Background Screeners (NAPBS) – Past Chair Board of Directors

NAPBS – Past Chair Globalization Taskforce

Professional Background Screening Association (PBSA) Global Board of Directors

PUBLICATIONS

Pre-Employment Background Screening Guidelines – American Society of Industrial Security

Workplace Violence Prevention and Intervention Standards – ASIS

Security Awareness Standard – American National Standards Institute (ANSI)



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PHILANTHROPY AND ACCOLADES

PHILANTHROPY

Penn State University Behrend Campus - Council of Fellows
The Sam and Irene Black School of Business - Advisory Board
Penn State Behrend Campus – Entrepreneurship Advisory Board
Junior Achievement – Student Teacher
Mentorship throughout the background screening industry

ACCOLADES AND MEMBERSHIP

NAPBS Founding Member
NAPBS – Chair, Board of Directors
PBSA – Global Board of Directors
RIMS-CRMP – Certified Risk Management Professional