



ROBERT A. SCHNEIDER AGENCY, INC.

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Specified Professions Product for Employment Agencies

Claim Examples

- ▶ Sally sends her resume to Tom's Temps. A few days later, Tom informs Sally that there is a secretary job available at Jack's Auto Dealership, which pays \$14 an hour. Sally happily accepts the position. However, when she shows up to work the first day, she learns that she will only be getting \$10 an hour, and Jack's is going out of business in 6 months. Sally determines that she would have made \$10,000 in 6 months if she had been hired at the original rate promised; instead she makes \$6,500. She sues Tom's Temps for misrepresenting the position.
- ▶ HJK Co. is looking to fill a temporary Human Resources Assistant position. Larry, HJK's Human Resource Manager, decides to call Bob's Jobs, since they have helped find qualified personnel for HJK in the past. Bob tells Larry about a potential candidate named Stephen that has extensive human resources experience. Bob also tells Larry that the standard background check Bob performed on Stephen checked out well, and did not uncover anything unusual. Larry decides to interview Stephen and ultimately hires him. Six months later, Stephen is terminated for embezzling \$1 million of corporate funds and stealing the identities of several employees. It is later discovered that Stephen has an extensive criminal record and has served prison time for robbery. HJK Co. brings a multimillion dollar suit against Bob's Jobs for negligence in conducting a criminal background check.
- ▶ WidgetWorld is looking to fill an office manager's position. They contact ABC Personnel, which is a local permanent placement firm renowned for their highly qualified job applicants. After hearing about her extensive experience, WidgetWorld hires Wendy for an annual salary of \$100,000 through ABC Personnel. WidgetWorld later finds that Wendy is not qualified for the position, and after several costly mistakes by Wendy, terminates her employment. After taking it upon themselves to call Wendy's former employers, they learn she has a history of being incompetent. None of them could recommend hiring Wendy for any position. WidgetWorld brings suit against ABC Personnel for \$100,000 for failing to check Wendy's references.
- ▶ Mary is looking for a temporary assistant to help her with the inventory for the spring opening of her garden supply business. The inventory must be completely finished in one week in order to prepare for the upcoming season. She sees an ad in the local paper for Sally's Temps, which states, "Reliable Help, Guaranteed." She retains Sally's Temps and tells Sally the criteria for the job. Sally's Temps sends Bill to help with the inventory. Unfortunately, Bill does not show up for work the second day of the job. A day later, Sally's sends Max to help with the inventory, but Max ends up leaving the job site at lunchtime and never returning. By the time Sally's finds a qualified individual, it is June and the delay in opening causes Mary to lose a substantial amount of revenue. She sues Sally's Temps for failing to find a qualified candidate for the job. The suit costs \$25,000 in defense costs alone.
- ▶ Eric is looking to leave his position as a manager of a department store. He contacts Stan at RetailFolks, a local employment agency which specializes in placements for retailers. Stan tells Eric about a position as the manager of a large sporting goods store. The position offers a slightly lower salary than Eric is currently making, however provides stock options and a guaranteed sign-on bonus of \$10,000. Eric is very interested in the position, and Stan arranges for an interview. After going through the interviewing process, Eric is hired. Soon after Eric is hired, he learns that the company is no longer offering sign-on bonuses or stock options. Eric sues Stan for misrepresenting the position.