

KELLY D. UEBEL

Background Screening Expert and Licensed Attorney

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SUMMARY

Kelly Uebel is legal and compliance expert and authority in the background check and tenant screening industries. Kelly has significant litigation management experience related to employment and volunteer background checks and tenant screening matters. Ms. Uebel's professional leadership experience includes the past chair and global board member of the Professional Background Screening Association (PBSA). Ms. Uebel currently serves as a member of the of the association's U.S. Council of Government Relations Committee and serves on the Ethics Advisory Group. Kelly brings 14 years of thought leader, industry knowledge, and legal expertise as an industry expert consultant and witness. Kelly is the author of several legal and compliance update articles and thought leadership publications related to employment and tenant background screening. Kelly has served as in-house counsel for a number of firms providing employment background checks, tenant screening, and drug testing services. Kelly D. Uebel is a licensed attorney in the State of Minnesota.

EXPERTISE

Employment Screening
Wrongful Death Claims
Background Check Quality
State Background Check Compliance
Criminal Background Checks
PBSA Accreditation Standards

Negligent Hiring Litigation
Fair Credit Reporting Act (FCRA)
Fair Chance Laws
Workplace Violence Litigation
Employment Verification & Vetting
Contracts Expert

PROFESSIONAL EXPERIENCE

EXPERT WITNESS SERVICES, CONSULTANT

Capwell Consulting Group | February - Present

- Litigation support and expert witness services include expertise in the Fair Credit Reporting Act (FCRA), Background Checks, Tenant Screening, and Equal Employment Opportunity Commission (EEOC), workplace violence, negligent hiring, and supervision claims.
- Provide consulting services focused on background checks and tenant screening regulatory compliance, and risk management claims.
- Industry standards compliance consulting related to background checks used for employment purposes.
- Assess organizational practices against legal and regulatory requirements, along with industry accepted practices.

GENERAL COUNSEL

Asurint | May 2017 – March 2026

Asurint is a leading background screening and workforce vetting company that provides data-driven, technology-enhanced screening solutions for employment, tenant and government purposes.

- Counseled internal staff on legal and regulatory risks and requirements associated with background screening.
- Tracked and reviewed local, state and federal legislative and regulatory changes that impact background screening services across company verticals. Served as subject matter expert internally and with clients providing educational information and thought leadership.
- Drafted and maintained numerous thought leadership guides including 50 State Guides on employment laws, clean slate acts, drug testing and marijuana legislation, credit check restrictions and ban the box/fair chance laws. Delivered timely and comprehensive educational updates via quarterly compliance webinar series.
- Oversaw litigation, negotiating settlements in-house while also engaging and managing outside counsel resources.
- Drafted, reviewed and maintained internal policies and procedures related to many aspects of the screening process including dispute handling, full file disclosure preparation, identifier/matching requirements and treatment of specific record types (i.e., pardons, warrants, juvenile records).
- Drafted and negotiated client, vendor, reseller and partner contracts.
- Obtained PBSA Accreditation in December 2017, maintaining compliance with Accreditation standards including successful passage of subsequent audits.

- Partnered with teams throughout the business including Human Resources and Enterprise Security to maintain appropriate policies, handbooks and processes to support company efforts.
- Supported marketing and product efforts by reviewing new product rollout initiatives, collateral and website copy.

GENERAL COUNSEL

Info Cubic | January 2015 – March 2017

Info Cubic was a provider of comprehensive pre-employment background screening solutions across a variety of industries, including providing such services globally. The company was acquired by Orange Tree in 2022.

- Counseled staff on legal and regulatory risks and requirements related to employment background screening.
- Revamped end user credentialing process including implementing stricter vetting standards for prospective clients.
- Tracked and reviewed local, state and federal legislative and regulatory changes that impacted background screening services and company's internal operations.
- Drafted and maintained internal policies including Employee Handbook and Anti-Bribery Policy.
- Drafted and negotiated client, vendor, reseller and partner contracts.
- Evaluated and optimized use of outside legal resources, including selecting, evaluating and managing outside counsel as needed. Oversaw litigation matters and regulatory enforcement investigations. Managed audit requests.
- Organized and managed company's successful NAPBS Accreditation.
- Addressed client questions providing educational information on topics including data privacy, drug testing, fair chance/ban the box, international requirements and other impactful legislation.

LEGAL COUNSEL, GLOBAL REGULATORY AFFAIRS

First Advantage | Feb 2014 - Dec 2014

First Advantage delivers comprehensive global background screening and identity verification solutions that help employers hire smarter and onboard faster by providing fast, compliant and candidate-friendly services.

- Counseled internal staff (product, operations, sales, etc.) on legal and regulatory risks, obligations and other matters as it pertains to both domestic and global background screening compliance.
- Monitored and evaluated existing, new and proposed regulations and laws that impacted the domestic and international screening business, including pursuit of new products and services. Provided counsel on the impact of any changes in legislation or regulatory requirements to existing policies and guidelines

- Drafted and implemented data transfer agreements across all operating and processing centers globally to ensure legal and efficient transfer of data.
- Partnered with the General Counsel to assess internal impact of any changes in laws and regulations that impacted company services.
- Identified training needs within the organization and assisted in the development and presentation of training materials on relevant laws and legal/business issues.
- Conducted legal review of client, vendor and alliance contracts and other documentation.
- Provided subject matter expertise as it related to background screening compliance via initiatives such as the company blog, sales presentations and meetings with clients.

COMPLIANCE OFFICER, DOMESTIC & INTERNATIONAL

Verifications, Inc. | Nov 2011 - Feb 2014

Verifications, Inc. was a leading provider of background screening and onboarding services domestically and internationally. Verifications, Inc. was acquired by First Advantage in October 2013.

- Researched international privacy laws, legal statutes, regulatory information and opinions which impact or regulate US - international employment screening, and converted such information into usable, value-add information for clients, prospects and the Verifications organization.
- Developed processes and supporting documentation to ensure compliance with applicable international and domestic laws and regulations.
- Managed and coordinated internal company compliance processes, including document retention and destruction practices.
- Conducted internal training on international laws and regulations that impact the background screening process, in addition to outlining internal operations and protocols.
- Created thought leadership content providing timely updates on litigation, regulatory matters, new or revamped legislation, and other matters impacting background screening domestically and internationally.

STAFF ATTORNEY, THOUGHT LEADERSHIP & INDUSTRY RELATIONS; LAW CLERK

Kroll Ontrack | June 2007 – Nov 2011

- Collaborated with global sales, marketing and product management teams to develop materials to effectively bring legal products and services to market, ensuring each business unit meets revenue goals.
- Created content used for global educational events and trade shows on topics including records management, data preservation and document review to help

professionals understand the issues involved in corporate information management and electronic discovery.

- Wrote scripts, coordinated interviews and served as host and as a legal correspondent for monthly web podcast titled “The ESI Report” featuring experts in the litigation technology industry. (<http://legaltalknetwork.com/podcasts/esi-report/>).

EDUCATION

Juris Doctor

William Mitchell College of Law

Graduated 2009

Dean’s List: Fall 2008 & Spring 2009

Bachelor of Arts, Political Science

University of Minnesota, Twin Cities

Graduated 2006

Dean’s List: Spring 2006

LICENCES & CERTIFICATIONS

Licensed Attorney, State of Minnesota

Date Admitted: 10/30/2009

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

Certified until December 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) – Board of Directors

Board Member – 2017-2023

Chair – 2021-2022

Professional Background Screening Association (PBSA) – US Council Government Relations Committee

Member 2011 – Present

Co-Chair 2015 – 2017