

Jason B. Morris | Expert Witness – Background Screening, FCRA, HR & Employment Practices

6 Vernon Way | Silverthorne, CO 80498 | (216) 509-6900 | jmorris@iqubedadvisors.com
| www.iqubedadvisors.com/about/jason-morris

Professional Summary

Nationally recognized background screening advisor and expert witness with more than 30 years of leadership, consulting, and expert testimony experience. Co-founder of EmployeeScreenIQ, a pioneer in employment background checks later acquired by Sterling Talent Solutions. Provides independent, impartial expert witness services across civil litigation, arbitration, and regulatory investigations involving the Fair Credit Reporting Act (FCRA), negligent hiring, employment law, and HR compliance. Trusted advisor to counsel, courts, and government agencies, including the Federal Trade Commission (FTC), Department of Homeland Security (DHS), and the U.S. Department of Justice. Widely published author, frequent media commentator, and keynote speaker at more than 100 industry conferences worldwide.

Areas of Expertise

- Background Screening & Employment Screening Best Practices
 - Fair Credit Reporting Act (FCRA) Compliance
 - Negligent Hiring & Employment Practices Litigation
 - Human Resources Policies & Risk Management
 - Investigations & Due Diligence
 - Expert Reports, Depositions, and Trial Testimony
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Education & Licenses

- Bachelor of Arts, Criminal Justice – Kent State University, Kent, OH, 1995
 - Licensed Private Investigator – Ohio
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Professional Experience

IQubed Advisors, LLC – Cleveland, OH

Managing Partner & Co-Founder | 2020–Present

Boutique background screening consulting and advisory firm providing expert witness testimony, litigation consulting, compliance reviews, and strategic advisory to employers and industry stakeholders.

Morris Group Consulting, LLC – Cleveland, OH

Principal | 2014–Present

Consulting firm specializing in background screening expert witness services for plaintiff and defense counsel, employers, and human resource professionals.

Sterling Talent Solutions (now Sterling Check) – New York, NY / Cleveland, OH

Senior Vice President | 2015–2017

Joined following Sterling's acquisition of EmployeeScreenIQ. Led integration of operations, oversaw Sterling's largest U.S. office (300 employees), advised clients on compliance, and served on M&A team.

EmployeeScreenIQ – Cleveland, OH

Co-Founder, President, COO | 1999–2015

Built one of the first full-service background screening companies in the U.S., later acquired by Goldman Sachs-backed Sterling Talent Solutions. Established industry-leading compliance, quality, and service standards. Recognized by HRO Magazine, Workforce Management, and Weatherhead 100.

National Association of Professional Background Screeners (NAPBS, now PBSA)

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

Founding board member. Advocated for FCRA compliance and consumer protections, testified before Congress, and represented the industry in regulatory discussions.

Earlier Career

- InfoData, Inc. – Executive Vice President (1995–1999)
- Willo Security – Supervisor (1993–1995)

Expert Witness Litigation History (Selected)

Complete case log available upon request. Mr. Morris has handled over 50 cases as an expert, on both sides. Some notable clients (via counsel) include:

- **Uber**
- **US Attorneys Office**

- **NCAA**
- **Lyft**
- **First Advantage**
- **GIS**
- **HireRight**
- **Checkr**
- **ADP**
- **Dollar General**

(Extensive additional case history included in full appendix.)

Publications & Media

IQubed Advisors Blog (2018–2025) – Authored over 50 articles on background screening, FCRA compliance, negligent hiring litigation, and expert witness practice, including:

- *Why Hire an Expert Witness in a Background Screening Case?* (2018)
- *The Role of an Expert Witness in Background Screening Litigation* (2024, 7-part series)
- *FCRA Expert Witness Services in Litigation* (2025)
- *Expert Witness for Negligent Hiring Cases* (2025)

External Publications

- *Your Job Candidate Has a Criminal Record? Don't Panic.* – TalentCulture HR Blog (2014)
- White Papers & Industry Research – EmployeeScreenIQ University, Workplace Violence Prevention, etc.

Media & Interviews

- Quoted in *HR Daily Advisor*, *SHRM*, *Workforce Magazine* on background screening practices.
- Featured in *Behind the Screens* podcast (2025): “How Jason Morris Built a Background Screening Empire and Found Adventure Along the Way.”
- Frequent guest and host on *Background Check Radio* (2020–2025).

Speaking Engagements

Delivered more than 100 presentations at national and international conferences, including SHRM, NAPBS/PBSA, HR Tech, and industry leadership forums. Topics include FCRA compliance, negligent hiring, HR technologies, and background screening best practices.

Professional Affiliations

- Founding Member, Board Member & Chairman, National Association of Professional Background Screeners, now called Professional Background Screeners Association (NAPBS/PBSA)
 - Member, Society for Human Resource Management (SHRM)
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Volunteer Leadership

- President, American Cancer Society of Cuyahoga County (2012–2014)
 - Board Member, American Cancer Society (2006–2015)
 - Board Member, Big Brothers/Big Sisters of Cleveland (2003–2005)
 - Board Member, Make-A-Wish Foundation (2005–2006)
 - Revenue Chairman, March of Dimes (2005–2006)
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Awards & Recognition

- HRO Magazine “Baker’s Dozen of Top Screening Providers” (2011–2013)
 - Workforce Management Magazine “Hot List of Screening Providers” (2007–2013)
 - Weatherhead 100 – Fastest Growing Companies in Northeast Ohio (6 consecutive years)
 - Crain’s Cleveland Business “40 Under 40” Award
 - Inova Award (Gold, 2009; Bronze, 2008)
 - Recognized for philanthropic and community contributions (March of Dimes, United Way, American Cancer Society)
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Testimony Statement

Jason Morris has provided testimony in state and federal courts, arbitrations, and depositions across the United States. He has been retained as both a plaintiff and defense expert, with experience in FCRA matters, negligent hiring, Title VII claims,

contract disputes, and company valuations. His opinions have been admitted, never been disqualified and he has testified under cross-examination.