

# The Ultimate Record Suspension Success Strategies

Put the past in the past  
and reclaim your future!

YOU MADE MISTAKES. YOU LEARNED FROM YOUR  
MISTAKES. NOW IT'S TIME TO ERASE YOUR MISTAKES  
AND CELEBRATE THE PERSON YOU ARE.



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The Record Suspension Specialist

# Record Suspension Guide

## *ALARMING STATISTICS - THE LONG LASTING IMPACT OF A CRIMINAL RECORD AND ITS DEVASTATING EFFECT ON YOUR FUTURE*

**WARNING:** The Parole Board of Canada is proposing to scrap Pardons and Record Suspensions forever! **Is this true? Keep reading to find out if this is FACT or FICTION.**

**Read this report quickly and see what you must do immediately.**



### **What does my research reveal?**

An audit of my client files reveal the following shocking information:

- On average, our clients wait 4.9 years AFTER they are eligible to apply for a Pardon (now called Record Suspension).
- Why do clients wait so long? Why don't they apply as soon as they are eligible?

Our survey showed that the top THREE reasons why they procrastinate are because:

- it costs too much to apply;
- they did not bother applying because a Record Suspension could not be granted fast enough to solve their immediate concerns; or
- they saw no significant benefit in getting a Record Suspension.

When they did apply and were asked if they regretted waiting for so long to apply, overwhelmingly:

**...they wished they applied sooner**

### **Does a Record Suspension- really cost too much? (Or, does inaction cost you more?)**

Studies show that, without a Record Suspension, it will take you longer to get a job and when you do get a job you'll earn 40% less.

## Wage Discrimination



- U.S. studies show that ex-offenders are between 1/2 to 1/3 as likely to be hired as non-offenders.
- Even if they do get hired, ex-offenders earn **40% less** than someone with similar experience but no record.

Getting a job is also not easy. Background checks are increasingly becoming the norm. By earning 40% less, being looked over for promotion and taking longer to find that next job—and you'll quickly realize you can't afford NOT to get a Record Suspension.

For many, the cost of a Record Suspension (previously called a Pardon) is less than one week of wages. Not having a Record Suspension could also force you to take a job you don't want or force you to stay in a dead-end job due to restrictions from having a criminal record.

## Business background checks are becoming commonplace

- **92%** of companies performed pre-employment background checks in 2010.
- By 2012 that number had jumped to **97%** of companies.
  - **88%** do criminal checks
  - **84%** do identity checks
  - **69%** do employment checks
  - **68%** do motor vehicle checks
  - **41%** do education checks
- And 47% do re-screens after hiring employees.



Source: Employment Screening Benchmarking Report, HireRight, 2013; Trends in Employment Background Screening, Employee Screen IQ, 2010



There was a time when criminal record background checks were rarely requested. Now they are being requested for a variety of positions ranging from entry-level to more senior.

## Criminal record? Don't bother applying according to Craigslist ads

The collage features five job listings from Craigslist, each with a requirement for a criminal record check:

- Long Haul Truck Drivers needed (Calgary)**  
...Must have license, some high school. Proof of NO criminal record. Driving training course \$28 to \$30 p/h for 44 hrs/wk depending on experience.  
<http://calgary.en.craigslist.ca/trp/4218646333.html>
- Bilingual Technical Support Agent (Full time French)**
  - Professional presentation
  - Good communication skills
  - Attention to detail
  - NO CRIMINAL RECORD
  - Ability to prioritize and multitask...<http://calgary.en.craigslist.ca/csr/4189387966.html>
- Sales position**  
Requirements include:
  - Must have sales experience with excellent communication skills.
  - Minimum of 19 years old with NO CRIMINAL RECORD.
  - High school diploma or equivalent<http://vancouver.en.craigslist.ca/van/sls/4248499125.html>
- Order Picker**  
As an ideal candidate you will have:
  - 1 year of experience in a warehouse environment
  - Strong attention to detail
  - RF Scanner experience
  - NO CRIMINAL RECORD
  - If you meet these qualifications, we'd be glad to hear from you.<http://toronto.en.craigslist.ca/mss/lab/4212575949.html>
- General labor job:**
  - Must be 18+
  - NO CRIMINAL RECORD.
  - Enjoy hands on work
  - Team player<http://toronto.en.craigslist.ca/tor/lab/4229870545.html>

Source: Craigslist Canada, 2013

## Is the Parole Board really scrapping Pardons & Record Suspensions?

There is misleading information circulating the internet that Record Suspensions are being scrapped. **The good news is the Parole Board is NOT scrapping Record Suspensions.** However, on February 23, 2012:

- the Parole Board changed the name from Pardons to Record Suspension;
- some serious offenders are now banned from applying;
- you now have to wait longer to qualify for a Record Suspension; and
- the Parole Board fee increased from \$150 to \$631 (subsidies to the program have been cancelled, meaning your Record Suspension fees have to pay for the entire Record Suspension Process).

What is even more alarming is that **the Parole Board has been given new powers to deny a Record Suspension at their discretion** if they feel it would simply be offensive to give you a Record Suspension even if you meet the eligibility requirements.

### TOUGH ON CRIME LEGISLATION

All these new changes are because of the Federal Government's support of U.S. style "tough on crime legislation" which studies prove DO NOT WORK (more on this to come in another report). Just ask the State of Texas...it did not work for them and they plead with the Canadian Government "DON'T DO IT!".

Why did I start out with the idea that Pardons & Record Suspensions are being scrapped? There are two reasons.

**First, I wanted you to read the consequences of NOT getting a Pardon (Record Suspension) at the earliest opportunity.** Too many of my clients procrastinate far too long before applying for a Record Suspension. Due to procrastination, they lose out on job opportunities and suffer lower wages. Some of my clients also no longer qualify for a Record Suspension or have to wait longer before they can apply.

I had to figure out some way for you to read the alarming statistics about your financial future and alert you to the dangerous trends caused by “tough on crime legislation”. I have to stop procrastination. I’ve learned I’m not really in the Record Suspension business. I’m in the procrastination business!

**Second, rules around getting a Record Suspension continue to get tougher.** When Pardons first came out, you only had to wait 2 years to apply for summary offences. Over time, it was increased to 3 years then more recently to 5 years. As for indictable offences, the waiting period has changed from 5 years to 10 years and the most serious of offenders are now banned from applying. Rules regarding Record Suspensions, including the Parole Board’s discretionary power, could continue to get tougher due to the Federal Government’s support of “tough on crime legislation”—effectively ending the opportunity to get a Record Suspension for some people.

**Third, the cost of Record Suspensions continues to increase!**

The recent Record Suspension fee increase from \$150 to \$631 due to the removal of all government subsidies is speculation that this is what it will cost the Parole Board to sustain the Record Suspension Department. Given my expectation that Government Programs always cost more than anticipated, I believe that we have not seen the last of the fee increases.

The belief once was that a Record Suspension helps facilitate rehabilitation. Pardons were once subsidized by the government because people with criminal records often did not have a job. Now that subsidies have been removed, people with criminal records often cannot afford a Record Suspension! No Record Suspension? No job!

The criminalization of poverty is the subject of another book...but bottom line is that people with a criminal record who are desperate to get a job often cannot afford a Record Suspension.

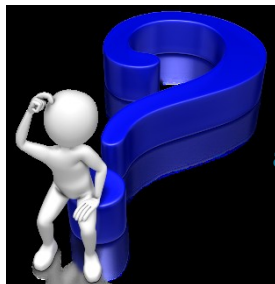
Less than sympathetic people would say ‘who cares...they committed a crime...it’s their problem’. I would argue it’s your problem if they can’t get a job and have to rely on social assistance which is funded by tax payers. Let’s help ex-offenders re-integrate into society as fast as possible.

## A Record Suspension cannot be granted fast enough!

Many people can't get a Record Suspension fast enough to take advantage of a new opportunity so they put off getting the Record Suspension, thinking they'll get it later. This is a mistake. They never do and continue to lose out on more opportunities. Money is just too tight to give it up now when there are no immediate benefits. Right? Wrong!

Start your Record Suspension immediately. My first goal in writing this report is to motivate those people that have a tendency to procrastinate to take action immediately. My second goal is to provide some tips that will save you time and money.

**IGNORE HOW LONG IT TAKES...YOU'LL NEED IT ANYWAY.  
DON'T WAIT UNTIL YOU NEED IT TO APPLY. APPLY EARLY!**



**QUESTION: Can I get my Record Suspension granted quickly in an emergency?**

**The RCMP, most courts and the Parole Board of Canada do NOT accept requests on an emergency basis.** It could take 1 to 2 years for your Record Suspension to be granted, depending on the length and content of your criminal record. High-risk applications can expect to take more than 2 years.

**WARNING:** Companies offering expedited services are simply charging you extra to expedite the delivery of requests to and from government offices by arranging courier. But, in most cases government offices won't rush a request once they receive it, meaning the only amount of time you are likely to save is mail vs courier service.

Recognize that most companies (NOT MINE) will charge you hundreds of dollars more just to save you a few weeks processing time. We only charge the small courier fee ranging \$10 to \$20 (we do NOT increase our fee to expedite your file).

## ✓ Time & Money Saving Tips

### Tip #1: Start Your Application at least 4 to 8 months early

There are at least 3 months' worth of work that can be completed before you are eligible. It could take longer than 3 months to get your file ready before eligibility if conviction(s) are missing from your RCMP record, recorded incorrectly or the Court House where you were convicted is backlogged. We once had a court that had funding and staffing issues and what would normally take 2 months was taking 5 months. Therefore, start your application at least 4 to 8 months in advance of eligibility. That way, your application can be completed and submitted as soon as you are eligible. **You could even start a year in advance.**

## Tip #2: Request a FREE Consultation

For some, this could possibly be the best tip I have to offer. Do you worry about whether the Parole Board will refuse to grant your Record Suspension in the future?

You should. The Parole Board has **discretionary power**

to deny your Record Suspension if you do not demonstrate that the Record Suspension will provide you with “measureable benefit” or “sustain your rehabilitation into society” or they can deny it if they feel it would simply be “offensive” for them to grant it.

For most people, it is my experience that the Record Suspension is “automatic” and for others there are a few hoops that have to be jumped through. If you’d like to know the risk level of your application, you can always contact us for a free consultation. We can then give you tips to **improve the odds that your file will be granted** in the future.

### Free Consultation:

1-800-320-2477 (Toll Free)

403-229-2774 (Calgary)

debbie@canadianlegal.org

## Tip #3: Request a “Partial” Record Suspension NOW even if you are not eligible for several years

Not eligible for a Record Suspension for 1, 2, 3, 5 or 9 years? Get a Partial Record Suspension NOW. We have clients that come to us frequently expecting to qualify for a Record Suspension only to learn that they missed part of the fine or **the Courts lost proof of fine payment**. This means they have to pay it and wait 5 or 10 more years depending on whether their conviction(s) were summary or indictable! Good luck on trying to convince the Parole Board that failure to pay was an accident! Not an easy thing to do.

It is also not always clear as to exactly when you are eligible by looking at your RCMP criminal record. Often court documents are required to determine eligibility. Police reports will also help us identify convictions which might be missing from the National RCMP database, outstanding charges or arrest warrants you might not know about, or incidents not resulting in convictions which the Parole Board may use to discriminate against you when deciding whether to grant your Record Suspension.

Therefore, you can request a **“Partial Record Suspension”** which allows us to:

- **determine your exact eligibility date;**
- **confirm there are no outstanding fines or arrest warrants;**
- **fix errors; and**
- **identify areas of concern which might jeopardize the granting of your application.**

Some people have outstanding arrest warrants due to speeding tickets, unpaid fines or outstanding criminal charges in a Province they previously lived or visited that they may not know about. Often warrants for arrest are not enforceable outside the Province in which they were issued. They never find out they exist unless they apply for a Record Suspension or they get a new speeding ticket (and the police officer may alert them to the outstanding warrant in another Province).

The cost of a Partial Record Suspension will then be applied to a full Record Suspension when you are eligible. FURTHER, our consultation under Tip #2 can only be general. But, if you proceed with a Partial Record Suspension as recommended under Tip #3, we can be more specific because we will have had an opportunity to review your case in greater detail.

## What are the benefits to Getting a Record Suspension?

I've already provided you with statistical evidence showing that not having a Record Suspension will affect your income, promotions and speed at which you are able to obtain a new job. I've also demonstrated that most of my clients that delayed in obtaining a Record Suspension seriously regret not having applied earlier.

Even if you work in an industry where most employers don't care if you have a criminal record, do you still want them to know your business? If an employer were to hire two people with identical skills and knowledge, but only one had a criminal record, statistically, the one with a criminal record would be offered a lower starting wage. The one with a criminal record would also statistically get promoted less frequently.

## Why should I apply for a Record Suspension?

A Record Suspension is proof that a criminal record should no longer reflect upon your character—it reduces the risk of discrimination involving:

- Adoption
- Bonding
- Certification
- Commissioner for Oaths Appointment
- Driving (reduce the risk of greater scrutiny from random road-side police checks)
- Employment – Current (i.e. job promotion, new owners, new company policy regarding screening, downsizing)
- Employment – Travel (i.e. work visa abroad)
- Employment – New
- Educational Program (enrollment and completion of required practicum)
- Fostering
- Immigration to Canada – Landed Immigrant or Permanent Residency
- Immigration to Canada – Canadian Citizenship
- Immigration to a Foreign Country
- Legal Name change
- Licensing
- Notary Public Appointment
- Obtaining a Liquor Licence
- Owning a Care Facility (Child Care, Elderly Care, or Dependent Adult Care)
- Peace of Mind
- Purchasing a Franchise
- Rental Agreements
- Sitting on a Board of Directors
- Temporary Work or Study Visa (Canada)
- Temporary Work or Study Visa (Foreign)
- Travel
- Visiting Canada (for non-Canadians with Canadian criminal records)
- Volunteering
- Wandering eyes—non-pardoned court records are accessible by the public



## How to Find a Reputable Company to Help You with Your Record Suspension (or US Waiver)

Do NOT hire a company unless you first check their reputation. Check out the following:

- What is their reputation with the Better Business Bureau?
- Are they recipients of any other awards (ie. Consumer Choice Awards?)
- How long have they been in business?
- Are they RCMP Accredited and Certified?
- Do you get a live voice when you call?
- 



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- A+ Reputation with the Better Business Bureau. <http://go.bbb.org/1iva0hi>
- In business since 1995.
- Live voice every time you call.
- We don't increase our fee to provide expedited services...your file is always handled quickly every time. If you wish for requests to be ordered via courier service, you only pay for the small cost of courier services.
- We do NOT mark up our disbursements.
- Payment plans available.
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**Contact us NOW for you  
FREE CONSULTATION**

- ☒ When am I eligible?
- ☒ What is the process?
- ☒ What will it cost?
- ☒ What are my chances of success?
- ☒ Can I go to the U.S. with my criminal record?

**\$75  
Value**

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