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May 3, 2010

Ms. Elizabeth P. Archer  
State Inspector General  
Office of the Inspector general  
1102 West tower  
2 Martin Luther King, Jr. Drive, SE  
Atlanta, GA 30334

Re: File No. 09-036

Dear Ms. Archer:

The State Personnel Administration has reviewed the investigative report and recommendations regarding an anonymous complaint alleging unfair hiring practices. We concur with your recommendations and we are currently in the process of revising our recruitment and selection process. Listed below are the actions we are taking or have taken:

- Prior to the filing of this anonymous complaint, we contracted with a background checking service to conduct criminal background investigations and to validate job history, education, and certifications if appropriate.
- We are revising our recruitment and hiring policies to delineate the required process and documentation needed.
- Once the policies are finalized, we will communicate the policy changes to staff and provide workshops for all managers.

I want to thank you for the comprehensive investigation and the thoroughness of the review.

Sincerely,

Raymond E. Stevenson  
Commissioner

cc: Lee Rudd, Deputy Commissioner  
Kathleen Carey, HR Director

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