

COMMERCIAL INVESTIGATIONS LLC

CI TIMES



NAPBS

The National Association of Professional Background Screeners (NAPBS) held its 2006 annual conference in Nashville this April. COMMERCIAL INVESTIGATIONS LLC is a member of NAPBS and President Michelle Pyan attended the conference. Topics covered ranged from background screening basics to the implementation of an industry accreditation process.

Highlights from the conference included:

- ◆ Database Usage
 - ~ Invaluable Tools
 - ~ Provide Added Value
 - ~ Verification of Adverse Results with Direct Source Necessary
- ◆ International Criminal Records Checks
 - ~ Complex
 - ~ Vary Greatly
 - ~ Necessary to Conduct a Thorough Criminal Check
- ◆ Privacy
 - ~ Sharing Information Facilitates Privacy
 - ~ Preadverse & Adverse Action Notices Fundamental
- ◆ Security
 - ~ Sensitive Data
 - ~ Data Encryption
 - ~ Standards
- ◆ Client Education
 - ~ A Responsibility
 - ~ Necessary
 - ~ Ethical

CI President Michelle Pyan has joined the NAPBS Ethics & Accreditation Committee and serves on the Client Education Subcommittee. Because CI has always taken an educational approach to its marketing and sales process, this is a natural fit for Michelle.

The conference atmosphere was one of collaboration, not competition. There was a genuine sharing of information and experiences undertaken by conference attendees for the good of the industry. The conference was a great opportunity to learn more about the industry and the various types of background screening information available. Watch CI Times for new inquiries and services coming soon to CI clients.

NAPBS members are committed to upholding the highest standards in the industry. To ensure ethical, quality screenings, make sure you partner with a NAPBS member for your background investigations needs. To learn more about BACKGROUND INVESTIGATIONS, contact a CI representative today.



INSIDE THIS ISSUE:

NAPBS	1
CIWARE CLIENT CLUE:	1
CRIMINAL RECORDS BY NAME	
DUE DILIGENCE:	2
CLEANING OR JUST MAKING A METH?	
MEET DUE DILIGENCE:	2
LAST "SCENE" FROM DUE	
CI IN ACTION:	3
NYS DOL EMPLOYER FORUM	
INQUIRY SPOTLIGHT:	3
EMPLOYMENT CREDIT REPORT	

CIWARE CLIENT CLUE

CRIMINAL RECORDS BY NAME

One misconception regarding criminal record checks is that a criminal record inquiry can be run by Social Security Number. Court records are public documents. Due to privacy concerns, most courts do not use SSNs in their documentation. Therefore, criminal record searches must be run by name.

To do a thorough criminal record check, you must search all names used by the subject within a specific timeframe (e.g. seven years). To ensure you are doing a thorough criminal record check, please contact a CI representative.

DUE DILIGENCE: CLEANING OR JUST MAKING A METH?

This month Due Diligence begins his new job with Clean Sweep. Clean Sweep is the cleaning company utilized by Quick Fix Hospital, Due's former employer. Due took a custodial position with Clean Sweep for significantly less compensation than he was receiving at his former administrative position with Quick Fix Hospital.

Because Quick Fix Hospital is Clean Sweep's client, Due now has after hours, unsupervised access to the hospital. This is the same hospital that refused to re-hire him after a background investigation revealed a conviction for possession of a controlled substance.

The hospital requires its vendors who have access to their facilities to conduct background checks. However, there is no specifications as to the depth of the screening, and Due was hired as his "national criminal database" search did not reveal the conviction that was found by CI through the complete background investigation process utilized by the hospital.

Between jail time and employment, Due had spent a good deal of his time "Smurfing." In other words, Due would go from store to store buying the two pack minimum of cough medications containing pseudophedrine. Many convenience stores and grocery stores no longer carry the common cold medications used in meth production. Some states only allow pharmacies to distribute these once common cold medications, even requiring photo ID and keeping personal information on file. Due is familiar enough with the hospital and on site pharmacy to avoid such inconvenience.

Meth has become such an issue for law enforcement that some states have considered implementing registries for convicted Meth cooks. Tennessee is one state which has implemented such a registry, which operates much like a sex-offender registry. Under the Meth-Free Tennessee Act of 2005, healthcare professionals are required to report burns and other injuries resulting from meth lab explosions.

State legislation in NY has defined new crimes

and penalties associated with meth production. A second offense for criminal possession of meth related substances with the intent to manufacture is a felony. Due Diligence was convicted of possession of a controlled substance in Albany County, his second drug related conviction.

Clean Sweep's background investigations policy included only an online instant database check which provided inconclusive results. Quick Fix hospital should have detailed specifically the depth of criminal screenings they expect from their vendors. Aside from a criminal inquiry, an EMPLOYMENT CREDIT REPORT would have also revealed some interesting facts about Due's career path.

We noted that Due's new position is for significantly less compensation than his prior position. An EMPLOYMENT CREDIT REPORT would have revealed that Due's monthly obligations far exceed his income at Clean Sweep. This inquiry would have raised questions about Due's intentions working for Clean Sweep and how he is able to meet his monthly financial obligations. While Due needs cold medication to cook meth, he is also interested in anything he has access to with street value.

Because of Due's drug addiction and potential for violent reactions, Clean Sweep has put the hospital's patients, visitors and employees at risk. By not having a more comprehensive background investigations policy, Clean Sweep now also risks losing their largest account.

When implementing a background investigations policy, it's important to consider a variety of inquiries and the depth of those inquiries. It is also important to require vendors to conduct background investigations and specify the minimum requirements for those investigations. Clean Sweep has put their largest account at risk despite the fact that a more complete investigation would have cost less than what they pay Due to work just one day.

TO BE CONTINUED.....



MEET DUE DILIGENCE

Last "Scene" from Due

We learned in the last edition of CI Times that Due applied for a position at Clean Sweep, the cleaning services company utilized by Quick Fix Hospital. Quick Fix Hospital requires it's vendors who have access to the facility to conduct background investigations—however they do not specify the depth of the check required.

Due's background check completed online by Clean Sweep through Cheap Check, revealed no criminal records. Due is now an employee of Clean Sweep and has access to the same hospital that turned down his application because of a more complete background investigation.

To see Due's results, view his Report at www.commercialinvestigationllc.com/duespage. Read Volume 3, Issue 1 to see the full details of Due's attempt to get rehired at the hospital at www.commercialinvestigationllc.com/Newsletter.

Next Episode: See if Due can actually work and volunteer in the same hospital that refused to rehire him because of prior drug convictions.

Disclaimer: This information is based on actual fictional characters and real events. Only the names, locations and events have changed. These changes are for the sole purpose of protecting the identity of the actual fictional characters. Any resemblance to any other fictional characters and actual made-up events is purely coincidental.

CI IN ACTION

NYS DOL EMPLOYER FORUM

Michelle Pyan, Licensed Private Investigator and President of Commercial Investigations LLC, was a panelist for the New York State Department of Labor Employer Forum held June 7, 2006 at the Hampton Inn in Albany. Other members of the panel included Kim Speck of MVP Health Care, Nancy Serge of St. Peter's Health Care Services and Julia Hickey of The Home Depot.

Kim, Nancy and Julia presented insight into their organization's recruitment and hiring processes including on-line application processes and background screening. Michelle gave an overview on the background screening industry and the role background investigations play in the hiring process. Attendees at the meeting included Department of Labor Counselors from throughout New York State.



COMMERCIAL INVESTIGATIONS LLC

A LICENSED PRIVATE INVESTIGATIVE AGENCY

Dedicated to providing innovative Private Investigative solutions to its clients and working with them to develop tailored services that meet their needs.

Services provided include:

BACKGROUND INVESTIGATIONS

CI provides accurate, timely, cost-effective and fully compliant reports delivered with exceptional client service.

CONSULTING SERVICES

CI assists you in implementing a compliant background investigation process as well as providing assistance in implementing in-house procedures.

COMPETITIVE INTELLIGENCE

CI assists you in gaining a competitive edge with discrete, thorough and valuable intelligence.

www.commercialinvestigationllc.com

info@commercialinvestigationllc.com

Troy NY 12180

Phone: 800-284-0906

Fax: 212-937-3858

This publication is designed to provide accurate and authoritative information with respect to the subject matters covered. It is distributed with the understanding that CI is not engaged in rendering accounting or legal services.

∞ INQUIRY SPOTLIGHT ∞

EMPLOYMENT CREDIT REPORT

CI's EMPLOYMENT CREDIT REPORT inquiry is appropriate for employers in certain industries (e.g. financial services) or employers filling positions that allow access to company or customer cash, assets, credit cards, valuables or confidential information (e.g. comptroller or home health care worker).

CI's EMPLOYMENT CREDIT REPORT inquiry obtains information such as a subject's responsibility and reliability in managing their personal finances. This information might also assist in determining whether a subject may possibly be tempted to commit a larcenous action. Adding this valuable inquiry to their BACKGROUND INVESTIGATIONS lets CI clients enhance both their due diligence and their risk mitigation.

CI does not recommend that clients utilize the CREDIT REPORT inquiry unless it is related to job functions and in compliance with established company policies and procedures.

To add CI's EMPLOYMENT CREDIT REPORT inquiry to your BACKGROUND INVESTIGATIONS, contact a CI representative.