

COMMERCIAL INVESTIGATIONS LLC

CI TIMES



COMPLEMENTARY INTEGRATED SERVICES

Complementary Integrated Services refers to Commercial Investigations (CI) array of Human Resources (HR) services related to Candidate Inboarding. Candidate Inboarding is the process that takes place before the onboarding or orientation stage of employment. Most of the Candidate Inboarding occurs before the first day of employment.

Examples of some of the Complementary Integrated Services offered by CI include:

- ◆ Applicant Tracking Systems
- ◆ Assessments
- ◆ Background Investigations
- ◆ Drug testing
- ◆ Pre-employment Physicals
- ◆ E-Verify
- ◆ Electronic I-9s
- ◆ Identity Protection Assessment

CI offers two applicant tracking systems. One is specific to the healthcare industry (HealthcareSource Position Manager) and the other spans all industries (Selectech Workforce Management). CI is pleased to be a Certified Integration Partner with HealthcareSource Position Manager. CI has a pre-built interface with Position Manager that allows recruiters to request background investigations directly from the applicant tracking system. CI is also integrated with the Applicant Tracking System powered by Selectech Workforce Management. Basic components of the Applicant Tracking System include:

- ◆ Requisition Management System
- ◆ Candidate Management System
- ◆ Candidate Pre-qualification
- ◆ Resume and Employment Application
- ◆ Communications Management System
- ◆ Report Management System
- ◆ Schedule Management System
- ◆ System Administration
- ◆ On Boarding

Assessments are another key component to successful Candidate Inboarding. CI offers two options for assessments:

- ◆ Chequed
- ◆ Selectech Assessments

Chequed includes competency based behavioral assessments and reference assessments. The competency based assessments as designed to provide objective, consistent and predictive infor-

mation about the candidate. This is done in real-time through a secure web-based platform. The reference assessments are automated and competency based that are designed to provide a multi-dimensional and scientifically based view of a candidate's fit to the job and corporate culture. This is accomplished through a fully automated reference check process designed to glean critical information from references in a confidential and easy to use format.

Background Investigations are the foundation of Commercial Investigations' services and what the company was built upon. All background investigations are performed by CI staff using an investigative approach with human intervention. CI is not a data broker. Background Investigations are performed in an extremely detailed and specific process which assures positive identification and the highest quality investigations available because of the validation of candidate supplied identifiers by third party data sources.

CI also offers Drug Testing and Pre-employment Physicals. CI's most popular drug test is a nine panel urine test that tests for amphetamines, cocaine metabolites, marijuana metabolites, opiates, phencyclidine, barbiturates, benzodiazepines, methadone and propoxyphene. CI's Pre-employment Physical involves physically checking the ears, eyes, throat, cranial nerves, thyroid, heart, lungs, abdomen, musculoskeletal system, and hernia check (on males only). It also includes doing a visual acuity (Snellen's Eye Chart), vital signs, and check for color blindness (using the Ishihara book). It does not include rectal exams, breast exams, or gynecologic exams.

Once the candidate is hired the Candidate Inboarding process concludes with E-Verify and electronic I-9 processing. CI offers many options related to E-Verify and electronic I-9 processing. Compliance I-9 was created to encompass these services.

Identity protection Assessment is a final component that involves the assessment of how an organization handles confidential information. Specifically identity information most related to identity theft—names, social Security Numbers, dates of birth and addresses. As well as bank account and credit card information.

CI is pleased to offer numerous services involved in the successful Candidate Inboarding process. We strongly encourage you to contact a CI Representative today at 800-284-0906 or info@commercialinvestigationsllc.com to learn more about enhancing your Candidate Inboarding.

INSIDE THIS ISSUE:

COMPLEMENTARY INTEGRATED SERVICES	1
CLIENT CLUE: ANNUAL BATCH SEARCHES	1
DUE DILIGENCE: WILL THE JOB HUNT EVER END?	2
MEET DUE DILIGENCE: LAST "SCENE" FROM DUE	2
WOMEN WHO MEAN BUSINESS: MICHELLE PYAN, WOMAN TO WATCH	3
INQUIRY SPOTLIGHT: HEALTH CARE COMPLY PLUS™	3

CLIENT CLUE Annual Batch Searches

It is important to periodically run certain inquiries on current employees. The most common situation is to run the Motor Vehicle report for all employees that drive as part of their job duties. Some industry specific examples include a Credit Report for employees in the financial services industry and the Office of Inspector General (OIG) Exclusion List Check for healthcare workers. Other common healthcare inquiries include Nurse Aide Registry and General Services Administration (GSA) Exclusion List check. Now is a great time to run annual batch searches.

Contact a CI representative to arrange to have your important annual batch inquiries run on your current employees at 800-284-0906 or info@commercialinvestigationsllc.com.

DUE DILIGENCE: WILL THE JOB HUNT EVER END?

Over the past three years we've followed Mr. Due Diligence through a number of job hunts. When we first met Due he was trying to get his old job back in the administration offices of Quick Fix Hospital which he left for 60 days because of "family issues". When that failed, because of the background investigation run by Commercial Investigations LLC, we saw Due obtain a position with Clean Sweep because of its faulty background screening policy implemented by Cheap Check, a data broker. That position ended when Clean Sweep's client, and Due's former employer, Quick Fix Hospital, realized Due was onsite at the hospital providing services as a Clean Sweep employee. A few years later, somehow Due found himself being vetting by the Oval Office for the US Health and Human Services Secretary position under the Obama administration. Once that fell through Due applied at Credit Worthy Bank and was once again denied employment because of the background investigation report compiled by Commercial Investigations LLC.

Unlike the majority of job seekers out there in this tough economic time, Due has multiple criminal convictions, is a registered sex offender, has a revoked drivers license, has failed a drug test, is a Specially Designated National on the Anti-Terrorists Lists and he has horrible credit. Where does someone with that background look for a job? Do you think Due would have the wherewithal to apply at your organization?

So, let's think about that—Due Diligence applying at your organization. Would his background prohibit him from being employed? Well, if you're a NY employer, that requires a case-by-case review of the candidate, position applied for and the crime(s) he was convicted of as required by the NY Corrections Law Article 23-A . For more details see:

<http://www.commercialinvestigationllc.com/PRobtainingcriminalbackgroundinformationarticle23a.html>

How would you know about his background in the first place? What type of internal and external vetting systems do you have in place? Are you a client of Commercial Investigations LLC (CI)? If yes, then you're probably safe to assume you'll know some, if not all (depending on your policy) of Due's background when you review the report we compile for you.

Although his resume won't show you the background details that the background investigation report will, it is the starting point of evaluating Due's fitness for the position. As you may recall, Due has a history of resume fabrication. You can see his resume at:

<http://www.commercialinvestigationllc.com/DueDiligenceResume.pdf>

And, view his red flag resume at:

<http://www.commercialinvestigationllc.com/DueDiligenceResumewithFlags.pdf>

Learn the whole story about his resume fabrication at:

<http://www.commercialinvestigationllc.com/DDNov2006.html>

We've heard through the grapevine that Due is contemplating the healthcare industry again. As you may recall he had his longest professional employment experience in the administration office of Quick Fix Hospital as the Medical Billing Project Manager. You can learn more about healthcare specific background investigation data in the Inquiry Spotlight "Health Care Comply Plus" in this edition of CI Times.

Looks like Due is "tweaking" his job hunt. We're pretty sure he will cook something up.

To Be Continued . . .



MEET DUE DILIGENCE

Last "Scene" from Due

In Due's last appearance in CI Times, we flashed back to the beginning of our time with Due and reviewed "Due Diligence: Until Meth Do Us Part". View the story at:

www.commercialinvestigationllc.com/DDJan2006.html

In the current edition, we evaluate Due's past and future job hunts.

To see Due's past reports, view his page online at:

www.commercialinvestigationllc.com/duespage.

Read previous issues of CI Times to see the full details of Due's life at:

www.commercialinvestigationllc.com/Newsletter.

WOMEN WHO MEAN BUSINESS: MICHELLE PYAN, WOMAN TO WATCH

We are excited to announce that our President, Michelle Pyan, was recognized by the Business Review as one of the Women Who Mean Business. Five local women were chosen in five different categories. Michelle was recognized as the Woman to Watch.

The other women recognized included Kay Stafford, Business Owner, CMA Con-

sulting; Maria Dunning, Executive of the Year, Keeler Motor Car company; Mary Seeley, Non-Profit Leader, Equinox, Inc.; Elaine Gruener, Family Business, Hannay Reels, Inc.

The awards luncheon was held at the Glen Sanders Mansion on October 2, 2009. Congratulations to Michelle and the other winners!



Photo by Business Review Photographer Donna Abbott

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.

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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 ∞

HEALTH CARE COMPLY PLUS™

HEALTH CARE COMPLY PLUS™ provides information on individual health care providers by conducting a search of the sanction information compiled by the Office of the Inspector General (OIG), the General Services Administration (GSA) and other federal agencies. The information reported meets requirements for sanction screening set forth in the OIG's Compliance Program Guidance for health care employees and contractors. The information is more thorough than only checking the OIG and GSA databases established by these governing agencies because it includes historic, as well as current, sanction data.

HEALTH CARE COMPLY PLUS™ also conducts a search of disciplinary actions taken by federal agencies other than the OIG and GSA, including those actions taken by licensing and certification agencies in all 50 states against individual health care providers. HEALTH CARE COMPLY PLUS™ includes CI's Global Scan inquiry, a Patriot Act terrorist database search.

HEALTH CARE COMPLY PLUS™ :

- Office of the Inspector General sanctions
- General Services Administration sanctions
- State licensing agency actions
- Global Scan anti-terrorist data

HEALTH CARE COMPLY PLUS™

is the most comprehensive search available to screen health care individuals and contractors for the sanctions described above and for actions covered by the Patriot Act.

Please contact a CI representative at 800-284-0906 or info@commercialinvestigationsllc.com for more information on CI's HEALTH CARE COMPLY PLUS™ inquiry, or to add this inquiry to your current requests.