

COMMERCIAL INVESTIGATIONS LLC

CI TIMES



WILL VICK STAY OUT OF THE DOGHOUSE?

NFL star Michael Vick was convicted of conspiracy and running a dog fighting ring in August 2007. Vick financed a gruesome operation and played a major role in the deaths and torture of countless dogs. Vick executed animals through drowning, hanging, and even electrocution resulting in a 23 month federal prison sentence for the star; Vick served 18 months. In addition NFL Commissioner, Roger Goodell, suspended Michael Vick indefinitely from pro football.

Commissioner Goodell lifted Vick's suspension on July 27, 2009 but there were certain guidelines that needed to be followed. Assuming these guidelines were abided by, Vick would be eligible to participate in team actives and preseason games. The Commissioner decided to use his discretion and evaluate Michael Vick's behavior and progress and consider full reinstatement for Vick at Week 6 of the NFL season at the very latest. Vick would go on to sign a one year deal with an option for a second year with the Philadelphia Eagles in August 2009 and the commissioner subsequently made the decision to fully reinstate Michael Vick during Week 3. The Commissioner wrote a letter to Vick, accepting Vick's willingness to turn his life around and to be a positive role model for others. The Commissioner would go on to say, "I am prepared to offer you this opportunity. Whether you succeed is entirely in your hands."

Vick was once the highest paid player in the NFL with a \$130 million contract yet while incarcerated Vick's lawyers filed for bankruptcy protection. When he was released from prison he was reduced to working in a construction job making \$10 an hour; quite a deviation from his comparable \$65,000 hourly salary. Michael Vick's contract with the Eagles is now worth \$1.6 million. Despite the many thoughts and beliefs held surrounding Michael Vick, he has made significant effort in changing himself and his image all the while bringing attention to the serious issue of dog fighting. Vick has worked with the Humane Society of the United States to steer inner city youths away from dog fighting and has also been active in numerous other charitable events.

There are many things we can learn for Michael Vick's situation. Firstly, he is lucky to have obtained a high paying position as many employers are reluctant to hire a convicted felon for a high profile position. Many hiring managers need to take into consideration whether they want an employee who has been convicted of a crime in the workplace. Has the applicant had sufficient time to get their life back on track and reform their behaviors? Does the person show remorse for their crime and does the applicant understand why they were wrong? Does the applicant have a track record indicating that the deviant behavior is likely to reoccur? Will hiring this applicant make the business vulnerable to negligent hiring lawsuits? All of these questions and more must be taken into account when considering an applicant who has disclosed a prior criminal conviction.

However, society has a vested interest in ensuring that individuals with past criminal records are able to find and maintain employment. It's extremely difficult for an ex-offender to matriculate him/herself back into society and resume any sort of normalcy. In fact, statistics show that 2/3 of offenders released from prison every year will be back in prison in less than three years. Why does this happen? Oft times these offenders cannot find or maintain employment and resort to illegitimate means of finding an income. Offenders who disclose a previous conviction on a job application cut their chances of getting called back for an interview by fifty percent.

Michael Vick was afforded opportunities that convicted felons don't have. He has a network of people who are willing to help and an income that is most certainly envied by a majority of Americans. Michael Vick also has a platform to make a difference. Due to his fame as an NFL quarterback he has the opportunity to reach out and make an impact on the lives of others. He was recently awarded the Ed Block award for courage although many doubt that it was deserved. What Vick has done in his past cannot be forgotten and many may never forgive him for his actions; however, he will continue to serve as an example that a previous criminal conviction is not a permanent indicator of character.

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CLIENT CLUE

TIERED BACKGROUND INVESTIGATIONS

CI's unique Tiered Background Investigations allow hiring professionals to make the best use of their hiring budget and obtain the best applicant in a timely and cost efficient manner.

It has become more important than ever to control all costs possible. CI's Tiered Background Investigations, although not new, are extremely popular for many reasons including cost savings. By conducting part of the Background Investigation early in the hiring process time is saved by the recruiting individuals. The development of a customized tiered process allows hiring professionals to rule out undesirable applicants during the process and without incurring the full time and costs associated with the classic way of conducting background investigations.

Implement Tiered Background Investigations in your organization by contacting a CI representative at 800-284-0906 or info@commercialinvestigationsllc.com.

DUE DILIGENCE: COMMERCIAL INVESTIGATIONS EMPLOYEE?

After the Holiday Season dust had settled, Due Diligence was searching online job boards for interesting positions he could apply for regardless of his qualifications. At the same time Commercial Investigations (CI) found itself going through the hiring process to fill two new positions. As one of its avenues for attracting applicants, CI posted online ads with a local job board. After less than two weeks of being posted, CI received over 180 resumes from interested applicants.

Along with those over 180 other applicants Due sent his resume to CI. Of the two available positions, Administrative and Sales Associate or Call Center and Data Entry Associate, Due applied for the Administrative and Sales Associate Position.

As part of the initial screening of the applicants CI put qualified applicants through its assessment process. CI's assessment process is powered by Chequed (www.chequed.com) and in CI's case includes both behavioral assessment and reference assessment components.

Those applicants that completed both of the assessment components satisfactorily were then asked to complete a Background Investigations Consent Form. At this point in CI's hiring process those applicants who timely completed and returned the Background Investigations Consent Form were ranked for potential interviews. But first, the top five applicants for each position had a Credit Report and a Motor Vehicle inquiry run on them.

It was at that point in the hiring process that Due Diligence and other applicant's with similar adverse backgrounds were eliminated from further consideration. As we know from following Due closely for the past three plus years and knowing him for almost six years, 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.

Because of CI's tiered Background Investigation, CI only ran the Credit Report and Motor vehicle inquiry to obtain consid-

erable adverse information from which CI was able to rule Due out as a potential employee. The tiered Background Investigation process was developed by CI about five years ago and it allows CI client's to control costs while obtaining the best background information available. (Learn more about controlling your Background Investigations costs through the implementation of CI's tiered Background Investigations by contacting CI at 800-284-0906 or info@commercialinvestigationllc.com.)

Another job hunt spoiled by a Background Investigation provided by Commercial Investigations! Due will have to continue his job hunt. As for the other applicants, at this point in CI's hiring process, the top five candidates for each position were invited to interview. The top applicant for each position was then asked to take a drug test. Once the results of that tier of the Background Investigation process were favorable, the next and final tier of CI's background Investigation Process was completed.

Some of the components of CI's final tier of the Background Investigations process includes, at a minimum, a thorough criminal record check which entails a multijurisdictional criminal inquiry, NY statewide criminal record inquiry, applicable county criminal record inquiries, and federal criminal inquiry on each name the applicant used and each jurisdiction lived in for the past 10 years; fingerprint criminal record inquiry; education, employment and reference verifications; and a Cyber Investigation.

Now that CI has its hiring needs fulfilled and Due has not obtained a position that he is not qualified for, Due's job hunt goes on. So, where does someone with that background look for a job? Do you think Due would have the wherewithal to apply at your organization? Don't put it past him, he did apply at Commercial Investigations, a licensed private investigative agency.

We've heard through the grapevine that Due is contemplating the healthcare industry again.

To Be Continued . . .



MEET DUE DILIGENCE

Last "Scene" from Due

In Due's last appearance in CI Times, we reviewed his last three years of employment and his job hunts.

View the story at:

www.commercialinvestigationllc.com/files/Volume_6_Issue_5_Nov_2009.pdf

In the current edition, we catch up with Due as he is struggling even harder to obtain employment because of the stiff competition from other unemployed individuals who do not have as unfavorable of a past as Due has.

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

www.commercialinvestigationllc.com/duespage.

DON'T FORGET THE MOTOR VEHICLE REPORT!

A Motor Vehicle Report (MVR) can be a valuable addition to any background screening package regardless of position applied for. A very common misconception of a Motor Vehicle Report is that the inquiry is only useful for applicants applying for driving positions, however that could not be further from the truth. While it is correct that an MVR does confirm traditional driving information such as licensee name and license validity, the report can be a wonderful indicator of character as well.

Additional information found in a MVR can include the following:

- ◆ A location and date of all offenses in the last five years in NY (Note: years reported vary by state)
- ◆ A detailed list of license suspensions that may exist
- ◆ Any Driving Under the Influence charge not reportable on a criminal records search
- ◆ Any history of failing to pay fines and/

or pay child support

- ◆ Any history of mandated drug/alcohol treatment programs

In addition, a MVR can also yield a wealth of miscellaneous information such as:

- ◆ Licensee address, date of birth and physical description
- ◆ Any history of licenses from other states
- ◆ Any completion of a defensive driving course
- ◆ Any changes in license class
- ◆ Any change in VISA Status if applicable

While the fees for a Motor Vehicle Report do vary from state to state, the investment will prove to be a beneficial addition to any policy. Contact a CI representative at 800-284-0906 to discuss adding an MVR as part of your standard background screening policy and rest easy knowing your Proactive Truth Partner is looking out for you.

∞ INQUIRY SPOTLIGHT ∞

MOTOR VEHICLE

Employers should consider doing a Motor Vehicle inquiry on any applicant that will be assuming a position which requires them to drive a vehicle to perform their work duties. A MOTOR VEHICLE inquiry should be done regardless of whether the applicant will be driving a facility-owned vehicle, their own vehicle, or a rental vehicle. The information available through a MOTOR VEHICLE inquiry also provides a more complete integrity verification and understanding of the applicant. Even if they are not assuming a position that requires them to drive a vehicle.

The MOTOR VEHICLE inquiry contains the licensee's address, license class, date of birth, Social Security Number (in some states), driving violations, accidents, suspensions/revocations and more. Most states also include gender, height, weight, eye color and/or hair color. The identifying data revealed by the MOTOR VEHICLE inquiry provides a means to verify applicant supplied data. Especially the date of birth. An applicant's date of birth is very important to verify, as it is a key piece of information used to determine if an applicant has any prior criminal convictions.

A MOTOR VEHICLE inquiry will reveal a suspended/revoked license, patterns of reckless behavior, insurance risks, and/or substance abuse. If your employee is irresponsible or negligent with a motor vehicle, or otherwise, your organization may be held responsible for any accidents or incidents that occur as a result. Therefore, motor vehicle information can be very beneficial to obtain on all applicants.

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

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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