

CI TIMES



Who is Coaching My Kid?

It's late in the afternoon on a Thursday in Spring. You pull into the parking lot just in time for Junior to take the field with his new youth baseball team. You sit in the car fastidiously catching up on emails from the day. After about twenty minutes you get a gut feeling. Is it really the best use of your time? You look out into the field where six adults are working with the 15 youth baseball players. You wonder, who is coaching my kid?

You turn the phone to vibrate and close out of your email app. You open the door, get out into the spring air and walk to the field. You wait on the sidelines observing the practice. It soon comes to a close. As Junior gathers his equipment, you introduce yourself to each of the six adults who were helping the team out. There's George from church, who has always been involved in youth baseball and coached his now grown sons to the World Series. Scott is back with his son Scottie who is also in Junior's class at school. Bill, the league commissioner is there as he is for all the team's first practices. Rob is also back this year. Rob heads up the concessions and likes to get to know the kids and parents. Tim and Fred are both new to you and as far as you know the league too. After a little bit of banter, you learn that Fred is new to town and Freddie (his son) is on Junior's team. Tim didn't hang around with the adults and didn't partake in too much conversation.

Later that night as you relay the practice details to your spouse, you pause as you mention Tim. Something seemed off there. You decide to inquire by calling Scott. Scott doesn't know much about Tim; however, he reassures you that the league does background checks and he will find out more about Tim through that and through further conversations with him.

You didn't think about background checks. Oh yes, that makes you feel better! But wondering what is involved, you go on to the Internet and find out a little more. One of the main focuses of the youth baseball's backgrounds is on sex offenders, so, you start to relax a little.

The next day at the coffee shop you run into your old friend Michelynn. You quickly remember she knows a lot about background checks. Fortunately, she has time to sit down with you to enjoy your coffees together. So, you take full advantage of the situation and ask, "What type of background do you think a youth sports organization should be doing on the volunteers?"

She starts in, "Well, here in New York we are fortunate, Commercial Investigations has a special Best Practices program for just those types of organizations and other nonprofit organizations. For one low flat rate per volunteer the program includes:

Origin, which includes:

- ◆ Social Security Number Validation
- ◆ Names associated with the Social Security Number
- ◆ Addresses associated with the Social Security Number
- ◆ Death Master Index Search
- ◆ Multijurisdictional Criminal Information Search

- ◆ Antiterrorist Databases Search
 - ◆ Exclusions Databases Search
 - ◆ Adverse Databases Search
 - ◆ National Sex Offender Search
- Cursory Indicator New York**, which includes:
- ◆ Statewide New York Criminal Information Data from all counties, cities villages and towns
 - ◆ Misdemeanors
 - ◆ Felonies
 - ◆ All Names used in the last ten years are run through this inquiry.

State specific **Sex Offender Registry** searches on all names used in the past ten years and all states lived in for the past ten years."

You listen intently, as she pauses, you question, "All three of those components make up the best practices and are all run for one low flat rate?"

Michelynn says, "Yes, it's a great program that they put together. I know many organizations utilizing the Best Practices. Some organizations add more services such as a motor vehicle search and some do less like only Origin and Cursory Indicator New York."

You forgot how passionate Michelynn is about background investigations. She continues, "You know what else is great about Commercial Investigations?" "They have an electronic consent form where the volunteer enters their information via a secure electronic portal and there is even a volunteer pay option where they accept credit cards."

She pauses just enough for you to comment, "Wow!"

She carries on, "You know they did years of research into the volunteer and nonprofit market. They found that in most instances volunteers are willing to pay for their own background. They created the electronic portal to greatly cut down on the administrative burden of the nonprofit, which was also highlighted in their research."

Fortunately, she pauses to drink some coffee. You jump right in, "Sounds like they know their stuff. The electronic consent form sounds like a win/win! The volunteer controls their information and its secure and then the nonprofit doesn't have to enter the data and risk making costly mistakes."

Michelynn comments, "Yes, and you know the best part? With all their research and concentration on the nonprofit volunteer market they also created Vol-Checked. You should check it out, at Vol-Checked.com. It's the new generation of volunteer background investigations. It's simply epic!"

"I will," you interject.

With that she smiles and says, "Nice seeing you again. I have to run."

And, just like that she's gone, leaving you to contemplate - who is coaching my kid?

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CI Webinar Series

Our 2014 monthly webinar series proved to be a great success and we will continue the webinar series every other month in 2015. Did you know you can see the recorded presentations and PowerPoint slides?

The recordings can be found here: commercialinvestigationllc.com/CIWebinarSeries.html

The PowerPoint presentations are on our Slideshare page found here: www.slideshare.net/CommercialInvestigations

Our future Webinars—

April 23, 2015 11:00 AM : Why do I need Federal Criminal Inquiries?

June 25, 2015 11:00 AM : TBD

If you would like to receive email notifications regarding our webinar series, please contact us at 800-284-0906, info@commercialinvestigationllc.com or commercialinvestigationllc.com/signupforceducationalmaterials.html.

Due Diligence: A Neighborly Connection

In our last edition of CI Times, Due landed his first snow plow contract with All About The Kids Shopping Plaza. The shopping plaza is owned by Bare Minimum Property Management and they did not require Due to complete a background check to get the contract. Due and Patty are excited for this opportunity to expand their business! As Due is driving away after finalizing the paperwork with the company, he notices that there is a daycare in the plaza. Due is fully aware he should not be working in such close proximity to a daycare as he is a registered sex offender. However, Due decides to act as if he never saw the daycare. Will Due and Patty be able to expand their business like they are hoping? Or will the potential issue of Due working near the daycare mess things up for Due and Patty?

Given the needs of the shopping center and the excess of snow the Northeast received this year, Due decided he needed to hire two extra employees for the remainder of the season. Due decides to put the word out to his friends and see if he can get some applicants ASAP. Within a day, Due has 8 applicants for the two positions. Due decides it would be best that he does not run background checks on these applicants because of his own criminal past and his lack of funds to do so. Due looks over the applicant's information and picks three to call back for interviews. He decides to call back Bad Luck Brian, Rob Berry, and Justin Justice. Due is feeling confident about these three applicants as they all seem perfect for the position. Due decides to call Bad Luck Brian first as he went to college, attended a few snow removal classes, and seems like the ideal candidate. When Due calls Bad Luck Brian to schedule an interview he finds out that Bad Luck Brian was in an unfortunate skiing accident. Bad Luck Brian will be in a body cast for a few weeks and will not be able to interview for the position. Due decides to offer the positions to Rob Berry and Justin Justice without meeting them for an in person interview in light of Bad Luck Brian's horrific accident. After a long day of work and showing his two newest employees the ropes Due is ready to go home and relax.

As Due is leaving the shopping center, Patty flags him down to tell him that they are going to be having a dinner guest tonight. Considering that Patty

is doing Due a favor and letting him stay with her for the time being, he can't very well object. Due inquires about their dinner guest and finds out that it is one of their neighbors, Rick Mitigation. Patty assures Due that Rick is a really nice guy who works for The Corporation of Philanthropic Services (COPS).

As dinner approaches Due is getting anxious about meeting Rick. Dinner with Rick and Patty goes smoothly for Due. After dinner Rick sticks around to hang out and converse with Due and Patty. Due decides to ask Rick about what he does at COPS. Rick explains that he works in Human Resources and has won several awards while working with the company including Human Resources Man of the Year. Rick inquires about Due and Patty's business Snow-Must-Go Plowing and Removal Service. Due explains to Rick that he had to hire two new employees as there is an excess of snow this season. Rick decides that it is getting late and gives Due his business card as he leaves. Patty and Due also decide to turn in for the night as they are having another snow storm that is sure to make for a busy day tomorrow.

The next day at work while Patty and Due are having lunch they talk about their new employees and the future of the company. Patty and Due are both thrilled with what they have seen so far from Justin Justice and Rob Berry. Due mentions that the winter season is going to soon come to an end and they are going to need to start finding more work for Clean Cut Clippings if they want to keep Justin Justice and Rob Berry working for them. Patty and Due brainstorm about the future and they decide that it couldn't hurt to call Rick Mitigation and see if he knows of anyone looking for a lawn care company. Rick mentions that COPS currently uses Raking It In Lawn Care and feel as if their rate is too high for the work they do. Rick tells Due he will speak to his boss and see if he can get them to think about giving Clean Cut Clippings the contract this year.

Things are looking up for Due but will his luck continue into the spring? Will Rick pull through for Due and get him the lawn care contract with COPS?



Meet Due Diligence

Last Scene from Due

In the latest edition, Due gets a call from the owner of Uncommon Property Group but was informed he was not a suitable candidate due to the information found on the background check that was run on him.

In talks of what Due and Patty should be doing to get their snow removal business up and running they decide to look into shopping centers.

The two find a shopping center called All About the Kids Shopping Plaza which is owned by Bare Minimum Property Management. Due meets with the President of Property Management Group and is offered a contract for snow removal after signing paperwork.

The Management Group did not run any background report on Due. Upon leaving, Due notices there is a Daycare located on the plaza property, but quickly forgets it exists as he is too excited about the new contract he just got.

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/newsolder.



Four Secrets to a Speedier Background Investigation!

Does your organization know the secrets to expedite background investigations? There are many ways to get your background checks completed faster.

Secret 1: The first thing you can do is make sure to provide aliases for any names that are submitted. It may seem obvious, but providing aliases (especially for women who have been married) will make the initial social trace run smoothly and save valuable time moving on for our investigative team. To enter an alias electronically, it's as simple as clicking on the AKA button and providing the additional name. If you're submitting the consent form through fax or email, there is space provided to add additional names. Similarly, providing the full middle name for common names such as John Smith will help us rule out or confirm hits on a subject.

Secret 2: Rush inquiries are another way to expedite background investigations that are of the highest importance. To add a rush to an inquiry electronically, click Add Service and scroll down to find Rush in the list. By clicking on Rush, we know this background investigation is extremely time sensitive and will be touched upon early in the morning and again in the afternoon if needed. *Because Commercial Investigations does not charge additional fees for rushes submitted this way, please save rush inquiries for when you need them the most.*

Secret 3: Providing phone numbers and/or email addresses for the subject can sometimes save days on a background investigation. If an employment or education verification is needed, we may occasionally need to reach out to a subject for further information. Calls aren't always returned to us the same day when we need a supervisor's name or date of graduation. Submitting a subject's phone number ahead of time can surprisingly save an additional day or two on a verification.

Secret 4: The Staff at Commercial Investigations have agreed! The most important way to expedite background investigations is to use an electronic consent form. A few ways this can benefit your organization is it will get rid of the need for data entry, eliminates hard copy consent forms, protect sensitive data, and ensure compliance with FCRA. Additionally, when we have an electronically signed consent form on file immediately, we are able to complete verifications requiring proof of consent considerably faster.

Visit our Webinar/Coffee Chat series online to hear members of our staff talk about more ways to expedite your background investigations at <http://commercialinvestigationsllc.com/CIWebinarSeries.html>.

Inquiry Spotlight

Cursory Indicator New York

Commercial Investigations LLC released Cursory Indicator New York in July 2011. After being in development since 1999, this proprietary database was deemed market worthy. Commercial Investigations LLC worked with New York State law enforcement to bring this to the non law enforcement world. Commercial Investigations LLC is the exclusive supplier of Cursory Indicator New York to its clients and other background screening companies.

Commercial Investigations' LLC (CI) President, Michelle Pyan, has been involved in the development of Cursory Indicator New York (CI NY) since 1999.

This proprietary inquiry allows CI to quickly assess when additional criminal record research is needed in New York state. CI's investigative staff handles the tiered inquiry and will automatically proceed to tier two if Cursory Indicator New York indicates that it is necessary to perform more comprehensive inquiries.

Cursory Indicator New York positively identifies the subject. This occurs because the data being searched usually contains two, if not all four main identifiers; name, date of birth, social security number, and address. Therefore, we know the data matches the subject before we incur any additional costs required to research the data at the primary source (court record) for the applicable conviction details. Thus, eliminating costs incurred for name match only research.

Cursory Indicator New York is extremely comparable to the New York Statewide Office of Court Administration (OCA) inquiry in all respects except cost. Cursory Indicator New York has been proven to be more effective than running county court criminal record inquiries in New York. This is so because Cursory Indicator New York contains levels of misdemeanor information, which is not usually found in New York County Court Criminal record inquiries. Cursory Indicator New York contains local, town and city criminal data not found at the county level. It also contains Federal criminal data.

That being said, Cursory Indicator New York is an exceptional value when compared to the New York Statewide Office of Court Administration (OCA) search where the state charges \$65 per name plus financial transaction fees.

Contact CI at (800) 284-0906 or info@commercialinvestigationsllc.com for more information on CI's Cursory Indicator New York inquiry.

Commercial Investigations LLC

A Licensed Private Investigative Agency

Providing the proactive truth with high quality background investigations through human intervention with an investigative approach.

Background Investigations

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

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