



CI Speaks: We Are Finalizing Our New Website!

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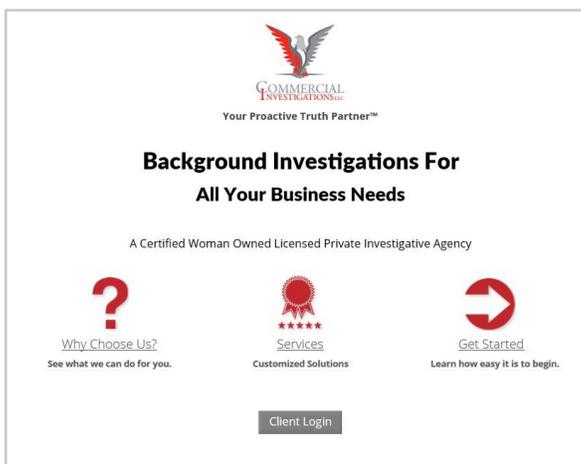
It's a time of new beginnings here at Commercial Investigations with our new CIware 2.0 software, some new smiling faces, and our new website. Over the past few months, Sherry, who is an integral member of our business development team and keeps her eye on our social media presence, has been slaving away creating our new and improved website. I took some time to sit with her and discuss what that means for us and our clients.

Why do we need a new website? "We needed to update to our new branding and organize everything with a cleaner look. Michelle, our President, has dreamed about a new website for a long time, and I wanted to help her accomplish that. Mostly, we wanted it to be less wordy and easier to navigate."

Sneaking in to Sherry's office (she had candy), I observed her flexing her creative muscles to come up with the new website design. From creating new graphics to designing completely new pages, I wanted to know what her favorite part of creating our new website was. Sherry said, "I get a lot of satisfaction out of incorporating different types of skills and mixing them all together."

Creating this website also brought our team closer together. Sherry has reached out to all of us to see how we felt about the new design. We feel like we created it with her.

WEBSITE SNEAK PEEK



The most stressful part of this whole process was taking the vast amount of information that our website provides and making it clear and understandable. Sherry set out to condense everything without compromising the content and integrity of the website.

When we started out on this new project, the goal was to have the site live by January 2016, and we did make some serious headway meeting that goal. Sherry explains

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that we went "all hands on deck" to start our conversion to CIware 2.0, our new client software. From the sneak peak of the new site, it's an amazingly bold new look that streamlines navigation for our clients. Therefore, we look forward to the website launch in the early summer months.

Commercial Investigations invites you to follow us on our social media pages!



Duey's Birthday Bash Gets Crashed!

Meet Due Diligence...

Last Scene From Due

Due got a blast from the past when his old flame Coco Cain showed up and dropped a bomb: Due Jr. aka Duey Diligence! Due vows to be the stand-up father his son deserves, starting by getting him a job at COPS. But when they receive Duey's preadverse report provided by Commercial Investigations, Due's dreams of a happy family are put into jeopardy.

Due and his recently introduced son, Duey, sat across from each other at the kitchen table. Due looked over the preadverse letter he was holding in his hands, then looked across at Duey, "What happened?" Duey looked down



in shame. "My friends and I had a huge party to celebrate graduating high school. It didn't end well." "I can see that, now tell me what actually happened," Due responded.

Duey took a drink of his water and responded quietly, "We were all drinking, a lot, and decided to steal a golf cart from the nearby Country Club. We got caught driving all around and making a mess of the greens. I haven't done anything since, though!" He exclaimed, "You can see it on the report! As long as I don't get in trouble, they are dropping the charges and the time is almost up." Due looked back down at the report,

Duey was correct, as long as he didn't get into any trouble between now and mid-April, he was fine. Duey continued, "It is part of the reason I wanted to find you, I wanted to get away from my friends, they are always getting in trouble," he said almost pleading with his Dad.

Due sat there in silence for a few moments, deciding what to do next. He sat up straight in his chair. "Fine, I will help you out. And we will get to know each other better," he smiled. "I also see that your birthday is coming up. I know you don't really know anyone here, but let's have some people over and celebrate. I'll invite some of the people I work with like Rob Berry and Justin Justice! I'll talk to your Mom and we will get this rolling." Duey looked at his Dad and smiled.

The party wasn't anything special, but it was nice to hang

out. Some of Due's acquaintances had come over, and there was cake and pizza. Rob Berry was stumbling around a bit more than he should be, and spilled his drink, but that was about the worst that had happened. Right up until there was a huge crash heard outside, the sound of metal crumbling and glass shattering. Everyone rushed outside to see what happened.

Coco stumbled out of her car, "WOOHOO!" she shouted with a slur, "LET'S PARTY!" Two more cars pulled up and a large group of people climbed out, also stumbling and hanging onto one another. It was clear that their party had begun elsewhere. Rob Berry laughed loudly and joined in the groups' festivities while Duey and Due ran to Coco to make sure she was okay. She didn't even have a scratch on her. They turned and looked at the car, its front end had been smashed in by the tree she'd driven into. That car was not going to be driving anyone anymore.

"What do you mean? This party is just getting started!"

"Psh! The car is fine," Coco said with alcohol on her breath, "Did I make it in time for the party?" The group began hooting and hollering at her words. Due saw the disappointment in Duey's eyes. He could tell this wasn't the first time Coco had

embarrassed his son. He turned to her, "Coco, you're done." "What do you mean? This party is just getting started!" She threw her hand in the air, stumbled, and fell. Duey tried to catch her, but she landed in the dirt with a thud and started laughing.

Due stood sternly, shaking his head at the situation. Not long ago, he was on the opposite side, with Coco. He finally realized how much it affected everyone around him. He knew what he had to do!

"You are a terrible influence on our son, I want you out of here by tomorrow. Duey will be staying with me." Coco and Duey just stared at him in surprise.

What was Coco going to do? Would she leave willingly or turn it into an even bigger mess? And how will Duey feel about staying with dear old dad? Stay Tuned.....



Background Investigations - Perception vs. Factuality

There are many factors that go into a background investigation, which leads to numerous misconceptions on what goes into conducting one. Here are five important misconceptions that should be addressed with applicants to put both the employer and the prospective employee at ease.

1. HAVING A CRIMINAL RECORD = NO JOB

This is a fallacy. The FCRA (Fair Credit Reporting Act) states that to deny an applicant a job due to criminal history, said criminal history must be related to the job at hand. If Due applies for a truck-driver position, it's important to know if his license has been suspended or revoked as a result of a DWI (Driving While Intoxicated) convictions. If Due applies for a job as a Nurse, his DWI record does not directly pertain to his position, unless he operates a vehicle as part of his duties. A criminal record does not immediately disqualify a person from consideration of employment.

2. ALL BACKGROUND CHECKS ARE THE SAME

False. Many companies processing background investigations only dip their metaphorical toes into the verification aspect of the industry. Most focus instead on the criminal aspect, employment verifications, and credit checks. CI's clientele keep us busy with a variety of requests. In addition to full time investigators on staff, who comb through data multiple times to verify information through a primary source (school, employer, etc.), the thoroughness of the reference checks we conduct set us apart from our competition. A thorough multi-level investigation conducted by CI is proven to save employers time and energy, in addition to expensive litigation costs.

3. LYING ON A RÉSUMÉ WILL NOT BE DISCOVERED

False. When someone has lied on their résumé, I guiltily admit that I get some satisfaction checking that little "Adverse" button! We're not talking about people who forget their dates of employment, or embellish a position title to "Shipment Processor" while the employer calls it "Laborer." Rather, it is when people flat out lie about a position calling themselves a Manager, when in reality they were a Sales Associate. As they say, "The truth will reveal itself." That is, of course, as long as you hire a background investigation company that does their Due Diligence (and we do)!

4. SOCIAL MEDIA PROFILES ARE OFF LIMITS

This is only half true. CI offers a service called "Cyber Investigations." In this thorough search, we scrutinize Facebook, Twitter, LinkedIn, Instagram, and all other profiles online to gain a more comprehensive look at a subject. The information found on these sites can reveal reasons to further investigate a candidate, which may lead to further investigation that could end in the loss of a potential position.

5. ALL INFORMATION CAN BE FOUND ONLINE

No! While many companies use third party sites that assist in verifications, not all educational history, employment history or even criminal history can be found online, e.g. the New York State Sex Offender Registry only shows Level Two and Three offenders in their online database. We research to learn if a candidate is a Level One offender. Less reputable companies may get a name match, but don't verify what are often false records. We conduct primary source verification.

Spotlight: CIware 2.0

We are so pleased and excited to announce the arrival of our new software (drum roll please) CIware 2.0!

As Your Proactive Truth Partner™, it is a part of our mission at CI to provide our clients with industry leading service. We are committed to upholding that mission, which is why we worked diligently to utilize software that enhances the client experience and ensures we are a cut above



the rest in this industry. This is one of the biggest, most innovative developments in Commercial Investigations history, and we can't wait for our clients to take advantage of its exclusive benefits.

Here at CI, we value our clients and the feedback they

provide us with – which is why a huge component of our new software streamlines background investigation results. Clients who are eligible for this upgrade are provided with exclusive access to features such as enhanced security, compliance assistance, customizable report options, and so much more! Built with client input, CIware 2.0 also increases accessibility for invoicing and report viewing, making the client's user experience that much easier.

One satisfied client told our investigators, "I just love the customizable color-coded results; it makes the report so much easier to understand and simplifies the entire process!" But don't just take our word for it – find out for yourself how much better your background investigation experience could be. Direct your inquiries to our Business Development team today and upgrade to CIware 2.0! 1-800-284-0906.



A Certified Woman-Owned Private Investigative Agency providing accurate, timely, cost-effective and fully compliant reports - delivered with exceptional client service.



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