



Virtual Hire Experience

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As Commercial Investigations has been working remotely this year, we decided in August it was time to hire! That's right, hiring during a pandemic! It was certainly a challenge but we think we found some really awesome team members. Here's what our very first virtual hire has to say about her experience:

"Starting a new job is something that can be exciting but also a little nerve wracking. You get to meet new people and learn new skills. However, during the COVID-19 pandemic, things have been a little different. I was lucky enough to find a job in the middle of all the chaos and I also got the chance to experience being hired while the company was working remotely. At first, I was not too concerned, but once I started training, I realized just how different this was going to be.

Working from home was something I never thought I would be doing, as I am sure a lot of people are saying right now. I did get to meet some amazing new people, although meeting my colleagues in person will have to wait. I have been fortunate enough to receive great training and have been able to learn so many new things. It was honestly a bit of an adjustment for everyone, I was the first remote hire for the CI staff as well, so we were all experiencing something new together! This took some of the pressure off being the new person!

Even my initial interview was over a Zoom call. Needless to say, there are a lot of Zoom calls, screen sharing, and instant message chats; all the work from home essentials. This did make things a bit more difficult, but as time went on they became easier. I do not think I received any less training than others; I just received my training in a different manner. I am also thankful that I was able to help prove that hiring someone while working remotely is not an impossible task.

I will be honest; working from home is not one of my strong suits. I really enjoy being around others and getting to really "go to work" (although, my gas bill is thanking me). I am sure many of my co-workers feel the same way, as they have been working remote for almost a whole year now! Sometimes, I really wish I could just simply walk over and ask one of them a question. Although, everyone on this team has been extremely kind and helpful towards me during this learning process. There is no one I do not feel comfortable "bothering" with my many questions. Overall, I am glad I have been able to have this experience. I really look forward to the day I get to go to the office and meet my co-workers in person for the first time.

Although it may feel like I am starting a new job all over again since I have become so used to working this way, in the end I will always be grateful for the opportunity to start down this new path and have a wonderful team to rely on both virtually and in-person. Overall, starting a new job in the year 2020 proved to not only be possible but also fun and different. I am sure I will remember this experience for the rest of my life."

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Due Diligence: Prenuptial Agreement

Meet Due Diligence... Last Scene From Due

Duey was completely blindsided by Prue's investigation efforts on his parents, probably just as blindsided as Prue was by his proposal. This really wasn't the way he imagined starting a life with someone, that is if she was even going to say yes to marrying him now. Will they be able to get past these circumstances?

Duey had been in a mood for weeks. Ever since his disastrous proposal to Prue, and later finding that she had hired a private investigator to investigate his parents, well, needless to say he was in a very bad mood. Prue had learned everything about Due and Coco's nefarious backgrounds. The argument that had ensued was tumultuous, and lasted hours. Once Duey had calmed down from feeling betrayed, and Prue had settled that he really hadn't been trying to hurt her through the omission of his parent's backgrounds, they had come to an agreement never to discuss it again. Even with their agreement, he was still feeling irritated. She still hadn't accepted his proposal, and they had been getting along really well since the fiery dispute, and really getting to know each other by being open and honest, but he was hoping that after all these months she would feel confident enough to accept him.

Business was going well, they had just hired a new colleague remotely, and he was doing a superb job. He could work independently, and with business booming, they were all able to lessen the load by depending on each other. It was a crisp December evening that found Duey at home, mulling over Prue when he heard a knock at his door.



"Prue? What are you doing here? I thought you weren't coming over tonight?"

Prue walked purposefully, and confidently in the room. "I've made my decision. I WILL marry you Duey. I love you, and I have decided that I want to spend my life with you."

Duey was stunned, he couldn't speak for a full minute, and then with fumbling fingers, he reached in his pocket and pulled out the ring box that had been resting there. Prue extended her hand, and allowed him to place the ring on her dainty finger. She looked down at it with awe, and then back up to his eyes, she was beaming. He was beaming! Realizing that they had

been standing in the doorway, he ushered her inside to sit with him by the cozy fireplace. Prue spoke first.

"I guess we should begin planning the wedding."

"What do you mean? We've been engaged for a half hour, we don't have to jump right into wedding planning."

"Yes, but I just want to make something very clear before we begin."

"What's that?"

"I want to run a background investigation on every vendor we hire for the wedding."

Duey looked at her in surprise. "Is that something we can do?"

She looked pensive. "I'm sure Commercial Investigations LLC can!"

"I don't know if we can afford to pay for every vendor's background investigation, we should call and make sure that we have options."

The next day Prue called Commercial Investigations LLC. "Is there a way to run background investigations on vendors without us paying for them, or having a client account?"

"Why yes!" A CI employee exclaimed. "We have what's called 'My Own Background'. You can have all your vendors go through that and pay themselves, then present you with the background investigation. There are varying levels and prices, I would be happy to go over them with you, or walk you through the process at any time."

"That sounds perfect! Thank you so much!"

Prue was getting very excited for her big day and even more excited to make sure her wedding vendors were perfect for the special day. That way, nothing will be able to ruin it!

Will Prue and Duey hire the right vendors for their wedding?

How will Duey's parents react to the news?

Will their special day go off without a hitch?

Fake Diploma Chronicles

Have you ever shopped on Amazon? You can buy books, medicines, music, and diplomas! DIPLOMAS?! Yes, indeed. Anyone without an actual diploma can purchase one on Amazon (or a number of other sites, google it!). One satisfied customer said, "My son got the job he wanted. It looks so real." To which came this inquiry, "Does this really look like the real thing? I've received an offer for a new job, and they're asking for a copy of my diploma, which I don't have, and I would hate to give two weeks' notice to my current employer, and for this not to work."

What is an employer to do when a market designed to provide gag gifts or duplicates of actual diplomas is used for nefarious purposes? Call on Your Proactive Truth Partner, Commercial Investigations LLC. Yes, our investigators here are trained experts and we will put in the time and effort to get verification directly from the educational institution. Sometimes our investigators can spot issues from a copy of the diploma. Does the watermark on the document look too wide or too narrow? Does the document's verbiage match the standard pattern for this particular school? Are the signatories on the diploma by the correct persons for the year of issuance? This is why you should not accept a diploma, degree, or certificate at face value, although getting a copy of the document can assist in further investigations, especially if the institution is stating they do not have any records for the individual.



There are times when records do need to be updated or were lost or destroyed due to age. Having a copy of someone's diploma can be beneficial in those situations if the institution can verify its validity. If there was an honest mistake, it is resolved. If the individual does not truly have a diploma, that is brought to light. If the diploma is forged, well, that could also be found out.

When hiring, please do not accept a copy of a diploma as verification of education. Let us do the heavy lifting for you. Commercial Investigations only accepts primary source verification, we go directly to the school or to a database that the school uses to verify education. Commercial Investigations LLC has an eye for unmasking fake diplomas. We are, after all, licensed private investigators. If you wish to discuss education verification options, please reach out to us for additional information. Together, we can protect!

Check out a recent article on diploma forgeries on our blog at <https://www.commercialinvestigation-llc.com/blog/2020/12/4/it-depends-on-what-you-pay>.

Spotlight: 2020 Holiday Festivities!

Wow! Look at how the time flew by, 2020 is (finally) coming to an end. Here at CI during the winter holidays, we look forward to our annual holiday party which includes a pot luck and a gift exchange around our very festive tree. Last year we were also able to celebrate Kwanzaa with our new, lovely Kinara. Even though this year has been very different for all of us, and with some "minor" adjustments, it is nothing the CI team hasn't adapted to!



This year's holiday party has gone virtual. Sticking with our tradition as much as we can, we were still able to do our gift exchange, but this year, it was more secretive. Usually we play our game of 'white elephant' but since that was not realistic; we chose our new game of "Secret Gift Exchange." Everyone was assigned to one person to buy a gift for. Now this might sound easy, but here comes the tricky part. How do we get the gifts to our person? Luckily with our highly trained and knowledgeable team, we were able to come up with a plan that worked out for everyone.

Now that everyone was able to obtain their gifts, let the party begin (virtually)! All of us took turns unwrapping our gifts and taking guesses at who was our secret gifter. We played virtual games, and some of us also created some fun lunches on our CI charcuterie boards, that were gifted by Michelle last year (thanks, Michelle!).

Thank you CI and Social Committee for another fun event!



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Latham, NY & Harmony, FL USA
Phone: (800) 284-0906
Fax: (212) 937-3858
info@commercialinvestigationllc.com
www.commercialinvestigationllc.com

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