



Virtual Team Building!

As you may know, each year Commercial Investigations LLC has a team building, half day event where we spend quality time together, enjoying a variety of activities. This year was different, as we were not able to physically be in each other's company. Instead, we used our ingenuity and technology for a fun afternoon of virtual games!

In a test of endurance, Yvette led off with a scavenger hunt. With only 60 seconds allowed for each item, we raced to find things around our homes like receipts, teddy bears, a roll of duct tape, cans of soup, our pets (right after Courtney let her dog outside, thank you very much), and many more items. We were all exhausted after running around our houses!

Then we relaxed a little, as Patricia hosted a couple of games of Bingo. In case you're wondering, she never did allow anyone to ask, "B-4 what?" Then we were back up and moving with a fierce game of "Simon Says", led by Rachael. I think our favorite one was "Simon Says, disco dance."

Next, we had our very own award ceremony, the 2020 Guardian Globes! Join me in a round of applause for our Master of Ceremonies, Yahzmine. We had voted on nominees a few months prior and now it was time to unveil the winners! The winners are as follows:

- Vampire Award (arrives earliest, leaves latest) to Nancy S.
- Dewey Decimal Award (most organized, cleanest desk) to Katelyn
- Megaphone Mouth Award (loudest) to Isaiah
- Little Miss Sunshine Award (sees the positive) to Nancy C.
- Black Hole Award (cluttered desk) to Rachael
- Desk-orator Award (most decorations) to Patricia
- MacGyver Award (useful tricks for any situation) to Craig
- Binging Barista Award (drinks coffee all day) to Yvette
- Desk-iny's Child Award (always singing) to Yahzmine
- Confetti Award (always finds a reason to celebrate) to Michelle

No competition is complete without trivia! Alexandra compiled a great collection of TV theme songs from all decades and genres. We received only short clips -- some with lyrics, some without. How quickly would you identify Dallas, The OC, Inspector Gadget, Dexter, Leave it to Beaver, Criminal Minds, and many more?

Jennifer then hosted Two Truths and a Lie and we discovered many interesting things about each other, to say the least. Such as, Alex was an extra in a movie, Yahzmine can recite the ABC's backwards in less than 5 seconds, and Patricia learned there is a two-week waiting period to elope in Atlantic City. This was just the tip of the iceberg!

Finally, to close the afternoon, Patricia took us on a tour of the farm. Yes, she lives on a farm. We met not only her cat and dog, but also horses and chickens. So, even though our work lives remain remote, we still made the most of our half day event. A special thanks to our Social Committee for their virtual ingenuity. We had a fun afternoon together, yet separate!

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Meet The Parents Continued...

Meet Due Diligence...

Last Scene From Due

Previously, Duey had taken his girlfriend, Prue out to dinner to meet his parents. Caught up in an emotional reunion with his Mom and Dad, Duey decided it was the perfect time to ask Prue to marry him, after just a few months of dating. This was a big surprise to everyone, including Duey, who had just blurted his proposal in the heat of the moment. After what felt like months of holding our breath, finally we are on the cusp of Prue's response to this impromptu proposition of marriage...

Prue's mouth fell open in a comical "O." For many minutes, Duey sat there feeling more, and more foolish at her silence. Heat was creeping up his cheeks in a telltale blush of mortification. He had looked down at the large diamond ring resting in the small blue velvet box, not daring to meet her eyes. After what felt like an eternity Prue finally spoke.

"Are- are you serious?" She asked in a hushed tentative whisper. Due's head snapped up, and he stared into her crystal clear azure eyes, finding only beautiful bewilderment. He realized that he hadn't responded to her question yet. He exhaled, he had not noticed he had also been holding his breath. He didn't want to put off his answer to her any longer, lest she think he really wasn't being serious.

"Yes, Prue, I assure you, I am quite serious. I have loved you for many months, and felt that you were the one."



Coco and Due were both watching the exchange between the young couple with unveiled guises of confusion. Prue noticed their attention and flushed a bright pink.

"Duey, could we please discuss this somewhere more private?" She questioned, nodding her head toward the door.

Duey stood, and pulled her chair out for her. They walked silently over to the coat check, Duey assisting her into her coat. Shrugging, they walked out into the brisk night air. When they were far enough from the door to ensure they wouldn't be overheard, Prue turned abruptly to face him.

"Duey, I love being around you, and I love that we're dating, but I don't think I can accept your proposal. Not yet, at least. I don't know enough about you, and you don't know enough about me. I didn't even know your father had been in prison. I don't know anything about your mother's history. We can't start a life together like this. I almost feel as though

you were hiding them from me." She trailed off.

"Prue, I wasn't intentionally trying to hide them from you, I just never know how to bring up their unsavory pasts. I mean we've only been dating a short while. I've wanted to share with you, it's just, every time I've tried, I have lost my nerve."

"That's my point though. We've only been dating a short while. We need to really get to know each other before we jump into a marriage. I'm sorry this evening didn't go as planned, but I really need to think about this."

"If that's how you feel, I'll go say goodnight to my parents then." He said coolly. Duey met her gaze, knowing that his own was betraying the evenness of his tone, displaying the heartbreak, and bitterness he was feeling. Walking back inside the restaurant, he thanked his parents, kissing them both on the cheek, and took Prue to her home.

A few days later, Prue was working from home, and couldn't shake the need to learn more about Duey's parents. Unsure of what to do, she called Commercial Investigations LLC.

"Hi, I am a client, but I was wondering if you know of any private investigators that could do some surveillance on someone?"

"Hmmm, I'm not sure, that's not something that we typically do, but our President is a licensed private investigator and she may know someone who can help."

Prue reached out to Michelle, and was provided the name of a colleague who could assist her in her quest for the truth. With a sigh of relief knowing that she would get some answers on her sweetheart's parentage, she relaxed a little into her chair.

A week later she had some results, and the information had been emailed over to her. While perusing the report, she didn't notice that Duey had let himself in, and was reading over her shoulder.

"WHAT IS THIS?!" Duey cried in outrage. Prue whirled around to face a livid Duey.

What will happen next?

Will Duey forgive Prue for going behind his back?

Stay tuned...

Guardian's Travels

Guardian soared through the sky, enjoying the mountains and beautiful views, after his long adventure of saving The Catskill Center from the devious Clement Bard. Guardian was feeling satisfied with himself. He did not let Clement Bard succeed, yet again. As he was humming his new theme song to himself, he had a sense of urgency to stop in his tracks. "Am I still in the Berkshires of upstate New York?" Guardian thought to himself, as the mountain views seemed to get further and further away and there were more busy roads and even... water? As he was questioning his whereabouts, he saw the sign for Humanitarian Medical Center in the distance. "Hmm, something is telling me I need to check in on my friends," Guardian thought to himself with a weird feeling in his gut. Like a torpedo, Guardian swooped down into Terri's window, which was luckily opened, and landed right on her desk.

"Ah! Hey Guardian! I was not expecting you!" Terri said who was a little shocked to see him.

"I'm here to check in with Humanitarian Medical Center and see how your background investigations are going!" Guardian said with a half-smile, even though he still had that bad feeling in the pit of his stomach.

"Well, perfect timing because I was just about to email an applicant the consent form!" Terri said, with excitement. Just as Terri was about to hit send, Guardian eyes grew wide and shouted, "WAIT!" Terri was startled, and Guardian asked "Where is the Article 23-A form?"

"What?" Terri asked. Guardian was thankful for his intuition for making him stop by. Guardian explained that Article 23-A was a necessary form to include when having New York State applicants fill out their background investigation consent. This New York Correction Law helps protect those who were previously convicted of any crimes, making sure employers don't preclude someone with a criminal record, and making sure there is no unfair discrimination against those with a criminal background, unless the job applied for has a direct correlation with the convicted crime.

Terri slid back in her chair. "Wow. So without this form, it could cause a lot of issues when making our hiring decisions?" She asked. Guardian nodded his head with a smile on his face. "This is to ensure compliance and safety for everyone! We are here to protect!" Guardian said with pride.

Guardian could see the relief in Terri's face as he helped her download the Article 23-A form, making sure it is a required attachment for all individuals who live in New York State.

"Let me show you another great trick, too!" Guardian announced. "A great feature of our software, CI-ware is Applicant Quick Invite. Using this to send the background investigation application and consent form is a quick and easy way to have your applicants complete all the necessary documents right in our portal. The Applicant Quick Invite will attach any state specific forms automatically depending on the applicant's current address!"

With delight, Guardian gave himself a little pat on the back. "My eagle instincts really came in handy today!" he thought to himself, as he gazed out the window and pondered where his next adventure will take him!



Spotlight: State Sex Offender Registry

A search of the Sex Offender Registry can be conducted at a national level and at the state level. Most clients ask to have both searches included in their background investigation package to ensure they are getting all available levels of sex offenders so that they are not hiring an individual who may cause harm to someone else. It's important to realize that the national search does not include all level of sex offenders for every state.



Michelle Pyan, President of Commercial Investigations LLC, stated in a recent article "Do you think the press is going to differentiate the level of offense when publishing that you hired a sex offender?" Well you may already know the answer to that question, absolutely not! Most states have different levels of sex offenders and each level is categorized by the severity of the crime committed and the likelihood that the individual will reoffend. For example, New York State (NYS) has three levels. Level one being the lowest risk of re-offending and level three being the highest risk of re-offending. Per New York State, only the level two and three sex offender information is available to the public via an online search.

Therefore, these are also the only two levels available in the national registry search. A state specific search is required to obtain all the levels available in New York State. Our trained investigators obtain that information from the NYS Sex Offender Registry directly.

The same is true in the states of Massachusetts and Oregon. A similar process is required to obtain all publicly available sex offender information in these states.



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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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