



Clash of the Investigators

National flags snapping proudly in the wind, inspirational sounds of brass and timpani playing Aaron Copland’s Fanfare for the Common Man, President Michelle Pyan racing up with the torch to light the Olympic cauldron...yes, the CI Olympics began (and ended) the afternoon of Friday, June 14. The Guardians and Due Damage faced off against each other in a grueling test to determine bragging rights for the next year.

Unknown skills shone through in competitions of ladder ball and corn hole. While some contenders had a difficult time finding the appropriate arc, others racked up points with ease. Golf balls and bean bags flew through the air. Some fell short, while others fell long, but the more we played, the better we got and soon the scores were adding up.

"Both teams ran a fierce race, but only one could win..."

Next came the egg relay, complete with locally laid eggs. Both teams ran a fierce race, but only one could win. There was one minor kerfuffle that resulted when questions arose regarding the proper holding-of-the-spoon, however, it was quickly determined that no cheating had occurred.

Now both teams were primed for battle and with badminton cancelled due to strong winds, the competition capped off with a good old-fashioned game of kickball. Body blocks, throws at moving targets, chasing flies in the outfield, all continued with gusto ... until the food arrived.

When the final score was tallied, The Guardians won by a fraction. Alright, The Guardians took every event with ease, but this author played for Due Damage so...The Guardians won by a hair. Each member of The Guardians took home a medal and the team now displays its winning trophy prominently in the office. There were no participation awards for Due Damage, however as the true athletes we are, we believe in earning our honors. Ever the sportsmen and women, The Guardians deferred to Due Damage when it came to bringing home the spoils, i.e. the leftover food, of which there was abundance. Courtesy of Frank’s Ice Cream, we feasted on burgers, pasta, salads, hotdogs, and chicken parm. CI knows how to do it up right.

Now to congratulate the champions. Please raise a glass to The Guardians (left): Trisha, Tammy, Gillian, Patricia, Rachael, Katelyn, Derek, Craig, and Courtney. Of course, we'd also like to acknowledge, Due Damage (right) for their amazing team work and sportsmanship. Congratulations to Isaiah, Nancy S, Yvette, Brittany, Jennifer, Nancy C, Michelle, Alanna, and Yahzmine! We're very excited to see what next year holds for our CI Olympics! As always, stay tuned for more competitive backyard games with your favorite investigators!



September 2019
Volume 16, Issue 3

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No More Malarkey, Only French Fries

Meet Due Diligence...

Last Scene From Due

Prue was settling into her new role with COPS and Phil was pleased, as she had been living up to the expectations her background report had set. Prue had been having great experiences with her new clients and loved getting to know them. However, she had been putting off her meeting with Fancy Valley and the Four Seasons but knew that she had to get over there to introduce herself and make up for the damage caused by Rob Berry. How was she going to make an outstanding first impression?

As happy as Prue was to have this new client liaison position at COPS, she was also nervous about what this "mission" from Phil would entail. After taking a few moments to review the incident that took place at the Fancy Valley and the Four Seasons holiday party, Prue had a plan.

On her way over to the Fancy Valley offices, Prue stopped at the local electronics dealer to buy the best computer money could buy. Her game plan was simple, introduce herself to both Duey and Justin, present the new computer to them as an apology and then use her secret weapon! Her secret weapon, in this instance, was a copy of her background investigation from Commercial Investigations LLC. She was hoping this gesture would show her transparency which she intended to bring to their relationship. No more malarkey, as Phil would say.

As she pulled up to the Fancy Valley offices, she couldn't help but notice how beautiful the building looked.



expecting you."

"If this is the caliber of work they do for themselves, no wonder Phil will do anything to keep them as a vendor!" She mused to herself. After struggling for a moment to grab the gigantic computer box, Prue walked up to the office doors of Fancy Valley, but before she could open the door, it flung open. An innocent looking woman stared at Prue up and down and then said, "I believe, we've been

Prue nearly fainted, as the box was very dense. The woman, who must have noticed Prue's change in complexion, quickly showed Prue a table where she could place the heavy box. She then introduced herself as Truly Wright, Administrative Assistant to both Justin and Duey.

"I didn't mean to scare you!" Truly said, "I just got excited when I saw the present; I'll go get Mr. Diligence for

you!"

Truly went into the other room to grab Duey. "Mr. Diligence, I have a Prue Fict here to see you," she said as she grabbed Duey by the arm, dragging him into the other room. When Duey entered the room his jaw nearly dropped to the floor. He knew Phil was sending someone over to try and apologize for what happened at the holiday party, but he never imagined someone like Prue. Before he had a chance to say anything or even catch his breath, Prue started speaking at a mile a minute.

"Hello Mr. Diligence, my name is Prue, the new client liaison for COPS. I first wanted to start by offering our sincerest apologies for what happened at your party. We had no idea Rob Berry would cause such a fuss. We would also like to give you this computer to replace the one damaged by Rob and his date. Moving forward, COPS will do whatever it takes to mend our relationship and in the spirit of openness, here is a copy of my full background investigation, as run by Commercial Investigations LLC. Thank you for that recommendation, by the way." Prue was running out of breath when Duey finally spoke up.

"Please call me Duey, Mr. Diligence is my father." At this moment Justin walked in and saw Duey, eyes wide staring at Prue when he chimed in

"Ms. Fict, thank you so much for this apology and the computer. I can assure you that there are no hard feelings on our end." He then reached for a copy of Prue's background investigation, while flipping through the pages he notices, that she has an international education verification. "I see you studied in France. That must have been fun!"

Prue, still staring at Duey said, "Yes, I really enjoyed my time there." From the other side of the room Duey stammered out "I love France and French fries and French toast"

Justin looked between the two of them and thought to himself, "These two are probably going to fall in love."

What will happen between Duey and Prue?

Will their blossoming relationship cause issues between Fancy Valley and COPS?

Will Duey realize that French Fries and French toast are not actually French?

CI's Compliance Initiative by: Patricia Reilly

I had the pleasure of sitting down with our resident compliance analyst extraordinaire, Tammy, to speak about what is happening in the background screening industry in terms of legislation. Sitting in the CI lounge, sipping coffee, and discussing industry changes is my quintessential perfect afternoon. We dove into those hard-hitting questions about current legislation and what is important to our clients, as their background screening partner. Tammy has been with CI for almost two years and has become an invaluable member of the team.

So, tell me a bit about yourself, and how you came to this position as our Compliance Analyst?

I came from a background of policy writing, and compliance related consulting. I have a master's in legal studies which is the source of my affinity for research, diligence, and compliance.

I'll never forget your interview. You came in with three binders of research on our company, and what our mission, vision, and values are. I remember you had said in your interview that "We were different, and possessed the kind of values that you were looking for in an organization." So, what legislation is currently happening right now?

Well in New York, I'm following pending legislation and changing compliance rules. One way I do this is through research, and tracking of the current legislation. I capture the legislation and nuances, then track the progress of it. It's one of my daily tasks as Compliance Analyst. I also sit on a NAPBS (National Association of Professional Background Screeners) committee and serve as the Albany Metro Captain for NAPBS Government Relations. I basically track everything that might happen at the municipal level in Albany County, and the City of Albany, and report back to NAPBS. I'm on this committee with many other members of NAPBS, and we all report back to each other monthly on the status of newly arising and proposed legislation from jurisdictions around the country. In this way, we keep our eyes and fingers on the pulse of legislation.

What is the biggest legislation news our clients should be aware of?

There's a lot of local, and jurisdictional legislation that is sweeping the country under the rubric of privacy protection, and criminal justice reform. The result is a patchwork of regulatory inconsistencies and contradictions. This is causing a compliance headache for many CRAs as we scramble to keep up and remain compliant while still delivering quality results. One of the biggest areas of concern is courts limiting access to public records. In New York State it was through the 2020 budget vote that increased the price of the Statewide Criminal search from \$65.00 to \$95.00, a 47% increase, that's huge! Other jurisdictions are attempting to limit access all together which adds cost. Cost in price, as well as time, when it comes to trying to help people get jobs. This could hurt the consumer, as well as the employer, and contribute to the overall slowing of economic growth.

What should our clients be watching in terms of legislation right now?

New York State has proposed a Ban the Box bill for both public and private employers as a statewide requirement in the hiring process. This proposal could pre-empt the current jurisdictional laws that have already been passed. It's still in committee, and hasn't had movement, but it's certainly something to watch. One theory holds, the best way to remain compliant is to utilize the rule that is most restrictive, and most beneficial to the applicant. However, there are many important considerations to weigh in attempting to comply with conflicting jurisdictional rules. These considerations are specific to a company or an employer, and there is no universal approach.

We finished our coffee and chatted a bit more about the background screening industry as a whole. Keep an eye out for more compliance news from our resident compliance analyst extraordinaire!

Spotlight: International Updates!

Commercial Investigations LLC has been providing many of our clients with international verifications and criminal record searches for a long time. CI uses researchers that run international searches in over 260 countries and territories. Our vendors have established vast networks of contacts in the international courts which allow CI to return records from all 6 foreign continents as well as Mexico, Canada, and Puerto Rico. As a part of our mission to provide industry leading background investigations services, we are always looking for ways to improve the functionality and use of our software. In this new update to international searches and verifications, our clients and subjects will now have the ability to select locations and input addresses outside of the United States! We are happy to present this new feature as we get numerous interna-

tional requests. Our hope is to make the process for international criminal records and verifications easier and more enhanced than ever before. Innovations that directly enrich the background investigations process for our clients and subjects are unbelievably important to us. We look forward to helping you with all of your international needs. If you have any questions please reach out and speak to one of our investigators today!





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