



Employment Falsifications

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Congratulations, you found a great candidate to join your team! How can you make sure the person you want to hire is as awesome as they seem? That's easy. Just ask Commercial Investigations! We are experts when it comes to spotting falsifications and helping our clients make smart hiring decisions. We find great value in educating our clients and providing our expertise to discover inconsistencies. This helps avoid bringing someone onboard that doesn't fit with your company values.

One way to evaluate how someone will be as an employee is to take a look at their previous employments. At Commercial Investigations, roughly 35% of Employment Verifications are marked adverse. We would like to share with you three tips to uncovering common lies that some applicants try to get away with.

To begin with, when reading your candidate's application, you may sometimes wonder if the individual is too good to be true. It's common knowledge that people sometimes embellish their resumes by portraying someone whose work experience and duties are more qualified for the position. It's important to not only ask about their job title but also to collect information from their

prior employers about their daily tasks to determine if they are being deceitful with their qualifications.

Another important thing to take note of is if an individual indicates that they do not want one of their previous employers to be contacted. If it is their current employer, that should be looked at with special consideration; however, if it's a previous employer for whom they no longer work, that could be an indication that the applicant is trying to cover up something negative. It could mean they left on bad terms, did not give proper notice of leaving, or were terminated.



Lastly, and perhaps the most telling, is the subject's eligibility for rehire. Sometimes this question cannot be answered due to company policy; however it's always important to ask. If the person verifying the employment is able to tell you that your candidate is not eligible for rehire, follow up by inquiring about the reason. Is it their company policy not to rehire someone once they've separated from the company? Was your candidate absent a lot? Did they not perform up to the standards of their job title? This may seem like a lot of questions to ask, but it could make a huge difference in your decision.

Fortunately, you hired Commercial Investigations to screen all your potential employees and we uncovered the truth about your candidate! Looks like they will be a great fit for your company and you can rest easy knowing you made the right hiring choice. Phew, better safe than sorry!

Do you want to learn more tricks for smarter hiring? Visit commercialinvestigationllc.com/spotaliar2 to request a copy of our White Paper "Truth or Consequences." In part two of this series, learn more as we take an even closer look at Employment Verifications.

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Ohio is for Misdemeanors

Meet Due Diligence...

Last Scene From Due

After Doug's report came back positive for opiates and marijuana, Duey had Sue go through the adverse action process with Commercial Investigations to let Doug know he would not be hired. Doug then tried to dispute the findings in the report with Commercial Investigations. After a thorough reinvestigation was completed, the results came back that Doug was indeed lying about taking drugs. Duey and Justin were happy with how easy CI made everything, and are confident in their decision to not hire a drug abuser like Doug.

Duey and Justin have finally found their ideal candidate in Nancy. They offered her the position and she enthusiastically accepted. She informed Duey and Justin she would be able to start in a couple of weeks once she moved the last of her belongings out of her house in Ohio. Duey and Justin set a start date and felt confident that they made the right choice in hiring Nancy.

However, a few days later they received a monthly notification from Commercial Investigations Vigilant US service. Nancy had been charged with a misdemeanor in Ohio! Duey and Justin were shocked. Luckily, they opted to use Vigilant US monitoring which monitors employee arrests even after they have been hired. Duey and Justin asked Sue to reach out to Commercial Investigations to get clarification on what this meant for their new hire.



"We received a Vigilant US notification about our new hire Nancy, what does this mean?"

One of CI's investigators informed Sue that Vigilant US alerts clients of arrests for employees after being hired, and throughout their employment. It monitors the Multijurisdictional Criminal Database, National Sex Offender, and Anti-Terrorist Lists. This high-speed Multijurisdictional search is compiled from multiple sources consisting of court records, incarceration records, prison and inmate records, probation, parole, release information, arrest data, and warrants. The investigator went on to inform Sue that Nancy was charged with leaving her trashcans out on the curb, which is actually a misdemeanor in Ohio! In fact all offenses in Ohio are classified as either misdemeanors or felonies.

Sue reported the charge against Nancy back to Duey and Justin. Duey couldn't believe it. "All she did was left her trash cans out?" Sue explained how many minor offenses that are not misdemeanors in other states, such as New York, are classified as misdemeanors in Ohio. "I guess that's not too bad then; we should still be able to keep her on," Duey remarked.

But Justin suddenly remembered something. "Duey, our main client COPS will not accept employees with any criminal background whatsoever. If we choose to keep Nancy, it would be very difficult for us to find assignments for her since the majority of our assignments are for that particular client."



Justin decided to give Nancy a call and get a better explanation from her about what happened in Ohio. Nancy explained, "We were removing a lot of trash from my house during the move and my ex-husband promised to bring the trash cans back in from the curb. He did not end up doing that. Because the house is in my name, I was charged with the misdemeanor of leaving the trash cans out at the curb." Justin felt bad for Nancy because this did not seem like a serious offense, but because it occurred in Ohio it was still a misdemeanor.

Duey then decided to call Rob Berry, their liaison at COPS, to find out if Nancy's misdemeanor would be a problem assigning her work for COPS. Duey explained everything that Nancy had explained to Justin on the phone about the incident.

"My policy is not to hire criminals. I will not be able to give any assignments to Nancy because of her misdemeanor. If you continue to hire criminals, I will have to reconsider my contract with you."

Justin and Duey are torn because they do not want to risk their contract with COPS. Doing so would eliminate a lot of their business. However, they do not want to fire Nancy for what they consider a very minimal offense that has no effect on her ability to do the job for which she was hired.

What will Justin and Duey do?

Will COPS keep their contract with Justin and Duey?

Find out in the next issue!

Tread Carefully With Cyber Investigations™

Commercial Investigations offers a product called Cyber Investigations™. We offer two levels of the investigations which utilize key words to locate information about the individual. Level one, which can be customized to your needs, generally includes the applicants name and the word 'arrest'. We have refined this search so that we now have approximately a 10% hit rate using only verifiable articles on arrests. Cyber Investigation level two is much more advanced and gathers any information found on the subject through social media, articles, open source information, business records, among other sources. This provides a broader overview of the applicant.

“Using Cyber Investigations is useful, but tread carefully...”

We save everything that we find, including links, and the client is able to review the information found via the links provided. From there the client makes a decision on whether or not the information is pertinent to a hiring decision. While these investigations are helpful in criminal researching and hiring decisions, it is important to stress the cautions that must be taken if you plan on using social media to rule out individuals for a position.

1. Have CI run the search. After information has been provided, it is important to have an HR person review the information rather than a manager. Don't make decisions on protected class information.

2. Review the information further along in the hiring process. If you run the background investigation after the interview, that is a good time to review the information as protected class information is already known.

3. Consistency is key. If you're going to run Cyber Investigations, don't just do it for one candidate; do it for every candidate. You can run into major issues if you are only running Cyber Investigations sporadically or may have 'a feeling' about a certain candidate.

4. Document everything. Commercial Investigations LLC documents every result discovered in Cyber Investigations. You can request that this information be attached to the background report or sent via email. This protects you in case the damaging content originally found is later deleted.

5. Take sources into consideration. Don't use what others have said about the candidate; focus mainly on what the candidate has said or articles the candidate has posted. Some articles can be good information about the candidate, for instance whether they were on the honor roll or part of a sports team.

6. Make sure you are aware of FCRA laws regarding these types of searches. Be sure to treat the information as though it had been obtained through the interview or in a resume. Let the candidate know that you may be checking their social media activity. If you do use social media as part of the background investigation and hiring decision, it is a component that can be disputed according to the FCRA.

Using Cyber Investigations™ is useful, but tread carefully when making hiring decisions based on what is discovered. Let Commercial Investigations LLC assist you in setting up a Cyber Investigations package to fit your hiring needs.

Spotlight: Mission, Vision, and Values

As a few of you may have seen, Commercial Investigations now has a new accent wall. This wall has the buzzwords for our Mission, Vision, and Values on it. We thought this would be a great opportunity to share some of them with you!

Our Mission statement is to provide background investigations with industry leading service through creative solutions - one client at a time. We do this by sticking to our Values with a focus on our Vision for the future.

One of our core Values is to have fun! We believe that it is important to keep work fun. As Stephen King once wrote "All work and no play, makes Jack a dull boy." We like to mix the right amount of fun into our work day.

Another one of our Values that is very important to us is to build respectful, open and honest relationships. We want to build these relationships internally, with our clients, and also with the community. This is why customer service is one of our top priorities.

Our Vision for the future is to be the most innovative and educational background investigations partner. This is why we take time to educate ourselves on what's happening in the world of background investigations. We want our clients to be able to make informed hiring decisions.

It is because we stick to our Mission, Vision, and Values that we are able to do what we do! Visit: commercialinvestigation-llc.com/mission or stop by the office to take a look at our wall!





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