



International Operations

June 2021
Volume 18, Issue 2

Many of our clients here at Commercial Investigations LLC hire people who have been educated or worked overseas. This requires a whole different means of verification -- sourcing to our third-party that has people operating in each and every country. You may wonder why, with Google Translate and email connections, we cannot just send an email to the registrar or human resources, or even the courts and request the information directly. Here is a brief overview.

DIFFERING LAWS AND REGULATIONS

Each country or region has its own set of laws and regulations governing the release of information. While Commercial Investigations LLC is well-versed in the Fair Credit Reporting Act in effect in the United States, the same cannot be said for Personal Data Privacy Act in parts of Asia or the General Data Protection Regulation in the European Union. With many interpretations being decided in courts, we choose to defer to the local experts.

THE PHILIPPINES (Education, Employment)

Many of our clients hire medical personnel with histories in the Philippines. These are attractive prospects because they already speak English. Most of what we see are education verifications, which must be done correctly as faking documents in the Philippines is relatively easy. Our verifiers check registries and clearinghouses, and contact the issuing authority to verify the authenticity of the certificate and transcript. They are familiar with diploma mills and ensure the school / university is accredited. Within Metro Manila, the process can be relatively fast; in the provinces, it can take longer. If need be, they send a representative to the school / university.

Employment in the Philippines is very often as short as 10-12 months. This should not by itself be a concern, as contracted employment is very common.

INDIA (Education, Employment)

India holds many of the same attractions as the Philippines. Education verifications tend to take longer in India, as verifiers often do not give particulars on the type of discrepancy. This forces the verifier to research the discrepancy further before passing along. Also, it is not unusual for large universities to take up to six weeks to verify education.

Employment verifications in India can be a real challenge. Companies are required by law to maintain records for seven years, after which records may no longer exist. Just like in the US, large organizations have human resources departments that can quickly provide verification. The verifiers in small and medium companies have many other tasks, and view verification as far less important. One big reason to verify employment in India is that gaps in employment are viewed very, very negatively. Hence, scam companies exist that will gladly, for a fee, provide employment verification for the time in question. The local verifiers are intimately familiar with this, and know to perform an actual on site visit to any employer with whom they are not familiar.

PAKISTAN (Criminal records)

Moving away from education and employment, let's look at criminal searches. Pakistan allows a lookback of ten years only. Within the Punjab region, the quickest means is a database check. This provides immediate results and is easily scannable, but the records are often not updated. In all other areas of the country, contact with local police or the Citizen Police Liaison Committee is the best way, but those take time.

Stay tuned to CI Times for further information.



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Due Diligence: French Twist

Meet Due Diligence...

Last Scene From Due

Duey and Prue are having a difficult time finding vendors for their dream wedding in the fall. Sue was feeling wistful after being away from the office and working remotely for so long. Where is Justin Justice?

Duey was stressed. After running background investigations on five bakers, four caterers, three florists, two officiants, and one hall, everything was booked, everything that is, except the baker. Every one of the five that they had attempted to hire had something come back on their background investigation that was unsavory. He was about to give up when Prue came running in, her face flushed with excitement.

"Duey! I've found him!"

"You've found who, plum blossom?" asked Duey.

"Our baker! I have found our baker!" She stated proudly, beaming, as she threw a resume down on the table.

Duey peered at the thorough resume. The closer he looked at it, a realization dawned on him.

"Prue! This baker is currently in London, and went to school in Paris!"

"But Duey," she whined "he studied at Le Cordon Bleu, and works for Le Manoir Aux Quat'saisons in Oxfordshire! He's the best!"

"How on earth are we supposed to run a background investigation on him?"

Prue looked thoughtful, after a moment she replied "I'm not sure, but I can call Commercial Investigations and see if they can tell us if it's possible." Her cheerful demeanor returned.

Meanwhile, over at Fancy Valley and the Four Seasons Sue was back in the office. So happy to return to a semi-normal life. She still hadn't seen Justin since she'd been back. He had taken some time off after working the two jobs as an EMT, as well as running the business with Duey. He must have been exhausted, she can't imagine what it was like for him. As if she had psychic abilities, Justin walked into the office.

"Justin! Welcome back!" Sue smiled brightly at him. Justin looked exhausted, but pleased to be in the office.

"Hey Sue, how've you been holding up? Are we very busy?"

"Oh yes, we have eight new clients, we may have to take on another employee to get through all the accounts, with all the rain we've been having the grass is growing like crazy!"

Justin rubbed his tired eyes, "Well I'll post the job, hopefully we can get a couple great candidates. Could you sort through them once they come in?"

"Of course! How was it being an EMT? We haven't talked much since you have been pulling double time."

"It was exhausting and devastating. I'm so happy to have been able to help though." Justin sighed, and looked past Sue as if he was reliving the horror of the past fifteen months.

"I'm so happy you're here, it must have been terrible." Sue sighed.

"It was, but I'm going to see if we can get some new faces in here!" He went into his office and closed the door.

Sue wondered if Justin would be back to his cheerful self at some point, she was very worried about his mental state. How difficult the past year must have been for him. She wondered if there was something she could do to help him. She gazed back out the window lost in her thoughts.

"Well Duey, Commercial Investigations says they can run international background investigations!" Prue stated triumphantly.

"They can?" Replied an astonished Duey.

"Yup, just got off the phone with them, he would just have to submit the same portal invitation and they will run his background investigation. I'm calling him now to see if he will do it."

"Will it be expensive?" Asked Duey tentatively.

Prue sighed, "Well, there will be additional fees, but please Duey! I want our wedding to be perfect!"

Duey stood up from the kitchen table and enveloped his arms around his fiancée. "Alright, let's do it."

Prue hugged him tightly and skipped off to call this world renowned baker.

A few days later the background investigation was in Duey's hands, Monsieur Geoffrey Gourdin passed with flying colors. They had their baker and the wedding was set!

Will Sue find a way to help Justin through his emotional ordeal?

Will Duey and Prue's wedding be a perfect success?

Will Fancy Valley and the Four Seasons find new employees?

Find out in the next issue!

To Read Gourdin's Cyber Investigation™ Report, Visit:
<https://tinyurl.com/636c42y>



Guardian's Travels: Counterfeiting Exposure



Poor Guardian. Soaring through the air in search of rats, either criminal or dinner, some wannabe pilot flew a drone into his wing. Now he sits at home watching day-time TV. "At least I'm getting mail." Searching through his delivery, Guardian spots an envelope with no return address. He opens it and finds a word search puzzle, nothing else. Oh well, here goes: GARAGE, MEET, SATURDAY, CAPITOL, ELEVEN, THIRD, NIGHT, FLOOR. "Strange puzzle. Ooh, I get it. Meet Saturday night at eleven on the third floor of the Capitol garage. Sounds very film noir, better wear my fedora so I fit the part."

Saturday night is upon us and Guardian makes his way around the third floor. Finally, he sees a dark shadow behind one of the pillars near the elevator. "Must be my guy. My heart is racing, but I must remain calm. Just like Bogie."

"Psst. Gordon. Get over here."

"Name's Guardian."

"I don't care. Get over here. Listen, I read the article in your paper, CI Times, about the fake diplomas. You know what you're talking about. I used to be in the paper business, kid, and what I know could knock your socks off. We dealt with legit clients who constantly keep a step or two ahead of those counterfeiters. Let me tell you something, kid, with printer technology these days, that's not a simple task. What differentiates the paper and let's me know if it's genuine or fake is the composition, the fibers, got it? We can also add shades to the paper with dyes, and those black light fibers are gold. Watermarks, too."

"But what's to stop one of the counterfeit mills from buying that quality?", says Guardian.

"Money, kid. Security features cost money, and those fly-by-nights don't want to pay it. They like to do things as cheap as they can."

"So how can you tell if the fibers are high quality?"

"Give me any piece of paper and I can tell you more than you think. I'll put that paper in a blender until the fibers come apart, put those little babies under a microscope, and tell you exactly what tree they came from."

Gasp! "You can tell if the paper came from my childhood home?"

"Not that exact, bird! I mean what kind of tree!"

"Sorry to correct you, but Officer Byrd is Judge Judy's bailiff. I am Guardian, P.I. like that Magnum guy, only better dressed."

"Lay off the TV for awhile, P.I."

Spotlight: Community Involvement

At Commercial Investigations LLC one of our core values is to provide positive community involvement through charity and corporate giving with both time and money. Our CI team loves being involved and attending events to show our support (in person). But given the circumstances, we had to find other ways to participate in giving back to the community!

In honor of National Pet Day, in April, we made two monetary donations honoring all of our animal enthusiasts to two wonderful organizations: Equine Advocates & Pooches Out of Puerto Rico (POOPR). Equine Advocates is an equine protection organization. They are a sanctuary which rescues horses and other equines from slaughter, abuse, and neglect that was established right here in upstate New York, they are a "haven for horses". Pooches out of Puerto Rico (POOPR) is a dog rescue, rescuing dogs who were abandoned, surrendered, or put into high risk shelters in Puerto Rico and finding them their 'forever' homes here in New York. One of our own CI team members recently adopted their pooch, Lacy, through POOPR, Lacy is now living her best puppy life with lots of love and cuddles!

Lastly, May is National Foster Care Awareness month. To support Berkshire Farm Center & Services for Youth several members of the CI team made a monetary donation to their Foster Hope Walk / Run event, which raised money to help provide care for children in the foster care system and to help children cope with traumatic events, along with 'Going Purple' at one of our team meetings to show our effort in support to help raise awareness for foster parents across NYS.





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