

COMMERCIAL INVESTIGATIONS LLC

CI TIMES



The FBI Citizens' Academy

By Michelle Pyan, President,
Commercial Investigations LLC

This fall I had the opportunity to participate in the FBI's Citizens' Academy. I was very excited to have been nominated and chosen to attend the Academy.

"Participants of the Citizens' Academy are chosen by the Special Agent in Charge of the local FBI field office. Candidates may be nominated by FBI employees or members of the National Citizens' Academy Alumni Association."

"What is the FBI Citizens' Academy? The Citizens' Academy is a stimulating eight-week (10-session) program that gives business, religious, civic and community leaders an inside look at the FBI."

"The goals and objectives of the Citizens' Academy are:

- To increase public awareness about the FBI, its mission, its activities, and its people;
- To provide an avenue for the FBI to hear and respond to community issues and concerns; and
- To strengthen relationships and improve understanding between the FBI and the communities it serves.

(Quotes from the FBI Citizens' Academy brochure.)

It was one of the most interesting educational experiences I've had. The Academy met one night a week for three hours. The FBI packed a lot of information into those sessions.

Some highlights included:

- a tour of the FBI's Albany Office
- viewing the gun vault and hands-on inspection of weapons
- a polygraph demonstration
- participation in firearms training exercises
- evidence response team demonstrations
- crimes against children demonstration
- weapons of mass destruction presentation
- defensive tactics
- and much more.

Here are some interesting things I learned while attending the Academy:

Polygraph

The polygraph session covered the three possible outcomes of a polygraph exam:

1. No Deception Indicated
2. Inconclusive
3. Deception Indicated

The outcome is determined by reading the five lines on the report. The five lines are measures of:

1. Sweat gland activity
2. Blood pressure
3. Breathing (line one – Note: two lines measure breathing)
4. Breathing (line two)
5. Movement (which is gauged through a "butt pad")

The polygraph is a tool used to determine if it supports other evidence collected in a case.

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CLIENT CLUE

HAPPY HOLIDAYS FROM THE CI STAFF

Happy Holidays from all of us at CI!

Wishing you a safe Holiday Season and a Happy New Year!

Thank you for your business in 2007 and we look forward to serving you in 2008!

The FBI Citizens' Academy (Continued from Page 1)

Hogan's Alley

Hogan's Alley is the name of the FBI's training complex at Quantico (their training headquarters). Citizens' Academy Alumni are offered the opportunity to tour Quantico and see Hogan's Alley. Here's an interesting fact, the "Bank of Hogan" is the most robbed bank in the US.

K9 Program

The K9 program is fairly new to the FBI. They utilize a Scent Transfer Unit (which is basically a dust buster vacuum with a porcelain attachment). The unit vacuums the scent into a gauze pad. This preserves the evidence for other testing and provides a means to transfer the scent to other locations and to the dogs.

The program utilizes bloodhounds and chocolate labs. The bloodhounds are trained to follow scent. The chocolate labs can tell if the particular odor was ever in a particular location. This is referred to as scent discrimination. Therefore, there are distinct uses for each breed of dog and most of the time both breeds are used to develop evidence in a case.

Evidence Response Team

The evidence response team showed us that various light sources reveal evidence by using a bedspread from a hotel that revealed body fluids. They also showed us how they make print molds (e.g. tire prints and footprints) and reveal fingerprints using superglue in an airtight container (yes, just like the lab in CSI).

Crimes Against Children

Probably the most engrossing session for the majority of attendees was Crimes Against Children. We watched a live demonstration where a Rensselaer County Sheriffs Deputy went online undercover as a 14 year old female. It took less than four minutes of conversation with a much older man for it to be revealed that the man was interested in having sex with the "14 year old girl." I was awestruck at how quickly and boldly the man indicated what he wanted.

Weapons of Mass Destruction

A weapon of mass destruction can be any of the following:

- A destructive device
- Toxic or poisonous chemicals
- A disease organism
- Radiation or radioactivity

To actually be considered a weapon of mass destruction the intent of use is crucial. A threat assessment is necessary to determine if one of the above is in fact a weapon of mass destruction.

The threat assessment looks at the following three items:

- Technical Feasibility
- Behavioral Resolve
- Operational Practicality

Defensive Tactics

One of the four main areas of concentration for an agent attending FBI training classes at Quantico is defensive tactics. These are essentially self defense maneuvers. At the Citizens' Academy we observed a defensive tactics demonstration. Some of my Academy colleagues were unfortunate enough to be chosen to participate.

It was amazing to have the opportunity to spend so much time with FBI Agents and FBI Civilian Employees. They are amazing individuals who are extremely passionate about what they do. I look forward to participating in the National FBI Citizens' Academy Alumni Association and my visit to Quantico.

Tips learned at the FBI Citizens' Academy

www.netlingo.com is a useful site to learn the meaning of today's popular acronyms, especially those used in text messaging (parents may wish to check out the Top 50 Internet Acronyms Every Parent Should Know).

www.limewire.com is a file sharing site that is used heavily by kids (parents may wish to check their child's computer for the free software which is required to file share).

Interesting Facts from the FBI Citizens' Academy

A drop email account is when two or more users know the account access information and they compose emails to share information with other account users and save them as drafts, thus, no emails are ever sent, the other users simply access the drafts.

There is no legal jurisdiction for "sexual orientation" in Civil Rights cases. Civil Rights cases are motivated by bias which is based on race, religion, ethnicity/national origin or disability.

EXERCISE DUE DILIGENCE



DO THE DUE

FOLLOW DUE IN 2008

A New Year for Due Diligence

In 2007, we were able to get to know Due through his own self-published blogs, MySpace page and other social networking sites. We reviewed Due's online presence through CI's Cyber Investigation Report.

Through his own generated web content, Due had implicated himself with illegal and unethical behavior.

We also reviewed Due's Tenant Report when he applied for an apartment.

Stay tuned in 2008 for more adventures from Due Diligence.

To see Due's past reports, view his page online at www.commercialinvestigationllc.com/duespage.

Read previous issues of CI Times to see the full details of Due's life at www.commercialinvestigationllc.com/Newsletter.

MINIMIZE TURNOVER IN 2008: YOUR BACKGROUND SCREENING DOLLAR AT WORK

One result and goal of an effective background screening policy is to reduce turnover. Increasing employee retention can be accomplished by improving the overall quality of new hires and by better matching the right candidate to the required skill set. Effective Background Investigations can accomplish both.

According to The U.S. Small Business Administration, for every dollar an employer invests in employment screening, the return on investment ranges from \$5 to \$16, resulting in improved productivity, reduced absenteeism, lower turnover and decreased employer liability.

The average American worker can now be expected to change their job or career 10 times between the age of 18 and 34. According to Greg Smith, the author of *Here Today Here Tomorrow: Transforming your Workforce from High-Turnover to High-Retention*, "each year U.S. businesses spend billions of dollars recruiting and replacing their employees. Individually, it cost between \$2,000 and \$11,000 to replace an hourly employee, and upwards of \$40,000 to replace a manager." Others estimate the total cost to be as much as 1.5 times the amount of an employee's annual salary.

Turnover rates vary greatly depending on the industry. Annual turnover rates for hourly workers are over 50 percent in hotel chains and more than 200 percent for fast food chains.

One reason employees leave an employer is because there is a mismatch between the job and the person. One challenge for employers is finding the right people not only for the job but for their company. It is important to use all available means to make sure a candidate and their skill set are as they appear to be. Relying on just an interview and a resume or only applicant supplied infor-

mation provides a limited view of a candidate. Background investigations can provide a means to verify applicant supplied information and allow employers to hire based on objective data.

Over 50 percent of employers have increased their use of screening programs in the past five years. Background investigations can help screen out undesirables from applying and eventually being hired for a position they are not qualified for.

The Bureau of Labor Statistics estimates an annual average turnover rate of over 38 percent for the approximately 140 million U.S. workers resulting in over 53 million positions turned over annually. The total loss to the U.S. economy can be calculated conservatively at over 700 billion annually.

According to the Society for Human Resource Management (SHRM) on average it takes 5.3 weeks to fill a vacant position. SHRM also estimates average hiring costs at \$2,546 for hourly employees and \$6,943 for salaried employees.

The *HR Management Report* article *The ROI of Background Screening* states:

"Upon examination, it becomes evident that background screening is not only necessary as part of a best practices approach to hiring, but, it also delivers real value to the company's bottom line. There are scarce few business expenses that can generate the type of ROI that background screening can. Fewer still that are as necessary to preserve the safety of employees while protecting the public image of your company." (www.hrmreport.com)

Contact CI today to learn more about how you can improve your bottom line by reducing turnover and improving the quality of your work force through Background Investigations.

∞ INQUIRY SPOTLIGHT ∞

SEX OFFENDER REGISTRY

CI's SEX OFFENDER REGISTRY inquiry helps mitigate a company's risk of workplace violence and potential negligent hiring or retention lawsuits. CI recommends that its clients conduct a Sex Offender Registry inquiry in every state the subject has lived in, and by every name the subject has used, within the previous seven years.

According to a 1997 Bureau of Justice Statistics report, on any given day in the US, there are approximately 234,000 offenders that have been convicted of rape or sexual assault under the care, custody or control of corrections agencies. Nearly 60% of these sex offenders are under conditional supervision residing in the community. An estimated 61% of violent sex offenders confined to state prisons have a prior conviction history that resulted in a sentence to probation or incarceration. Approximately 25% of imprisoned rape and sexual assault offenders have a prior history of convictions for other violent crimes and 1 in 7 have been previously convicted of a violent sex crime.

Convictions for sexual offenses will appear on the subject's criminal record in the county or state where the offense was committed. However, oftentimes, sexual offenders will relocate to a different jurisdiction where their criminal record might not reflect the offense. Fortunately, under federal law, sexual offenders must register with the appropriate sexual offender database whenever they relocate. The U.S. Department of Justice reports that there are more than 500,000 registered Sex Offenders nationwide. According to the U.S. Bureau of Justice Statistics, the recidivism rate for sex crimes is four times higher than for other offenses.

These statistics more than justify conducting a Sex Offender Registry inquiry as part of a thorough background investigations policy.

For more information on CI's SEX OFFENDER REGISTRY inquiry, or to add this inquiry to your current requests, please contact a CI representative.

COMMERCIAL INVESTIGATIONS LLC

A LICENSED PRIVATE INVESTIGATIVE AGENCY

Dedicated to providing innovative Private Investigative solutions to its clients and working with them to develop tailored services that meet their needs.

Services provided include:

BACKGROUND INVESTIGATIONS

CI provides accurate, timely, cost-effective and fully compliant reports delivered with exceptional client service.

CONSULTING SERVICES

CI assists you in implementing a compliant background investigation process as well as providing assistance in implementing in-house procedures.

www.commercialinvestigationllc.com

info@commercialinvestigationllc.com

Troy NY 12180

Phone: 800-284-0906

Fax: 212-937-3858

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