



Unlocking Smarter Hiring Potential

Advantages of a Private Investigative License

Commercial Investigations LLC was founded in 2004, and has been working under President Michelle Pyan's Private Investigative license since then. However, while it is the same license as the movie stars that stake people out and go through their garbage, CI exclusively focuses on background investigations. That doesn't mean our investigative staff disregards our license. It actually means our clients have access to extra levels of information that Consumer Reporting Agencies (CRA's) without a Private Investigative license are able to supply.

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Executive Level Hires

You might be thinking the information a private investigative license unlocks won't have a massive impact on the overall hiring decision. For a lot of job positions, you would be correct. Most of the time, a criminal history with resume verification is enough to make a decision on. But what if the position you are hiring for is a CEO or a new franchise owner? Businesses have a responsibility to conduct a further comprehensive search on a higher level position than on an entry level one.

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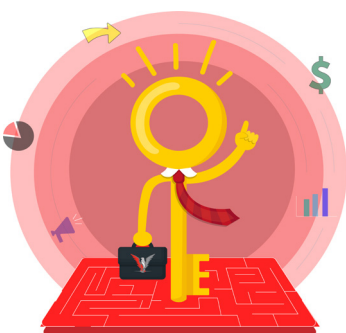
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For example, being able to obtain information from a Cyber Investigation Social Media Scan, or effectively search the US DOT Office of the Comptroller of the Currency might not be necessary for every applicant. If an organization was hiring a forward facing employee, like a Chief Executive Officer (CEO) though, their hiring team should have as much information that is available in order to make an informed decision. Gathering that data is only possible with a private investigative license.

In addition, while the US DOT Office of the Comptroller of the Currency is public information, our investigative staff has the expertise to gather accurate data quickly. If an organization has to hire a Chief Financial Officer, it's important to get that role filled as soon as possible, with an employee your hiring team feels confident about. When performing a high level investigation, with many possible roadblocks to slow the process down, having a professional partner that can close an investigation quickly and accurately is critical to an organization's reputation.

The Secret Ingredient

CI has built a reputation as an educational leader in the background investigation industry because our clients trust our results and turnaround time. Hiring teams need to trust each other's judgments and expertise, as well as trust the information they receive during the background investigation. Without trust, hiring decisions may be clouded by biases or incomplete information, which can lead to poor hires and potentially damaging consequences for the organization. When hiring for a position with so much weight, you don't want just any background screening provider working with you. You want to partner with a professional for the best possible results.



Therefore, if you're looking to make the highest quality hires, consider partnering with a licensed private investigation firm like Commercial Investigations LLC. With our extensive knowledge, we can help you uncover the information you need to make informed decisions and protect your organization from potential risks. Invest in the power of a private investigative licensed partner and take your hiring to the next level.



Due Diligence: Corporate Concerns

Meet Due Diligence... Last Scene From Due

Duey and Prue met up with Justin and Sue at a favorite restaurant, where they discussed Coco's charges from the wedding. Duey explained how county courts in New York could potentially miss misdemeanor convictions. As they delved deeper, Prue realized the time and they rushed off to find out Coco's fate...

Corporate Concerns

Duey and Prue swung the courthouse doors open just in time to hear a "Bang!" of the judge's gavel, and Coco's sentence is finalized.

The judge reads "Coco pleads guilty to Criminal Possession of Cannabis in the second degree, a Class E Felony, and to Endangering the Welfare of a Child, a Class A Misdemeanor. The Aggravated Criminal Sale of Cannabis will be dropped, bringing the final sentence to 1 year imprisonment with post release supervision, and 3 years probation."

Coco and Duey's faces fell into sad frowns, even though they both expected something like this.

"I'm sorry Duey," Prue said, "It's not that bad though. One year in prison is tough, but she'll get through it and be out before you know it."

"Yeah I know, it's just not easy to see your mother being sentenced. Let me say a quick goodbye and then we can leave. I need something to take my mind off of this whole situation," Duey replied.



Prue looked down at her phone and knew just the thing to help Duey get through the day. After both had a chance to speak, Prue drove Duey back to the Fancy Valley and Four Seasons to meet up with Sue and Justin again.

"How did everything go?" Sue asked.

"Not great, she got 1 year in prison and 3 years on probation," Duey replied, "Not in much of a mood to talk about it. What's going on here though?"

"We were just discussing if we think we need a finance professional to join our team and take care of the books. We're able to get it done as we are now, but I think we could really save time and allow us to work on other, more valuable parts of the business."

"That's interesting. We plan on growing our team more this year anyway, and you all know I'll make a mistake in payroll. What do you think Justin?"

"I don't hate the idea," Justin replied, "If we do hire someone though, how can we be sure we can trust the person to do the right thing? I don't think it's a good idea to give just anyone that kind of access."

"You're right Justin, that is a lot of responsibility. That's why we use Commercial Investigations though. They're a licensed private investigative firm, so they can obtain additional information that other consumer reporting agencies don't have the ability to," Duey replied.

"Wow, what kind of information is found?" Justin asked.

"Well, it depends on what we want to search. For this position, we would want a basic credit check, but that alone isn't enough for me to feel comfortable. Based on the persons' work history, we could check the Federal Reserve Board for any enforcement actions, or quickly get information from the FINRA database if needed."

"That would be really neat!" Sue interjected, "I've looked at the FINRA website before. It's very confusing for a first timer, and I didn't even get to reading the results."

"Exactly, Sue. CI has been doing this exact thing for 20 years. They have the expertise to find and obtain accurate information and get it back to us quickly. They'll also only pass along information that we can use to make a hiring decision, so I trust the results we get from them," Duey explained.

"Well that settles it. If we're going to grow, we need the infrastructure first. I'll put the job posting online, and we'll wait to see what happens!" Sue said.

How will Coco hold up in prison?

How will Duey react to the change in his life?

Will the Fancy Valley and Four Seasons hire a financial professional?

Find out in the next issue!

**To Learn how to Avoid
Bad Executive Hires,
Scan The QR Code Below**



Guardian's Travels: Finding Hiring Blind Spots

On a lazy Saturday morning, Guardian spotted an untouched newspaper still laying in a neighbor's driveway. Realizing they didn't get this edition, and being the curious bird Guardian is, they decided to swoop over and take a peek before anyone was the wiser.

Using the breeze created from hovering, Guardian flipped through the pages much faster than anyone else could. On the second to last page, there was an advertisement for a Franchise Expo event happening close to Guardian on Monday that caught the bird's eye.

"I wonder if any other background screeners will be attending the expo, I must go and see for myself," Guardian thought.

Monday eventually rolled around, and Guardian found his way to the Expo, ruffling his feathers to look professional before entering. Inside, there were a variety of different franchisors and individual owners, but no background screeners.

"That looks like a franchise staffing agency," Guardian said, "I'll go have a talk with them and hopefully learn some more!" Guardian almost took out a table when landing, but was able to find his balance.

"Who or what are you!?" the exhibit employees asked.

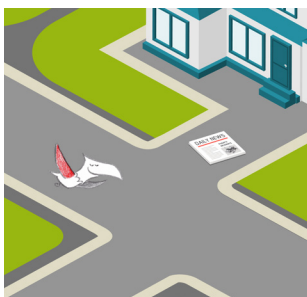
"Guardians the name, protecting franchisors like you is my game. I represent a background investigation agency, and wanted to learn more about the provider for your process."

"Of course we check our franchisees before bringing them onboard, it would be irresponsible not to."

"That's true, but are you getting all the available information on the potential franchisees? A normal consumer reporting agency can gather basic criminal information, but only a provider with a private investigative license can obtain all data in a reasonable time," Guardian replied.

"I don't believe our provider is a private investigator, but we still gather enough information to make a decision with."

"I always say you don't know what you don't know. Normal consumer reporting agencies are governed by the FCRA, and therefore must obtain information in a specified number of ways. At CI, our private investigative license gives us the ability to find information others simply don't have the tools for. Being able to obtain additional information not only benefits your team in their decision, but gives your franchise a professional reputation among others," Guardian exclaimed.



"How do we know if we're getting all the data though? Most background screeners have different names for each inquiry, we can't be sure what they all mean," one employee asked.

"Call Commercial Investigations, they'll be happy to do an apples to apples comparison on what you currently have. That way, you can feel confident you are getting all the information possible to help your team. Here's my card!" Guardian replied.

Holding a dry leaf in his wing, Guardian handed the employees his contact information for more help, and quietly flapped away to start talking with the next exhibitor.

Spotlight: EOS Rocks

What are Rocks? The CI staff learned about Rocks after reading Gino Wickman and Tom Bouwer's book *What the Heck is EOS?* in our book club.

As Wickman and Bouwer say, Rocks, first popularized by Dr. Stephen R. Covey in his book *First Things First*, has helped a number of companies manage their workflow. No, we aren't talking about igneous, sedimentary, and metamorphic rocks.



We're talking about metaphorical rocks. In this model, you have a glass jar, sand, pebbles, and rocks. The glass jar represents the time you have in one day. The sand are your interruptions, the pebbles are your daily tasks, and the rocks are the paramount things that must get done. If you were to put the sand in the jar first, followed by the pebbles, you would not have room for the rocks.

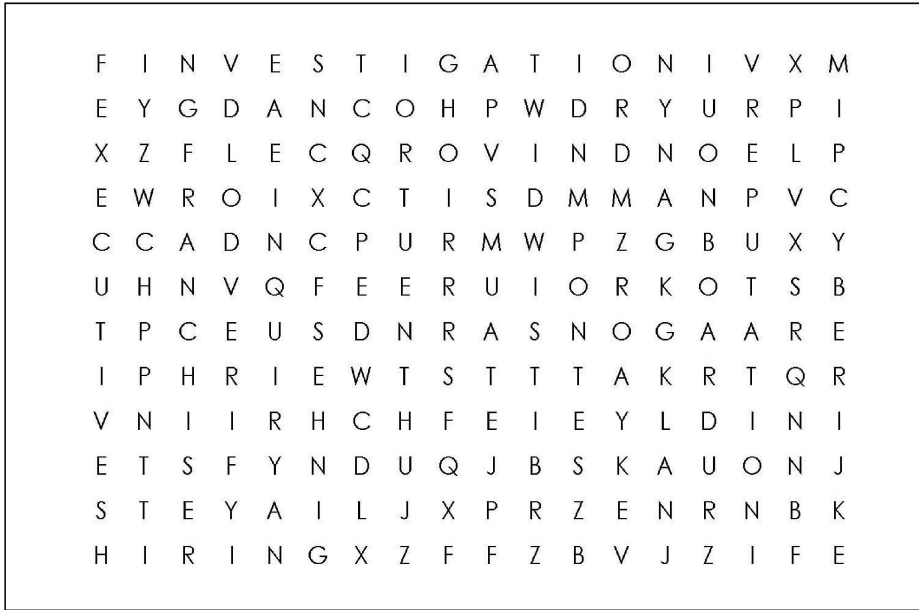
However, if you put your rocks in first, then the pebbles, and lastly the sand, everything would filter down between each other and fit perfectly. In the end, the idea is to prioritize your rocks, your most important things, or else you will never complete them.

Scan the QR Code to learn more!





Executive Hires



ACCURATE
CRIMINAL
CYBER
EXECUTIVE
EXPERTISE
ONBOARD
REPUTATION

FRANCHISE
HIRING
INQUIRY
INVESTIGATION
LICENSE
TRUST
VERIFY

Find the following words in the puzzle.
Words are hidden → ↓ and ↘ .



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