



The Evolution of Background Investigations

In today's fast-paced and competitive job market, businesses are constantly seeking innovative ways to streamline their hiring processes and ensure they are selecting the best candidates.

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One area where significant advancements have been made is in the integration of AI technology in background investigations. These new tools are revolutionizing the way employers gather information on potential hires, offering a more efficient and comprehensive approach.

The Power of Social Media Searches

Social media searches in background checks offer a powerful tool to gain deeper insights into potential hires. AI-powered tools like Cyber Investigation Eagle View can efficiently scan through a candidate's social media, providing a comprehensive overview of their online presence.

This process can help identify any potential red flags, such as discriminatory comments, aggressive behavior, or explicit content, which may not be apparent from a traditional resume or interview.

By analyzing a candidate's social media activity, you can get a sense of how well they might fit into the company culture and work environment. For example, a candidate who frequently engages in constructive discussions or shares relevant industry news may demonstrate a strong passion for their field, indicating they may be a potentially good fit for your company.

Uncovering Hidden Facets of Candidates

In addition to identifying red flags, social media searches can uncover hidden facets of a candidate's professional background that may not be immediately apparent. By analyzing a candidate's social media, you can gain insights into their professional journey, including any career milestones, achievements, or industry related contributions.

Moreover, social media searches can help you assess a candidate's online reputation and credibility within their field. Positive endorsements or engagement from peers and colleagues can validate a candidate's claims and provide additional context to their resume and interview. This information can be particularly valuable for positions that require a high level of expertise or credibility.

By implementing social media searches, you can look for signs of professionalism that align with your company's values. This information can be crucial in ensuring the candidate is a good cultural fit for the organization and can contribute positively to your company's reputation.



Embracing the Future of Recruitment

The integration of social media searches in background investigations offers numerous benefits for employers. Not only do these tools provide a more efficient and comprehensive approach to gathering information, but they also help employers make more informed hiring decisions.

By embracing AI-powered background checks, businesses can streamline their hiring processes, protect their company from risk, and build a more diverse and inclusive workforce.

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Due Diligence: Search for the Perfect Fit

Meet Due Diligence...

Last Scene From Due

In the search for a new financial professional, the team narrowed down their candidates to three. They discussed the interview panel, questions to ask, and concerns related to Clean Slate laws in New York. Ready and prepared, they moved forward with confidence, eager to find the perfect fit...

Search for the Perfect Fit

The interviews are under way at Fancy Valley and Four Seasons!

Prue, Justin, and Sue are conducting the interviews with Penny Pincher, Cashmere Calculators, and Balance Beamington.

Balance Beamington was up first, as he was ready for any questions they had for him. Balance used to work in the finance department at many car dealerships in his career.

Prue asked many questions about his problem-solving skills and how he handled being under pressure. His responses were as perfect as his beaming smile!

Cashmere Calculator was next and she carried herself like royalty. On paper, she sounded like the perfect candidate for the position, but as the interview progressed, her answers were very self-centered and not so humbling.

Everyone agreed she was not going to be the right fit after her interview.



The final interviewee was Penny Pincher. She seemed shy, and it made them all worry she may not be up for the challenge.

They continued the interview, asking her questions ranging from her previous experiences to how she works independently and in a team.

Sue asked Penny, "What makes you stand out from the other candidates?"

Penny smiled timidly and responded, "I may not be as outgoing or charming, but I believe my experiences in the tax industry and my finance degree can show that I am passionate about what I do."

"I am capable of working with sensitive information and strive to maintain set standards. I would love to help your company grow to its full potential without depleting the money you all have worked so hard for."

With the interviews coming to an end, it was time to debrief. Everyone agreed that Cashmere may be too "high-end" for the company and ultimately had to decide between Balance and Penny.

Before offering the job, Duey suggests Sue make a call to Commercial Investigations LLC to see how they can help narrow the search down.

"Have you tried using our Cyber Investigation Eagle View?" The CI employee asked Sue.

"What is that and how does it work?"

"Eagle View provides a social media scan which searches through posts made on a person's social media accounts and flags posts based on set categories related to things such as violence, drugs, politics, and hate speech, among a few others.

It is a helpful tool to see what a person may be like in their personal life and gives the employer an idea of who they are actually looking into hiring."

"Sign us up!" Sue responded gleefully.

"This will be a great way for us to tell if these candidates are who they seem to be, or if they are just all talk. Balance and Penny seem great on paper, and they really impressed during their interviews, but is it just a show?" Duey pondered.

What will Cyber Investigation Eagle View show for Balance and Penny?

Who will Fancy Valley choose for the finance position?

How long will it take?

Find out in the next issue!

**To learn how you can use AI
in your hiring process,
scan the QR Code below!**



Guardian's Travels: Social Media Sleuth

As Guardian was flying home on a cold winter night, they overheard two people talking in an office down below.

All Guardian needed to hear was, "We should just check their Facebook quickly to make sure they are a good fit for our company!"

Guardian decided it was time to drop in to see what the commotion was all about.

"I don't think this is a good idea at all, Sam," said Tom, "maybe we should figure out a way to search without having to do it ourselves."

"Do you run background checks on your potential employees?" asked Guardian from the window.

"Woah! Who are you?" asked Sam.

"Guardian is the name, protecting employees and employers is my game," Guardian replied, hopping down from the window to help the team.

Tom recovered and answered "Well yes, we do run background checks, we get information on past employers, references, and even criminal history on each applicant."

"Well, did you know that if you go through my friends over at Commercial Investigations (CI), they can search your potential employees social media for you so you can stay compliant?!"

Sam looked at Tom, "Well, I don't think we have that in our background checks, but we should add it!"

"Guardian, can you tell me more about these social media scans that Commercial Investigations does?" Tom inquired.

"CI will search your applicants' social media and provide information on harmful behavior toward past employees, illegal activities, word cloud analysis, but also the good stuff," Guardian replied almost out of breath, "they make sure to do it in a compliant way so it protects your hiring decisions."

Tom and Sam looked at each other, silently mulling over the information they were just presented.

"So, what do you think?" Tom asked Sam.



Sam replied, "It would make it easier for us to have it already in their report and not have to risk interfering with protected information on our own."

"Guardian, I think you might have just made our lives easier!" Tom joked.

"I think first thing in the morning, we need to call CI and add this to our package. We can finally have a social media scan done by someone that isn't us," Sam said happily.

"Well, looks like my job here is done," Guardian said as they begin their flight home.

Another successful mission, this time helping Sam and Tom navigate social media in hiring.

Spotlight: CommunityVotes 2023

The votes are in and we have a winner!

For the second year in a row, CI is proud to announce we were the recipient of the Platinum Award in the Private Investigator category for Community Votes Albany 2023.

CommunityVotes is an unbiased source for community members to give recognition to the deserving businesses in their local area.



The support we receive from our community members and our clients is paramount to the success of our company.

Our team works diligently to uphold our focus of protecting vulnerable populations, and being honored with this award, not once but now twice, showcases that hard work.

We would like to extend our sincerest thanks to those who voted for us and everyone's support throughout the years.

Scan the QR Code below to learn more!



Cyber Investigation Scramble

ASICLO DEMAI _____

BERYC _____

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