



The Wild, Wild Internet

Cyber Investigations

What your applicant posts online affects your business. That’s why cyber investigations have become an essential part of the preemployment background check in today’s age. An ever-increasing amount of information becomes available as your applicants share parts of their lives online. There’s nothing wrong with using social media, but a business owner and HR team need to be aware of a potentially offensive or criminal online post made by an employee that could impact the business.

While the turnaround time of cyber investigations varies depending on how often the subject uses social media, businesses are realizing the value the social media scan provides. Understanding what your applicant is like outside of work can lend insight into how they will fit into your internal culture. It can also help identify how an applicant has followed professional IT protocols in the past.

Most people have at least one form of social media. These investigations provide a fantastic overall look at an applicant, in their own words. A social media check is a great start, but there are multiple levels of investigations and new tools that can help improve the efficiency of just scrolling through Facebook.

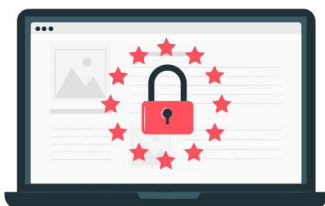
Open Source Intelligence (OSINT)

Social media checks will always be done by a human at Commercial Investigations LLC. However, it is time-consuming and there are new solutions to aid in collecting and parsing through large amounts of information. OSINT, also known as Open Source Intelligence, is the process of gathering and analyzing publically available data for intelligence purposes.

OSINT tools can provide fast and highly specific searches that can rapidly decrease the time needed to collect your applicant’s information. These tools are still new, so they are extremely complicated and rapidly evolving. One day they may go on to impact many fields, possibly even our own. Commercial Investigations LLC might use these tools to help gather information in the future, but it will always be reviewed by a human investigator before getting to you.

Looking to the Future

Cyber Investigations will continue to become more important as younger generations with multiple social media accounts enter the workforce. These searches allow employers to receive a full picture of an applicant and can save the business time and money if adverse information is found. They also help eliminate likely incompatible applicants before the onboarding process.



As we continue to innovate, Open Source Intelligence is evolving into another tool that we can use to help streamline your hiring process. We won’t lose our human intervention touch, but your applicant’s data will be collected and vetted more efficiently with these strategies.

The risk of skipping over this valuable check may drastically reduce the effectiveness of any quality vetting system. All of these factors prove the value and importance of cyber investigations. At Commercial Investigations LLC, we recognize this and are committed to providing and continually improving our cyber investigations.

October 2022
Volume 19, Issue 3

INSIDE THIS ISSUE	
The Wild, Wild Internet	1
Due Diligence: Cyber Slip Ups	2
Guardians Google Search	3
Spotlight: CI Olympics	3
About CI	4



Due Diligence: Cyber Slip Ups

Meet Due Diligence... Last Scene From Due

Duey and Prue are enjoying their honeymoon at the Michigan Zoo talking about what animal they would want to be. Duey gets a call from the office about Ban The Box and what that means for new hires. Coco follows that up with a call from jail . . .

Cyber Slip Ups

After 2 weeks of their exquisite honeymoon to Michigan, it was time for Duey and Prue to pack up their things and resume normalcy (or close to it).

"You feeling alright, Duey? That phone call with Coco left you a bit bewildered," said Prue looking at wedding photos she posted. "What did she want anyway?"

Duey recounts how Coco called to apologize to him and Prue for ruining their special night. Coco said as a way to apologize she is making them a magazine collage art to hang in their home as a wedding gift.

"Not sure it makes up for poisoning our wedding guests, but it's the thought that counts," Duey said.

Then they packed and went for breakfast. They sat chatting about how they can't believe the honeymoon's over, but how great of a time they had. After their fill, they headed out.



"Off to the airport. So long Great Lake State", Duey whispered.

After a few minutes, a call comes through on Duey's phone. It's Lou. A buddy that attended the wedding.

"What is wrong with you? Your wedding photos got me fired!" Shouted Lou.

"I'm sorry. How so?", Questioned Duey.

"In one of the pictures Prue posted, I'm in the background talking with a friend with a joint in my hand. She tagged me so it showed up on my profile! My boss said they do social media checks and have a zero tolerance policy! So, now I'm fired," Lou said.

"I'm sorry buddy. I didn't know. I'm sure Prue didn't notice you or she wouldn't have posted it," Duey replied.

Lou sighed. "I know. I'm sorry I called so enraged. I just don't know what to do!"

"Listen," says Duey, "At The Fancy Valley and Four Seasons, we do social media checks too. In lawn care we handle machinery and tools that can be dangerous. It is our priority to ensure our employees are responsible, not only ON the clock but also not doing anything off the clock that could hurt our business. We go through Commercial Investigations LLC. We look at things like discrimination, cyber harassment, violent content, and even unlawful conduct like drug use."

Lou interjected "I called you because I got fired, and you're bragging about how awesome your background screening friends are?!"

Duey refuted, "No, I was saying that as your friend I am sympathetic to your situation and sorry you were fired. However, as an employer I understand the decision"

"What do you even mean?" asked Lou.

"Okay", stated Duey, "You were a mechanic. You handle heavy machinery and work meticulously. If you are smoking marijuana, that could affect your ability to do your work and put you and your colleagues in danger."

"It just sucks," said Lou exasperatedly. "What should I do?"

"We're on our way to the airport to go home. When we get back, come over. We'll watch the game. I know a few good tackles always makes you feel better!" Said Duey.

"Okay, I get the comfy recliner this time!" Lou hung up.

"What was that all about?" Asked Prue.

"Oh, it was nothing," sighed Duey.

He looked out the window, watching the planes take off one by one. Just as he closed his eyes to nod off to sleep, his phone rang again.

INCOMING CALL: Fancy Valley and The Four seasons

What could they need at The Fancy V now?

Will Duey get a good rest when he gets home?

Should Duey tell Prue what happened with Lou so she can check through her social media as well?

**To learn more about Cyber Investigations
Scan The QR Code Below**



Guardian's Google Search

Click, click, click. Guardian's ears perked up. "I know that sound anywhere. That's the sound of a Human Resources professional typing a potential new employee's name into Google. They shouldn't be doing that!" Guardian exclaimed.

"There's no time to waste, I have to inform them of the correct compliance standards!" Guardian said. And with a gust of wind, our hero was gone.

Guardian found the HR team huddled around one computer just as they were about to press ENTER.

Flying full speed at a second story office window, Guardian started to yell "STOP".

Luckily, the window was open. The mass of employees that wanted to see what their new co-worker was like all stopped to stare at the incoming bird missile.

Guardian tried to pull up, but he hit his talons on the windowsill and tumbled beak over claw into the room.

"Who or what are you!?" Everyone that just witnessed a bird fly through their window exclaimed.

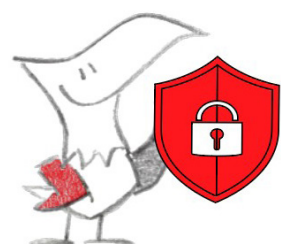
"Guardian's the name, background investigations are the game. I'm here because I could sense you were about to Google search a potential new employee's name. Is that true?" Guardian asked the group.

"Well, yes but what's so bad about that?" They asked.

"The problem with this is that there are federal laws that protect certain demographics or classes from discrimination. Some of the protected demographics are age, race, religion, sex, and more. The tricky part is proving that the hiring manager didn't see any information that could have affected the decision. Doing a Google search could show you information that could make you liable to a discriminatory hiring lawsuit," Guardian explained.

"Isn't that just regular Title VII law? Of course, we don't discriminate when hiring, so why can't we search the person's name?" Another voice popped up.

"I have no doubt you are all good people. If you don't hire this person how do you prove this Google search had nothing to do with it though? In a court of law it is almost impossible," Guardian answered.



"Ok, so you're saying we could potentially be sued if we Google an applicant's name. We run cyber investigations here though, how do we continue to do that?" The second voice asked.

"Partner with a background investigation professional. They will only pass on information that you can use in the hiring process. That way the liability gets taken off of your plate," Guardian said.

The employees all stare at Guardian, dumbfounded they just got schooled by a bird.

"I'll leave you all to it, but don't you even think about searching that name. Remember, I'll be able to hear you typing!" Guardian said as he flew away on to the next adventure.

Spotlight: CI Olympics

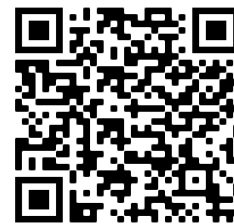
What brings a workplace together more than some friendly competition? Thanks to our Social Committee, the CI staff enjoyed a half-day off from work to blow off some steam in the CI Olympics.

Before the games began, we gathered around for our Guardian Globes. During this light-hearted ceremony, members of our team received unique awards, voted on by their peers, for not only their hard work but for their standout personalities.



Some of the awards included Most Likely to Survive a Zombie Apocalypse, the Walking Wikipedia Award, the Mary Poppins Award, and the Customer Service Award. Once the applause died down, it was game time. Divided into two teams, the Vengeful Verifiers and the Screaming Screeners, we went head-to-head in some of our favorite games including volleyball, kickball, Jenga, and corn hole.

In the end, only one team could be victorious. The Vengeful Verifiers might have come out on top, but the Screaming Screeners were not far behind. Scan the QR code below to check out the winning team!





A Certified Woman-Owned Private Investigative Agency providing accurate, timely, cost-effective and fully compliant reports - delivered with exceptional client service.



Latham, NY & Harmony, FL USA
Phone: (800) 284-0906
Fax: (212) 937-3858
info@commercialinvestigationsllc.com
www.commercialinvestigationsllc.com

Your Proactive Truth Partner™



This publication is designed to provide accurate and authoritative information with respect to the subject matters covered. It is distributed with the understanding that CI is not engaged in rendering accounting or legal services.