



The Crystal Clear Lens

Unveiling the True Costs

Background investigations play a crucial role in ensuring the safety and integrity of an organization. However, the pricing structure of these investigations can sometimes be misleading, with some screening providers quoting low contract package prices while purposefully omitting third-party fees. This lack of transparency can result in unexpected costs for employers. It also highlights the importance of understanding the differences between the background investigation contract price, and the actual invoice total cost.

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Criminal Fees: Understanding the Variance

Criminal fees can vary widely depending on the jurisdiction and the specific county involved. Different counties and states impose their own fees for obtaining criminal records, making it essential for employers to understand these fees in order to accurately budget.

Each unique alias an applicant has had, and each additional address an applicant has lived at could result in additional third party criminal fees. In order to obtain all available information, multiple criminal inquiries are necessary. However, some background investigation providers don't mention that third party fees are included at all. A contract price may appear to be a great deal, but these third party fees can change the actual outcome, resulting in you paying more than you realize. One way to check for hidden fees is to review a detailed invoice from your current provider. If all fees on the invoice are grouped together, or aren't clearly labeled, that could be a sign your organization is paying more and not know the reason why.

Verification Fees: Non-Government

In addition to government fees, non-government third-party fees also play a significant role. One such third party is The Work Number, which offers employment and other verification services. A CRA conducting an employment history verification may need to pay a fee to access The Work Number's extensive database of employment records. Also, it is essential to note that fees charged by organizations like The Work Number can sometimes fluctuate and may impact an employer's budget. There are many companies that provide this service, each with their own fee.

Similarly, the National Student Clearinghouse is another organization that verifies educational credentials. The fees associated with accessing the Clearinghouse's database vary depending on the institution from which the data is retrieved. Be sure your provider clearly states these potential fees before signing a contract.



Prioritizing Transparency

Navigating the landscape of background investigations requires careful consideration of third-party fees. Employers must prioritize transparency in pricing to ensure accurate budgeting and informed decision-making. Understanding and accounting for these fees are essential to avoid unexpected expenses, and ensuring comprehensive background checks that help organizations maintain a safe and trustworthy work environment.

Seek out background investigation providers who offer transparency and clarity regarding pricing, including all relevant third-party fees. Partner with a professional provider to help navigate complex fees, leading to more informed hiring decisions.



Due Diligence: Navigating Numbers

Meet Due Diligence...

Last Scene From Due

Duey and Prue witness Coco's courtroom fate. As the weight of the situation hangs over them, the team contemplates adding a finance professional to their ranks. Conversations unfold about trust, reliable information, and accountability, leading them to recognize the role CI can play...

Navigating Numbers

In a cozy office of the Fancy Valley and Four Seasons, the team gathered around a table strewn with stacks of resumes. The scent of fresh coffee mingled with excitement in the air as they delved into the task of finding the right finance professional to join the team.

Sue cleared her throat and straightened a stack of resumes, "Alright team, let's dive into this. We've got quite a list of candidates to consider."

Duey nodded, his focus shifting from Coco's situation to the growth of their business. "Let's find someone who can keep our financial ship sailing smoothly."

Prue held up a resume with a chuckle, "First up, we have Penny Pincher. She's all about maximizing savings and minimizing spending."

Sue smirked, "Sounds like she'd be a great fit for our cost-conscious team. But let's keep exploring."

As they moved through the resumes, the names ranged from Cashmere Calculators to Balance Beamington. They shared debates about the potential contributions.



After narrowing down the list to a handful of candidates, Sue tapped her pen against her chin. "Now comes the important part - background investigations. We want to make sure we bring in someone trustworthy."

Duey's brows furrowed. "How do we do that? I mean, we're not exactly investigators."

Prue nodded, "You're right, Duey. But the employees at Commercial Investigations are. We can start by having CI verify the information our applicants have provided in their resumes - work history, education, and professional licenses."

Sue chimed in, "We should also consider a credit report. They can offer valuable information about financial responsibility, reliability, and potential risk factors."

Justin leaned back in his chair. "And don't forget about social media. It's a treasure trove of information nowadays. A quick online search might reveal more about their activities and interactions."

As the team discussed the various aspects, Duey shifted uneasily in his chair. "It's great that we're considering hiring a finance professional, but we need to be mindful of our budget. We can't spend more than we can afford."

Prue agreed, understanding. "You're right, Duey. Our financial health is just as important as our business operations. We can't dive into this blindly."

Sue leaned forward, "I completely understand your worries, but Commercial Investigations is committed to transparency. They provide clear information about our fees and ensure that we won't be surprised with unexpected costs."

Duey's shoulders visibly relaxed, and a small smile tugged at the corner of his lips. "That's good to know. We're not just doing this for ourselves - we're doing it for the business and our team."

Prue summed up their approach. "Let's proceed step by step. We'll start with verifying the information on the resumes, then move on to a credit report, and social media screening if needed. It's all about getting a well-rounded picture of our candidates."

With a plan in place, Duey felt a renewed sense of purpose. He was not only dealing with his mother's situation, but also contributing to the future of their company. With the path ahead clearly defined, they were ready to take the next steps in their quest for the perfect finance professional.

Will Fancy Valley hire a financial professional?

What inquiries will they use to obtain information?

How is Duey's new attitude going to enhance his work?

Find out in the next issue!

**To Learn how Third Party Fees
add up in background investigations,
Scan The QR Code Below**



Guardian's Travels: Decoding Invoices

On a sunny afternoon, Guardian was soaring above the bustling city when a perplexed expression crossed their avian features. Down below, near a glass-walled office building, Guardian spotted a Human Resource professional named Emily hunched over a stack of papers with a slightly frustrated look on her face.

Intrigued by the sight, Guardian circled down and perched on the windowsill, catching Emily's attention.

"Hello there! Is something bothering you?" Guardian inquired.

Startled by the sudden appearance of a talking eagle, Emily blinked in surprise before she replied, "Who or what are you!? I'm just trying to make sense of this invoice from a third-party service provider we use for background checks. It's so confusing!"

"Guardian's the name, invoices are my game." Curious and always up for a challenge, Guardian hopped onto the desk and examined the invoice.

"It looks like you're facing quite the puzzle here," Guardian remarked. "Mind if I take a look?" Emily gladly handed over the invoice, and Guardian spread the paper open with their wings.

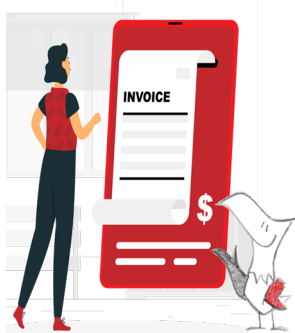
As Guardian scanned the invoice, their keen eyesight picked up on details that seemed to elude Emily. Numbers, percentages, and vague service names were scattered across the page.

"Emily, let's break this down step by step. You see, some third-party service providers tend to obscure the origin of their fees, making it challenging for clients to understand where the charges are coming from. However, at Commercial Investigations, our invoices are designed to be transparent."

Guardian pointed at an invoice they had handy as they continued, "Look here, each fee is clearly labeled with a description that tells you exactly what it's for. This way, you know what you're paying for and where the charges originate."

Emily nodded, her frustration slowly turning into curiosity. "So, you're saying that other providers might not show such transparency?"

"Exactly, some providers might lump various fees together under vague headings, leaving you in the dark about the specifics. This lack of clarity can lead to misunderstandings and unexpected costs."



Emily sighed in relief. "That makes so much sense, Guardian. I've been struggling to make sense of these charges for a while now."

"Never fear! That's what I'm here!" Guardian exclaimed with a wing-flap. "If you ever need assistance deciphering an invoice or understanding the fees associated with background investigations, just remember that CI prioritizes transparency."

Emily smiled warmly at Guardian. "Thank you so much for your help, Guardian!"

With that, Guardian took off from the windowsill, soaring back into the sky with the satisfaction of having helped another professional navigate the complexities of their industry.

Spotlight: 20 Years 20 Charities

As a way to give back to our community, Commercial Investigations set a goal in celebration of our 20th anniversary to contribute or donate to 20 different charities and organizations in our local community.

Since the beginning of this year, CI has been able to donate to Trinity Alliance's Community Baby Shower, The Saratoga Senior Center, and are actively collecting tabs for The Ronald

McDonald House Pull Tab Campaign. Our president, Michelle Pyan, and her husband have also been able to attend golf tournaments organized by Glens Falls Hospital, Oswego Health, and Capital District YMCA. As for the second half of the year, we don't plan on slowing down!

We will be participating in the Out of the Darkness Suicide Awareness Walk in September, donating goods to the Northeast Regional Food Bank for their Thanksgiving Food Drive in November, and in December we will Adopt-A-Family for the Holidays. And that's only to name a few! Even after we meet our goal for this year, CI will continue to give back to our community year after year and encourage all to do the same for your local community.

Scan the QR Code to learn more!



Background Check Fee Finder

F D Z Q I H G E C Z K S S K K S S X
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