



Who Knew? The Joy of Taking References

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You'll love the responses we get when asking references questions:

- An investigator called a reference, and a woman answered. Our CI team member asked for the reference by name, and the woman said, "He's not here, and you should know, he has a girlfriend."
- Another CI team member asked a reference about a female subject, "Can you think of any shortcomings or anything she may need to improve upon?" The reference replied, "Her choice in men."
- We asked a reference for any additional comments, and he replied, "She is like LeBron James!"
- A reference provided this description of a subject's shortcomings: "Cannot cook."
- We asked, "How do you know the subject?" The reference stated, "She's my girlfriend / fiancé, I should say fiancé, I would say baby mamma, but that sounds too ghetto." (Our investigator then hears the subject hit the reference in the background.)
- An investigator was asking a standard question, and the reference said, "Oh! I don't think I can answer that. My lawyers have told me if I answer questions like that someone will get me and my little dog, Toto, too. But would I hire her back? Of course I would. Don't put down I said anything mean about her. She was great and I really liked her. I'm getting looks from my assistant here. Maybe I've said too much already. Either way she was a great girl, but I have to go now."
- One of CI's employees began a call with, "I'm looking to get some help with an employment verification please." The reference replied, "Well, hurry up, it's the 800 million dollar Powerball, and I don't have time to be standing around all night!"

"Can you think of any shortcomings or anything she may need to improve upon?"

The reference replied, "Her choice in men."



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About CI 4

- We asked a reference, "Do you know the circumstances behind her leaving?" He responded simply, "Love."
- The same day, a reference ended a phone call with an investigator, saying, "Okay, love you, bye."

Yes, it's a loving bunch of investigators we are privileged to work with, who inspire such remarkable references...We hope you enjoyed this collection of our favorites, and we guarantee, more of them will follow soon!



Leave No Trace

Meet Due Diligence...

Last Scene From Due

Due tells his son it is time to move on and leave his mother behind for his own good. Due is then left with the difficult decision of letting Rob Berry go after learning that Rob has a suspended driver's license. Due believes it is in the best interest of his company, Clean Cut Clippings, and is hoping that his son can fill the vacancy that is now available. Will Due be able to keep his company afloat? Can Duey escape his mother?

It had been almost a week since Due kicked Coco out of his new life with his son, Duey. Things were going pretty well. Now that Duey's record was clean, Due had hired Duey at Clean Cut Clippings. Duey was turning out to be a star employee. It was a Tuesday morning at breakfast when everything changed.



Due was standing over the stove making pancakes for Duey and Justin Justice, who had become a staple in their home since Duey's fateful birthday bash gone bad. The two of them had really hit it off, and Due was happy Duey had made a friend. That's when the three of them heard a ruckus outside.

Justin rushed to the window to see what was going on. "It looks like they're finally getting rid of what's left of Coco's car," he said, as Due made his way over to the window. "Finally!" Due said, "I called them about it days ago!"

"Yeah, I was getting tired of the constant reminder of what happened," Duey said, rather sheepishly. These past few days had been really hard on Duey, but Due could see he was getting better. Outside the window a few cops and a tow truck driver were all circling the disaster that Coco Cain had left behind when she sped away in the taxi, leaving Duey in the dust with Due.

One of the officers was looking for any personal effects Coco had left behind to add to his police report, when he reached under the driver's seat and pulled out a large bag of assorted pills and powders. It looks like Coco really was short for cocaine.

When the officer was done writing out his report, he finally ran the plates on the car. In a strange turn of events, the car was registered in Due Jr's name. Two years ago, when Coco bought the car, she had discovered that her credit report was terrible, big surprise. So she had filled out the paperwork in Duey's name.

It only took the police a few minutes to find Due's apartment. The boys were just getting ready to leave, to head off to work when they heard a knock on the door. Without thinking, Justin opened the door and in a cheery voice, sang out, "Diligence Residence, how may I help you?" He was promptly pushed aside as the police began to read Duey his Miranda rights.

"The drugs are mine," Due said...

Due was shocked; how could this happen? He was finally getting his life together and straightening up to fly right for Duey, but true to form, Coco always liked a dramatic exit. The police were reading off the charges that Duey was about to face, while Justin looked on in horror. Due knew what he had to do; he'd already lived a good life. He looked across the room at Duey, thinking about how much progress he already made in just a few short weeks.

"The drugs are mine," Due said, "You see, Duey's birthday was the other day, so I thought I would surprise him with a new car." He sighed, "On my way home, I decided to stop for a few drinks before picking up some party favors."

Duey's jaw dropped, and the police let him go. They turned their attention to Due, and slapped the cuffs on him. They took him outside. But what the boys didn't know is that across town, Rick Mitigation was sitting in his office getting ready to submit his annual background investigations of Corporation of Philanthropic Services (COPS) contracted services, including Clean Cut Clippings employees, to Commercial Investigations LLC. Due Diligence, Duey, Jr., and Justin Justice were at the top of his list.



Will Due go to jail? Who is going to take care of Duey? What will happen at Clean Cut Clippings? Find out in our next issue of the CI Times - Stay Tuned!

A New Standard for Olympic Drug Testing

The 31st Olympiad 2016 in Rio de Janeiro has ended. America climbed to the top, winning 121 medals total, including 46 gold, 37 silver, and 38 bronze medals. We witnessed Michael Phelps win a staggering 23 gold medals. We watched in awe as Katie Ledecky broke the world record in 800-meter freestyle by almost one full lap ahead of the rest. We felt touching moments of good sportsmanship as Nikki Hamblin and Abbey D'Agostino helped each other up after colliding during their race. What a glorious performance the Women's Gymnastics team realized with superstar Simone Biles' floor exercise and stunning vault! And we are so proud of Matt Kuchar winning the bronze in Men's Golf! Way to go, USA!



Eligibility to compete in the Olympics encompasses hours of training and fierce competition, in addition to meeting changing drug testing standards.

Some competi-

tors fell short when it came to the anti-doping campaign. As you know, Russia had either not followed proper protocol, or allegedly tampered with the samples, with the result that most of their team was banned from competing.

The World Anti-Doping Agency (WADA) really cracked down with random drug testing. Great Britain's golfer, Rory McIlroy, chose not to compete in the Olympics, and highlighted questions about consistency in athletic drug testing. McIlroy stated in July that he "could use HGH and get away with it," in regards to 'doping up' for the games. Human growth hormone or HGH can only be traced by blood tests. He said blood tests should be administered if golf wants to "get in line with other sports that test more rigorously".

"HGH can only be traced by blood tests."

WADA responded, stating that golfers eligible for the Olympics would be subject to random blood testing administered by the Golf Federation, and actively tested prior to and during the games. Just two years remain until the Winter Olympics. For 2020 hopefuls, WADA will continue to monitor all qualifying athletes.

Drug testing is important in fair play, and for your own team at work, to ensure safety and maintain compliance. Our team at Commercial Investigations hopes you enjoyed the Rio Olympics as much as we did. We will keep you up to date on all developments in drug testing and best practices through our newsletters, website, webinars, and customer service.

Please contact us if you would like to establish a drug testing policy. CI will help you implement a program that is consistent, compliant, effective and affordable. Here's a link to our drug testing page:

<http://www.commercialinvestigationsllc.com/other-services.html>

Spotlight: Drug Testing in CIware 2.0

Drug Testing policies can reduce turnover and increase both productivity and employee morale!

It's now easier than ever to implement a drug testing policy in the new CIware 2.0



system, with enhanced features such as real time updates and automatic population of Electronic Chain of Custody (ECOC) forms.

Once an applicant's address is entered, nearby

labs populate and are easily sent through the system to your applicant, with a time limit to obtain the test.

For those of you who have not yet switched to CIware 2.0, this will save you more time with less effort.

Proactive approaches to your applicant testing process should be outlined in your drug free workplace program, including pre-employment, pre-promotion, annual physicals, post-accident, and random testing protocols.

CI will assist you to establish a drug testing policy. We will help you implement a program that is consistent, compliant, effective, and affordable. Call us at 1-800-284-0906.



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