



Golf, Drug Testing, and the 2016 Olympics

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Every four years something spectacular happens, and this year, it's the Summer Olympics. Commercial Investigations team members are super excited, because golf is included in the line-up! Golf is a big deal for us. We have participated in quite a few charity golf tournaments, some of us go out golfing on the weekends, and it's our President, Michelle's, favorite sport.

While golf is returning to the Olympics, there are controversies around the sport and drug testing. In 2008, the PGA adopted its "Anti-Dope Program" where the PGA officials randomly selected players at tournaments or practice rounds to be tested. With continual amendments to the list of banned drugs, some players taking those drugs previously now faced penalties, resulting in several lawsuits.

Meanwhile, the National Anti-Doping Organization (NADO) policy for Olympic athletes included a "whereabouts test". Starting on May 6, 2016, and going through August 21, 2016, selected elite athletes must report their whereabouts every day to NADO or the International Sport Federation to specify 1 hour each day "where you may be located for testing, at any time, without notice". This is a very intense approach to drug testing, but is aimed to prevent any athlete from having an unfair advantage. One source stated this makes the PGA tour's background screening and drug testing process look like "testing lite". A few professional golfers have spoken out about this testing. Olin Browne stated, "I hate it, I hate everything about it."

At Commercial Investigations, we are dedicated to helping you create a safe and professional environment. We suggest various drug screening services for employers when appropriate for their employees as a condition of employment, and will set up rescreens for your employees on a timeline that's right for you.

Operating under compliant "drug-free work environment" policies, you'll have peace of mind, knowing that your employees are not out there causing a ruckus in the world and tarnishing your company's good name.

- *CI is a **PAR** above the rest.*
- *Our customer service is a **HOLE IN ONE**.*
- *We **CLUB** our competition.*
- *Our research is so extensive that you won't need to **MULLIGAN**.*
- *We look **FORE**ward to working with you!
(We couldn't help ourselves.)*



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We can assist you to implement a drug testing program that is consistent, compliant, effective, and affordable. We will ensure a tailored fit for your background investigation services!

Please visit our website to review our drug testing services. We always want you to think of us as Your First Choice for a Second Impression™.

<http://commercialinvestigationsllc.com>



A Farewell to Vices

Meet Due Diligence...

Last Scene From Due

In our last edition of CI Times, Due threw a birthday party for Duey -- which goes awry when Rob Berry and Coco Caine decided to have a little too much fun of their own. How will Due handle this troublesome twosome? Can Duey stay out of trouble long enough to keep his job with COPS?

Due looked at Duey. It had been a week since his birthday party fiasco, and Duey had to return home for court. He needed to finally clear up his past so that he could begin working for his dad. "Listen," he said in a quiet voice, "When you come back, don't bring your mom." Duey looked at his dad in shock. "But... I can't just leave her..." he said shakily. "I know, it is going to hurt," Due replied, "but she is just going to get you in trouble."



Duey looked outside the window. His mom was chain smoking cigarettes next to the taxi. He knew, deep down, that his dad was correct. His mom was a mess and he couldn't make a better life for himself with her around. He looked back at his dad and nodded. With that, the two hugged, and Duey walked out the door and got into the back of the taxi. Coco crushed the last bit of her cigarette into the ground with her high heels, got in the taxi with Duey, and yelled, "Hurry up, you're going to make us late!" at the cab driver. Due shook his

head in shame as they sped off, Coco blowing him a kiss out the window as they went. Now, it was time to go deal with Rob Berry....

Due stepped out of his car, walked up to Rob Berry's place, and knocked on his door. Rob opened the door with a sloppy smile on his face and a beer in his one hand. "Heyyyy, Due!" he slurred, "Come on in!" Due walked into to Rob's living room, beer cans and bottles littered everywhere.

"Listen, we need to talk," Due said as he handed Rob a folder with some papers in it, "I can't have you working for me anymore. Rick Mitigation called me, angrily, the other day and said you showed up drunk to work."

Rob sat down on a chair and continued looking over the papers in front of him, while Due continued to stand near the door. "I ran your background. You have a suspended license! I can't have you driving my trucks around!"

Rob crumpled up the papers in his hands and threw them across the room as he stood up weak-kneed, "This is crap, I have been working for you a long time, and I've done good-work! You can't just fire me like this!"

"You have a suspended license! I can't have you driving my trucks around!"

The force of his anger made him fall back down - or maybe it was the fact that he was on his way to finishing a twelve pack before the sun was set to go down.

"It's too late, you're done!" Due said sternly. As he turned to walk to-

wards the door, a can of beer flew past his head and smashed into the wall, leaving beer suds dripping down the wallpaper. "You can't do this! Please, I need this job!" Rob pleaded. "I'm sorry, Rob, if you had said something to me before and had it not been a customer that caught you, maybe this could have been different, but it's not." Rob looked down in shame as Due walked out the door.

Due sat in the car for a moment; he hated having to do that. Rob had been a friend of his for a long time. He knew that he could ask Duey to fill the vacancy in his company, but it wasn't the same. He hoped it would be a change for the better.

Is Due finally going to turn his life around?

Is this the last we've heard of Coco and Rob?

Find out next time in "Won't Go Out Without A Crash"



Capital District YMCA Hosted a Great Golf Tournament

Last summer, CI was invited to participate in a golf tournament hosted by the Capital District YMCA. For those who are not aware, our President, Michelle Pyan, is a golf fanatic, and wanted CI to participate in this charitable event.

The investigators involved in the golf tournament thought it was such a rewarding experience! Not only did we get to take the day off from work and play a sport we love to play, but we met great people in the YMCA organization.



The golf tournament was held at The Edison Club in Rexford, NY, and was their 19th annual golf classic. This 27-hole golf course features some challenging holes with “Doglegged Par Fours, some reachable Par

Fives and Formidable Par Threes.” The golf course was in immaculate shape and the weather cooperated for the most part (minus a short rain delay), but that did not stop us!

The tournament was set up to have groups of four in a scrambled format with the group having the lowest score being appointed the winners. Although CI’s group did not win the tournament, we posted a respectable 10 under par.

“Although our group did not win the tournament, we posted a respectable 10 under par.”

Most importantly, we all had a good time. We enjoyed the day off from work, ate some really good food catered by the hard workers at the Club House, and participated in the putting challenge. CI would like to express its gratitude for the invitation to the golf tournament hosted by YMCA Capital District, and give kudos for hosting such a great tournament.

CI was gladly able to support the YMCA in their mission to strengthen community through youth development, healthy living, and social responsibility. For any other clients thinking of hosting their own individual golf tournaments, please keep your background screening company in mind and invite us to come out! We would love to take another day off from work...That is, we would love to interact with our clients and continue to build great working relationships!

Spotlight: CI’s Social Media

Here’s the inside scoop on developments for all things social and media at Commercial Investigations LLC. You’ll see our new look on several social media platforms!



What social media platforms should clients and colleagues look for us on?

Facebook, LinkedIn, and Twitter are focused on current office activities, client kudos, and charity events. Come see us in action on YouTube. Pinterest is great for conveying the variety of content that we have to share – from general articles about background investigations to our participation in local events. Check out our Mugshot Mondays, highlight-

ing CI employees, and our Why Wednesdays, providing an active avenue for our followers regarding all things related to background investigations.

Why is social media so important to our business?

All of our clients access social media platforms. A positive social media presence can build rapport between our customers, as well as reach prospective clientele.

Aside from the advantage of lower cost marketing, our personal touch on posts strengthens our brand. As a “proactive truth partner”, our presence on social media utilizes technology to project this special relationship we share with our clients, and educate others about the importance of working with CI, a leader in the background investigation industry.





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

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