



Trends, Tips and Lessons Learned

January 2014

Happy New Year. Hope you enjoyed your holiday season. With the beginning of a new year, we wanted to share with you a growing trend in the success of our background checks. We hope you appreciate the insight. Here's to a prosperous and healthy New Year.

Interviews: Triangulating the Investigation

Lying about a fraud charge; unearthing a drug charge from the 1970s; identifying rampant sexual harassment in a company; and, discovering a CEO was secretly distrusted by his employees and that his other management team members thought he lacked an ability to lead the company. All of these issues were found through the interview process of our background checks which many of our clients have incorporated into their due diligence process.

Our experience has found that while often underutilized, conducting interviews of current and former business associates has proven to be an invaluable tool when assessing the risks associated with making an investment or hiring decision. Our creative public record research skills and analysis of information provides the ideal jumping point to know the right questions to ask (and to whom). We identify former business partners, investors and management who have worked with the candidate and then reach out to them to learn more about what the person was really like. Do they possess the right leadership skills? We also interview the candidate and give them the honesty test – will they come clean about any derogatory information uncovered during the background check? Are there issues that maybe seem worse on paper than they really are? Interviewing the candidate can serve to document his/her version of the facts surrounding an issue. Then with the information from the interview and our research, we triangulate the statements and confirm or deny the real version. The interviews serve to both confirm a person's good character and abilities and to ensure there will be no surprises after the deal is done.

As always, check out our blog.

Sincerely,
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About Corporate Resolutions

Corporate Resolutions Inc. was founded in 1991 and is headquartered in New York City, with additional offices in Hong Kong (Asia-Pacific), London (Western/Eastern Europe), Miami (Latin America/Caribbean) and Boston. Corporate Resolutions conducts background checks and business investigations globally and offers a suite of investigative solutions including background checks, Ethics Hotlines, FCPA investigations, business intelligence and Anti-Money Laundering (AML) compliance reviews. Our professional staff is comprised of former FBI and US Customs Agents, white-collar investigators, intelligence analysts, public record specialists and investigators both nationally and internationally. Ken Springer, President and Founder of Corporate Resolutions Inc., is a former FBI agent who, along with Joelle Scott, Director of Business Intelligence, recently published *Digging for Disclosure: Tactics for Protecting Your Firm's Assets from Swindlers, Scammers and Imposters*. www.corporateresolutions.com.