

KROUT AND SCHNEIDER, INC.

SERVICE PROFILE

UNDERCOVER INVESTIGATIONS

Theft and employee drug abuse have become a major problem to business in our country. The U.S. Department of Commerce estimates that 57% of all employees steal something at least once, and that half of those steal repeatedly. A National Crime survey disclosed that 1/3 of all small business failures occurred as a direct result of employee theft and/or some form of dishonesty. Other types of misconduct, such as drug abuse and intentional diminished productivity, are also increasing. A study by the federal Substance Abuse and Mental Health Services Administration indicates that seven out of ten people who use illegal drugs are employed full-time and illicit drug users make up 7.7% of the full-time work force. Undercover investigation is often the most cost effective approach to undertake an objective examination of the workplace to assist the employer in identifying the scope of the problem prior to making any business and/or employment related decisions.

PROBLEM IDENTIFICATION AND INFORMATION GATHERING

Typically the foundation of the investigation, this phase involves the day-to-day efforts of the undercover investigator. The information developed allows the employer to determine the nature and extent of workplace problems.

VERIFICATION AND ANALYSIS

The verification and analysis phase is probably the most crucial part of our investigation, and certainly demands the highest degree of expertise. From the information gleaned during the undercover investigation, employee interviews are conducted. Without coercion, threat or promise of leniency, detailed confessions are obtained in both written and tape-recorded form from over 90% of the people we interview.

PREPARATION AND PRESENTATION OF INVESTIGATIVE RESULTS

The results of the undercover investigation and subsequent interviews are presented in a written report in book form. This document is usually finalized and presented within 48 hours after the last interview. We make no recommendations regarding discipline, but we do assist clients and their attorneys by providing the report of the investigative results and being available to interpret the details contained therein.

PREVENTION

As appropriate, recommendations are made regarding policies and procedures that could be implemented and/or modified to prevent similar problems from occurring again. We feel this is probably one of the most overlooked aspects of our four-phase program. Often companies go through an entire investigation, discover all the mistakes they have made in the past, yet do nothing to prevent the recurrence of the same problems. One of the best tools for weeding out employment candidates that have a higher propensity toward theft and drug abuse is implementation of pre-employment background screening.