



Investigation and Surveillance

Exhausted from trying to keep up with Workers' Compensation fraud, employee substance abuse, or FMLA abuse?

CIC can help. Since 1977, we have helped clients deal with issues pertaining to hiring, firing, and everything in between. **Our mission is "to provide our clients with accurate information necessary for making more informed decisions."**

At times, job performance issues arise that go beyond knowledge, skills, and abilities. Unfortunately, employers sometimes have to deal with issues such as excessive absences and employees trying to work while "under the influence". These problems not only affect individual workers but can hinder the performance and threaten the safety of others. In the worst case scenarios, fraudulent claims or safety risks force organizations to go out of business.

We want to help keep your workplace safe and your business running. Our team of trained and licensed Surveillance Specialists are well-equipped to provide employers with quality video surveillance evidence sufficient to combat fraudulent claims or expose detrimental substance abuse. As always, we face these challenges with honesty and integrity and strive to provide peace of mind for our clients.

Workers' Compensation Fraudulent Claims

CIC documents fraud. From roofing, painting, and farming to skydiving, hunting, and auto racing — our dedicated team of investigators has documented claimants doing activities that are inconsistent with the injuries that they claim.

Do you have a Workers' Compensation claim that is destroying your bottom line? If there is the slightest suspicion of fraud, CIC's surveillance team can often provide you with enough evidence to dispute, discontinue, or negotiate a lower settlement for a claim.

CASE: MISSING WORK DUE TO INJURED SHOULDER

An employee filed a Workers' Compensation claim with his company for an injury to his left shoulder. The employer followed all the proper procedures and gave the employee ample time to rehabilitate. The employee consistently extended his leave and said he was unable to work due to the injury. The employer called CIC and had us conduct surveillance.

We found the subject to be fairly active, but on one particular day, we gathered enough evidence to prove that the shoulder injury was not hindering him. The subject was observed standing on a ladder cleaning his gutters. Using both arms and both shoulders, he constantly reached and stretched, showing no signs of distress. Needless to say, the evidence led to a successful outcome for our client.



CASE: DRUG ACTIVITY IN COMPANY PARKING LOT

A client came to us with a drug-related problem. It had been brought to this employer's attention that one of his employees was suspected of using illegal drugs during breaks at work. This was worrisome on many levels — creating potential health, safety, and performance problems.

Shortly after setting up our surveillance, we spotted the subject going to his car for his dinner break. Immediately upon entering the car, he pulled out an illegal substance. He glanced over his shoulders a few of times and did not see anyone watching. Thinking he was in the clear, he began cutting and snorting his illegal drug of choice.

Having positioned our vehicle next to the suspect's car, our surveillance footage was indisputable. When confronted with the evidence, the employee refused a drug test and resigned from his supervisory position. Our client realized that there was a potentially dangerous situation at his facility and took action to resolve the problem. If the problem had gone unaddressed, the outcome could have been devastating.

Employee Substance Abuse

CIC handles investigations of suspected employee substance abuse. No matter how sneaky or how spiteful the employees have been, CIC has been able to capture video evidence of the subjects in action. When confronted with the evidence, guilty employees have refused to take drug tests and promptly resigned, been fired with just cause, or been arrested due to their illegal activity. CIC works closely with management to design a plan that will ensure a successful outcome.

FMLA Abuse

In some scenarios, employees take advantage of the Family and Medical Leave Act (FMLA) in order to get out of their work commitments. When an employee routinely applies for FMLA leave, employers need to look for patterns in the leave requests and try to determine if the requests are legitimate or if there might be abuse taking place. If you suspect abuse or it is brought to your attention, CIC can help. Our team has successfully documented employees participating in activities that are inconsistent with the reasons given to their employers for their FMLA leave.

CASE: FMLA LEAVE FOR MEDICAL TREATMENT

An employee applied for FMLA leave in order to get medical treatment. The employee stated that her medical issues were preventing her from working. Not long after the leave began, the employer was informed that the employee was not actually using her leave for medical treatment.

In the course of our investigation, we conducted surveillance on the individual. We observed that the subject was actively attending her various social and educational commitments, bringing into question the reasons she had stated for her leave. With CIC's documentation of these activities, the employer was able to prove actionable conduct subject to termination.

For more information about our services, visit our website at www.corpintel.com or contact us at:

419.874.2201 / 800.573.2201