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SERVING SAN JOAQUIN AND STANISLAUS COUNTIES

Have info. will travel... Archuleta P.I.

By WALT TRUMBLE

R. Anthony Archuleta, owner, Archuleta & Associates Investigative Services, Inc., is a man you want on your case, unless of course you are involved in questionable activities.

Archuleta is a tall, muscular man with a quick smile and cops eyes that seem to penetrate ones skull and examine your private thoughts. He is extremely intense, has perfected the art of interrogating before one knows he is being interrogated and is perhaps the most respected private investigator, among his peers, in the state.

Although Archuleta does not do criminal investigations he served his apprenticeship as a Lodi policeman, rose to the rank of sergeant

and went into planning research and internal affairs with the department. That's where he found that he really liked the business end of law enforcement, so he packed up his experience and went into private practice.

Archuleta found that businessmen want and need services that police departments do not provide, such as background investigations, security clearances and other security information. "I think it was the developed ability from the police department, because of the training I had in internal affairs, allowed me to package a lot of the information differently than most private investigators," said Archuleta, "Being a private investigator started as an accident.

Someone came to me who needed some information. I compiled the information, they were satisfied with it and the word spread. I do have to thank people like Stephen Taylor and Larry Tankersly from the DA's Office. They have told people about me and they are

satisfied with my work, so you might consider talking to them. The people in the DA's Office in San Joaquin County are really, really good at what they do and I believe if you can meet their standards you can meet anyones standards." *continued on page 10*



The man behind PIC's "Outlook '90" report

By CRAIG W. ANDERSON

'90"? "The goal is to match the la-

compiled on new key employees potentially entering areas of fiscal trust or confidentiality within a company's frame.

He notes that many companies will hire an individual, trust them with their innermost secrets and then start to notice that something isn't quiet right. "We get called in, we look at the application and run it through our computers. We usually find out that that person isn't that person or the application is completely false," reports Archuleta, "We will often report back that this particular fellow did not work for the organization on his resume or he did not hold the capacity in the organization that he stated. Employers say, but Bob, he said he did. I tell them, I can only report to you what the records reflect and what the personnel director of the company where he said he worked told me."

Archuleta feels that many companies hire executive and key employees without doing basic screening, such as calling last employers. Often times after a personnel department's basic screening process reveals a small inconsistency he is called in to supply more information. His company uses a network to track and obtain various types of information. "We have a network of investigators so if I need somebody to pull some records in Arizona I can call there and they'll obtain them and FAX them or Federal Express them," states Archuleta, "Anytime somebody has something they want to inquire about, the system is already set up. Often times we may get an assignment at 9 a.m. and by 3p.m. we may well have some red flags to report back to our client. At that point I will call the client and tell them it appears we will have to go to San Jose, for example. If you're hiring a controller for \$54,000,000 a year you probably want us to take a pretty close look at any red flags we find. So we go to San Jose and we find out that the individual earns \$80,000 a year, lives in a million dollar home, has race horses and there is no apparent reason for that. When you start looking at information and you find out its fictitious, maybe you find out that person was born but not where they stated, that's a red flag. This actually occurred, we did go to San Jose, and this person had actually been hired and if we had delayed getting that information for one or two days he would have been in the operation and possibly never detected."

Archuleta finds that executives, in particular, tend to believe or go by what other individuals of high stature say to them. "What they have to remember is the person that really is a flimflam man has been trained to deceive individuals. He is going to have all the talents and abilities that it takes to make you believe him," said Archuleta, "For instance, I had some friends, who could have made

a telephone call to me and asked me a question about an individual and I could have checked my computer and told them yes or no about that individual. They chose not to contact me and they gave this individual \$320,000 in cash to make investments for them. Shortly thereafter I was on my way to Mexico to try and recover their money, because it was all a flimflam. I wasn't able to collect the entire amount but I did manage to recover about \$200,000 and consequently he was prosecuted but the biggest thing in a situation like that is to seize the money as quickly as possible."

Often times the company does background checks for wives after they are already married. Companies do background checks on employees after they start missing money, suspect pilfering or other unscrupulous activity. Archuleta stresses its a very simple and inexpensive process to do a background check on anybody or anything before the fact.

Often times his company will produce unexpected information while investigating. One firm the company worked for wanted them to find out why it was costing so much money to operate a business. Pilfering was suspected. After investigators spent some time at the company they returned a report that there was an incredible amount of waste because of lack of procedures and not dishonesty by employees. They found instead, merchandise going out the back door, decisions were being made by management personnel that were duplicating processes and costing the company large sums of money because of lack of procedures.

Archuleta states that his business has grown to provide accurate information to small business and corporations who have hit a blank wall and cannot discover, on their own, what the true problems are that must be addressed.

Archuleta found that hiring top notch investigators can sometimes be a detriment. He has placed investigators in companies where only the president or top executives know of their presence. The problem arises when the investigators turn out to be such good employees that supervisors overload them with work and leave them little time to complete their investigation. "Its one of the hazards of hiring sharp, top notch people," states Archuleta, "I had one of my guys call me at 3 a.m. and tell me he was hauling water up and down a 50 foot ladder. He said they're killing me, I don't have time to do anything else."

How can a company best protect itself against hiring the wrong people?

By simple procedures says Archuleta. "By designing and outlining procedures based on input from someone with an investigators background coupled with what the Employment Development De-

partment requires you to ask or not to ask, a company can get enough information from an application to identify and find out who the applicant is. The key is to make sure every line is filled out, no blanks. You should always have applicants put down their immediate supervisor from their last job and a telephone number," continued Archuleta, "If they say they don't know that information you simply make it a condition of being employed with your company. When you contact that company and supervisor you need to ask, did they hold the capacity that they stated on the application. The question you should always ask is would you hire that person back. They will say either yes or no, or no comment. If it's no comment, that should give you a good indication. If they say our company policy is that we don't comment on that, that's also a good indication that something was wrong. You should also ask, what did people think of them. You may get the answer, well I personally liked them. The next question should be, did anyone else like them. I think a lot of times what's not said or based on how its said can be the key to your decision. If you're inquiring about a person who was rather a low echelon employee and the president of the company comes on the line, that's another pretty good indication that something was wrong when they left."

Archuleta & Associates will be glad to help you design employment applications or screen employees for your company. They provide all types of investigations, inquiries, recoveries and information for individuals, small businesses, and corporations. They may be reached at (209) 952-0481.

Archuleta P.I.

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Archuleta always strives to go the extra mile and give his clients more than they ask for. He often helps his clients re-design employment applications and always makes them aware of what information MUST be obtained before a competent background report can be