



Hidden Threats in Remote Hiring.

A recently discovered “exceptionally qualified” IT hire was actually an AI-powered fraud. The employer dismissed the candidate’s robotic voice as a tech worker quirk - until the new “employee” refused in-person meetings and began sending threatening emails. The voice was AI-generated to sound “more American.”

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This isn’t an isolated incident. Fourteen North Korean operatives were indicted for scamming U.S. companies out of \$88 million through elaborate remote work schemes, using stolen identities, fake websites, and AI voice manipulation.

The New Face of Hiring Fraud

Today’s fraudsters operate with sophisticated AI tools that make detection increasingly difficult:

AI Voice Manipulation: Modern tools can clone accents, adjust dialects, and add authentic vocal patterns that fool even experienced interviewers.

Complete Fake Identities: Criminals create entire false personas including:

- ◇ Stolen SSNs that pass basic verification
- ◇ Professional fake company websites
- ◇ AI-generated work histories tailored to job requirements
- ◇ Realistic video avatars for remote interviews

The Criminal Endgame: These aren’t simple resume frauds. The goal is to get hired, steal proprietary data, then extort companies for silence. Multiple businesses have paid hundreds of thousands after refusing initial demands.

What Your Hiring Process Needs Now

Modern screening requires comprehensive education and employment verification since fraudsters now build entire fake companies. This includes international database screening, cross-jurisdictional checks, multi-source reference validation from verified contacts, and enhanced SSN verification as your first line of defense against sophisticated identity theft.

Implement mandatory video verification with periodic check-ins throughout employment to detect impersonation attempts. Combine this with location verification through IP monitoring and occasional in-person meetings. Establish clear protocols for handling red flags such as technical difficulties during calls or reluctance to meet in person.

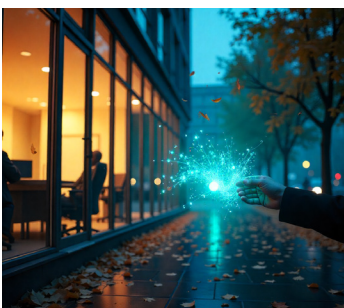
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Protecting Your Organization

The threat is evolving. What started as embellished resumes has become a sophisticated criminal enterprise using AI technology. Your hiring security must evolve to match. After 20+ years of detecting hiring fraud, CIChecked understands how these operations work - and how to help detect them.

Don’t wait for a security breach to upgrade your hiring practices. The cost of prevention is always less than the price of fraud. Contact CIChecked to learn how we’re helping companies stay ahead of AI-enabled hiring threats while maintaining efficient processes.





Due Diligence: 76 Schools + 1.

Meet Due Diligence...

Last Scene From Due

Duey and Prue are finally ready to begin their adoption journey, picking up their new daughter Scarlett from foster care as spring gets underway. They're embarking on the adventure of parenthood while wondering how their family and business will adapt to this moment...

76 Schools + 1

Duey leaned back in his chair, a slight frown creased his brow as he stared at the overflowing spreadsheet on his screen. "This is insane, Prue," he sighed, gesturing vaguely at the monitor.

"How are we supposed to make sense of all these elementary school options for Scarlett? Every one has a different specialty, a different teaching philosophy, a different... vibe!"

Prue patted his shoulder. "That's why I've been researching this new AI platform. It promises to sort through massive datasets and identify patterns we'd never spot on our own."

Duey and Scarlett looked at each other and then at Prue with a concerned look. Duey asked, "But how do we know that the AI is going to pick the best options for us? Wouldn't it be best if we went ourselves so we can see before committing to the school?"

Prue chuckled, "Non-sense! We can use AI to help narrow down our search! By inputting the values of the school and with the teaching styles that can help her adjust, we'd be able to pick from a select few instead of the hundreds on your spreadsheet."

With a laugh Duey responded, "It is not in the hundreds, only 76 schools are on that spreadsheet!"



Over the next few evenings, their living room transformed into a mission control center. Duey found himself engrossed in compiling data points. Prue ensured every relevant piece of information was inputted correctly. Scarlett answered the AI's prompts, her responses painting a picture of her ideal early educational journey.

The AI wasn't just looking for keywords; it was analyzing the underlying ethos of each institution and comparing it to Scarlett's stated values and learning style.

Days turned into a week, and then the AI presented its findings. Instead of a single "best" school, it offered a curated list of top contenders, each with a detailed report. They highlighted not only the strengths of each institution but also how well they aligned with Scarlett's profile.

"Look at this," Duey exclaimed at one report. "It's flagged this school for its strong play-based learning approach, which aligns with Scarlett. I wouldn't have focused on that specific aspect."

Prue nodded. "And this one," she added, "it emphasizes their focus on outdoor education, knowing how much Scarlett thrives when she can be active and connect with nature."

The AI hadn't made the decision for them, but it had provided an insightful lens through which to view their options. It highlighted schools they might have overlooked, and explained why certain schools were a better fit than others based on her unique needs and aspirations, even for her early years.

Instead of feeling overwhelmed, they were armed with specific questions tailored to their AI-generated insights. They knew what to look for, what to ask, and how each school's unique offerings might resonate with Scarlett as she embarked on her first years of formal education.

Duey and Prue exchanged a proud glance. The AI hadn't replaced their roles as parents, but it had amplified their ability to guide Scarlett towards a future that was truly her own. As they watched her confidently engage with teachers and other young students, they knew that their AI-powered adventure had indeed helped Scarlett navigate the vast landscape of possibilities.

What school did Scarlett choose?

What information did the AI discover?

And how will Scarlett handle her first playground showdown?

Find out in the next issue!

**To learn more about
using AI screening in
your hiring process,
scan the QR Code!**



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Guardian's Travels: AI Applicants.

A somber gray cloud lingered over their head as they drifted down the city's sidewalk, shoulders drooped, and beak hung low. It wasn't sadness Guardian felt. It was a complicated mix of yearning to aid someone in distress and joy that the phrase "no news is good news" was playing out.

There was no problem to solve. All was well. But why did they feel so down?

"Did you hear what happened?" Two men walked by, both moving at a brisk pace.

Their conversation piqued Guardian's interest. There was a flutter in their wings that they hadn't felt in a while. Guardian followed, almost losing them in the bustling crowd. Traffic roared by, drowning out some of the conversation. Guardian could only make out every few words, but it was enough to know their help was finally needed again.

"...they hired a remote worker...perfect resume...overly qualified...he wasn't real...AI used by...they hacked everyone's accounts."

After a few blocks, the men turned a corner. Guardian was only a few steps away, but wasn't quick enough to make it through the closing door. A tall window to the left allowed Guardian to make out the elevator light indicating the pair was going to the 4th floor. They flew up as fast as their wings allowed, dove through an open window, and landed in front of the elevator doors as they slid open.

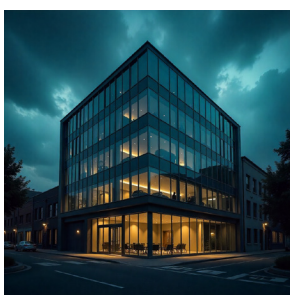
"What if that happens to us? Our main workforce is made up of remote workers. I don't think I'd be able to tell the difference between a real person and a robot nowadays," one man asked the other.

"Hey folks!" Guardian began.

Both men jumped, startled not only to see a bird right outside the elevator doors, but a bird that talked. "Who, or what, are you?" They both asked, eyebrows raised.

"Guardian's the name, and helping hiring professionals weed out what's real and fake is the game. So you folks are worried about accidentally hiring a fake applicant?"

One of the men took a small step forward and cautiously spoke, "We just heard about it happening to another company. We don't know if our hiring process is extensive enough to make sure it doesn't happen to us."



"Well, you're in luck!" Guardian answered gleefully, "You can call CIChecked. They have comprehensive screening protocols in place, built with layers of protection, to help catch any fraud attempts throughout the background check process."

The subtle tension in the room dissipated. "Wow!" the other man exclaimed. "That would give me peace of mind to know our background check provider knows what to look for and can protect us and our clients. I'm going to give them a call today!"

And with that, Guardian took the elevator down and back out to the busy streets. Their shoulders pulled back, and beak held high.

Spotlight: 2025 CI Olympics.

Sun's out, fun's out at CIChecked!

Each summer, our Social Committee hosts a half-day teambuilding event called the CI Olympics, where we spend quality time together while enjoying a lot of different activities.

This past June 19th was no different, as team members from both the local area and out of state converged on The Crossings Park of Colonie to enjoy some time getting to know each other better while enjoying sandwiches and engaging in fierce competition. Staff was divided randomly into two teams and went head-to-head in various games until one team emerged victorious.

And what sporting event is complete without trophies? Awards were given out, voted on by the entire office. Staff had cast their ballot for a myriad of different categories to determine who always had snacks ready to go, and who always provides a listening ear.

Our wonderful outing was cut short by storms passing over the area, but we had a blast and cannot wait to do it again next year.

Read about past CI Olympic winners by scanning the QR Code!



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Artificial Intelligence Word Search.

Words

Algorithm
Artificial
Chatbot
Generative
Intelligence
Language
Machine
Neural
Virtual



Words can go:

Forward
Backward
Up
Down
Sideways
Diagonal

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(Across, Down) - algorithm (2, 6) / artificial (11, 7) / chatbot (1, 18) / generative (17, 8) / intelligence (6, 2) / language (8, 3) / machine (12, 5) / neural (12, 3) / virtual (13, 14)