



Since 1997, Sintra Group has provided efficient, professional services to a variety of entities including:

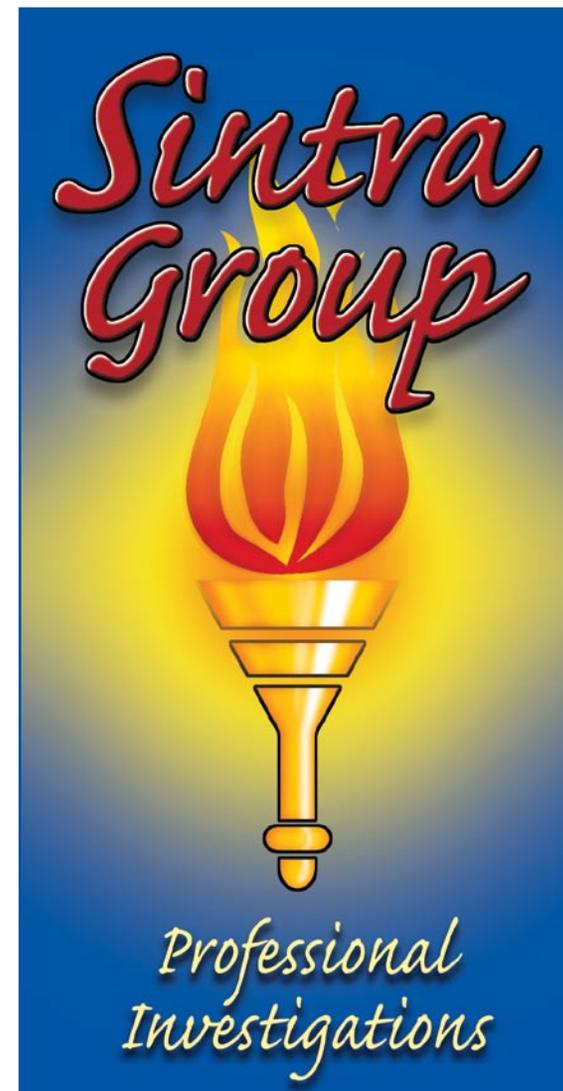
- Government agencies
- Police departments
- Fire departments
- School districts
- Major corporations
- Private employers
- Health care agencies
  - Law firms

We also network with other trained professionals in a variety of disciplines to assist us, and to act as a source of references for our potential clients.

Our goal is to provide the highest level of service, and we welcome the opportunity to schedule a meeting to discuss your issues and determine if we can be of assistance.



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## Background Investigations

In today's work environment employers must be constantly vigilant in the detection and prevention of issues that will negatively impact productivity or create potential liability. Of all the tasks that organizations



perform, whether in the public or private sector, the background investigation is one of the most critical. Every business or agency wants integrity, and the manifestation of integrity is ethical behavior. Without the public's trust, such entities are at an extreme disadvantage in obtaining the public's respect and

confidence. Quite simply, getting and keeping good people is crucial to the success of any business or agency, especially those charged with public safety.

Background investigations provide valid, verifiable information regarding potential candidates. Things that go wrong in life are predictable, and predictable is preventable. In other words, the best predictor of future behavior is past behavior.

Thus, prevention is far better than correction, and ultimately makes better economic sense.

The purpose of a background investigation is to find relevant past behaviors and then to gather and document these behaviors so that



the person making the hiring decision has appropriate resources to make an informed decision. It is equally important to recognize an affirmative and ethical obligation to select only those applicants who have the desire and necessary attributes to do the job. It is essential that if there is a dispute between the rights of the applicant and the rights of the public, the rights of the public must prevail.

Sintra Group has conducted hundreds of background investigations for both public safety and private sector employers. Our investigators are skilled at interviewing applicants, references and former employers to develop an accurate, complete picture of the person seeking the job so that the hiring authority can decide what's best for the agency or company.

## Civil Investigations

Even with the best pre-employment screening, such issues as harassment, hostile work environments or employee thefts may still arise. It's a vicious circle; most companies are focused on carrying out their individual mission and simply don't have employees with the training, skill and time to determine the validity and extent of such complaints. Yet the organization needs factual information to make informed decisions prior to taking disciplinary action or facing litigation.

These types of investigations can cause major internal stress and strife. If a supervisor or manager is assigned to handle the investigation, long-term relationships between employees and management can be permanently compromised, regardless of the ultimate decision that is reached.



Much of this stress can be reduced by having impartial outside investigators handle the investigation, leaving management to review the investigation and make findings based on the facts presented. The friction between line employees and management is reduced because the outside investigators will be gone following the conclusion of the investigation.

Sintra Group specializes in bringing issues to light by providing experienced, professional investigators to interview the parties involved, seek necessary physical evidence and conduct extensive database searches to reveal the facts. Our investigators are former law enforcement officers, each with more than twenty-five years of law enforcement service in investigations, supervision and management. Together, we bring this wealth of experience to focus on a wide variety of employment issues, including internal investigations of alleged misconduct, hostile work environment and harassment complaints.



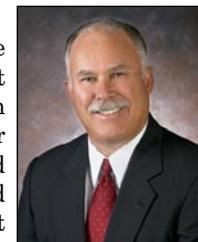
## Sintra Group Partners

### Steve Bowman



Steve Bowman spent nearly 28 years with the Ventura Police Department, retiring as Assistant Police Chief. During his career he coordinated and investigated Internal Affairs complaints, officer involved shootings, narcotics enforcement and vice investigation. Bowman has instructed at San Jose State University, Ventura College, the Ventura County Police & Sheriff's Training Academy, California Department of Justice and the County of Ventura presenting classes in Supervision, Ethics, Vice Investigation, Report Writing and other related subjects. He graduated from California Lutheran University with a degree in Administration of Justice. Bowman also holds a Juris Doctorate Degree from the Ventura College of Law and is a licensed attorney in the State of California. As a private investigator, he has handled employment law issues including background investigations and hostile work environment issues. He has also dealt with family law, elder abuse and probate investigations, coordinated extensive surveillances and located a large number of witnesses and beneficiaries for various law firms.

### Steve Hendrick



Steve Hendrick has more than 25 years of law enforcement experience, including nearly ten years as both a patrol officer and detective with the Oxnard Police Department. He served as a Supervising Senior District Attorney Investigator in Ventura County, responsible for several investigative units that focused on a variety of complex cases including crimes against persons, narcotics, asset forfeiture, criminal and civil frauds, organized crime intelligence, and crimes against the government. Hendrick has provided training to law enforcement personnel and private citizens in sexual harassment, hostile work environment issues, and gambling investigations. He has a Master's Degree in Dispute Resolution from Pepperdine University School of Law and has served as a mediator in a variety of court appointed cases. As a licensed private investigator, Hendrick specializes in employment law issues affecting government agencies and private companies, as well as personal injury and property settlement cases.