

# The International Councillor

Newsletter of the Council of International Investigators

November 2006

Issue 4

## *New York, New York!*

By Joan Beach

A successful CII gathering, which combined fine dining, networking and camaraderie in the heart of Manhattan, New York, was held 9 November, 2006, through the gracious assistance of our hosts, Eva Szigethy and her husband, Robert Kresson, assisted by Joan Beach. Chairman Jay Groob gave the first toast of the evening and welcomed everyone.

CII members owe a debt of appreciation to Eva Szigethy, MD, Ph.D. who made all the arrangements for the Yale Club through her affiliation with the



Joan Beach, and James Mintz

Eva Szigethy and Robert Kresson



Jay Groob and Robert Artus

Harvard Club. Of special note, Eva and Robert, of Pittsburgh, visited Northern Virginia Sunday, November 5th. Eva is a member of a Pittsburgh Crew Club and they gathered to race on the Occoquan River in Northern Virginia. Her first team, consisting of two men and two women, won the gold medal for their group and her second team, consisting of four women won the Silver medal. The Head of the Occoquan Races held events all day for those in high school, college and the Masters Group. In between races, Bob and I were seen antiquing in nearby Occoquan.

There are 29 CII members in the East Coast/New England area and each one received a formal invitation to the prestigious event. A notice and invitation was

also extended to the officers, board of directors and others who might be interested in the event.

The attendees were: Robert J. Artus, Artus Group Investigative Services, New Haven; John "Jack" Devine, the Arkin Group, LLC., New York, N. Y., accompanied by his associate and Staff Investigator Rob Thompson, New York; CII Chairman Jay Groob, American Investigative Services, Inc., Brookline, MA and companion Amy Yunes; William Kisby, NFC Global, Inc., Horsham, PA; Robert M. Kresson, Empire Investigation/Security, Pittsburgh, PA and his wife, Eva Szigethy, M.D., Ph.D.; John A. Leto, JL & Associates, Ltd., New York, NY; James B. Mintz, James Mintz Group, Inc., New York, NY accompanied by Andrew Melnick, Esquire (his legal counsel), and Andrew's wife, Rae Koshetz, Esquire; Reginald

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## New York, New York!

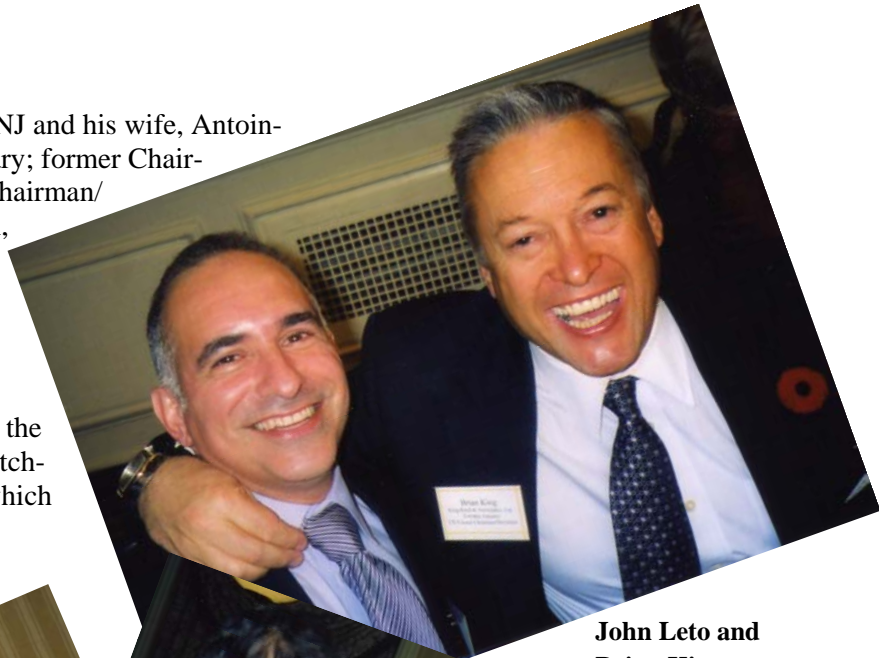
Montgomery, RJ Montgomery Associates, Allendale, NJ and his wife, Antoinette; John "Jack" Burke, Chicago, Illinois - CII Secretary; former Chairman/President Brian King, Toronto, Canada; former Chairman/President Joan M. Beach, Joan M. Beach, Ltd., Fairfax, VA, accompanied by her Assistant, Sharon Spates, and Staff Investigator (and grandson) Leo Nicholas Burt; and Lois Colley of Colley Due Diligence, Ohio and South Carolina, and her daughter, Lauren Colley.

It was more difficult to get to the dinner for some: Rob Artus drove in from Connecticut and as he passed the Stamford Train Station thought long and hard about catching the train and getting off at Grand Central Station which was across the street from the Yale Club. Rob has assured me that he and his wife will attend the Chicago meetings - they have 3 small children and could not arrange for a sitter.

What should have been a 38 minute drive turned into a 2.5 hour journey due to traffic for Reggie and Antoinette Montgomery, who also drove in from New Jersey to the Yale Club.

Brian King was delivered an awesome toast to everyone who came and spoke about the history and sense of family the association has had over the years. His wife was planning to attend but their son was involved in a sports event.

Jay Groob and his son com-



**John Leto and Brian King**



**Jack Burke and Joan Beach**

**William Kisby, NFC Global Inc.**

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## New York, New York!

bined business with pleasure as they were also in the area that weekend scouting out colleges at American University, George Washington University, Maryland University and in Delaware.

Jack Devine's wife, Pat, was unable to attend but he was able to induce his Staff Investigator, Rob Thompson, to attend the gathering and James Mintz brought along guests Andrew Melnick and Andy's wife, Rae.

There were also those who were conspicuous by their absence. Fred and Trish Dehmel, of Nova Scotia, Canada, spent the afternoon sitting in the Halifax airport when their flight was cancelled due to extremely high wind conditions – despite their best efforts, there were no available flights that would have enabled them to make the dinner (well there was one seat left on a flight, but Trish thought Fred might be a little upset about being left behind).

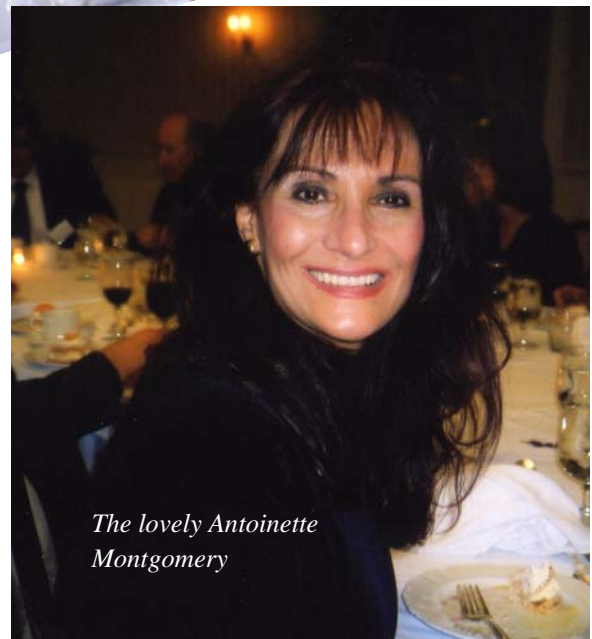
Of special note, new Virginia CII member Mark Culin of Fairfax, Virginia, former Fairfax County Police Accident Reconstruction Specialist, now with his own private firm, was unable to attend the dinner held in New York because of his involvement and sponsorship on Friday, November 10th of the "Jazz for Justice Concert" held at George Mason University, College of Visual and Performing Arts, Department of Music, Fairfax, Virginia. Proceeds from that evening's performance benefits the charitable endeavors of the Fairfax Law Foundation, an affiliate of the Fairfax Bar Association. The primary purposes of the Foundation are to improve the public's understanding of the justice system through law-related education; to provide greater access to the justice system through community outreach; and pro bono programs. The Fairfax law Foundation embraces the broader meaning of the term pro bono and considers the support of the community outreach programs equally vital to the fulfillment of the mission.

Special guest performer was six-year-old Geoffrey Galante who played the trumpet. An accomplished performer, his credits include The Washington Post, BBC radio, CBS's The Early Show, NBC's Tonight Show with Jay Leno and most recently NBC today Show where he joined Columbia records recording artist Chris Botti in a duet of *America, The Beautiful*.

If you missed this event, stay tuned, as plans are already in the works for future get together in Paris and Miami.



L to R: Joan's grandson, Nick, Lois Colley, Jack Devine, Joan Beach and Reggie Montgomery



The lovely Antoinette Montgomery

### Skype Directory

Jay Groob	aisjgroob
Reg Montgomery	reggie.montgomery
Rob Artus	Rob Artus
Tom Davies	tom.davies43
Fred Dehmel	fred-dehmel
Jacob Lapid	jacob.lapid

# India's internal security environment



**01 Oct to 31 Dec 2006**

*By Pawanjit Ahluwalia*

## **An Overview**

The Law and order situation in the country continues to remain, by and large, satisfactory, however, as anticipated the Internal Security Situation deteriorated and was a cause of great concern nation wide.

With terrorist outfits striking at will, the Naxalites widening their area of influence and the ULFAs proactive in the East, the challenges to internal security have increased manifold. The initiative and advantage always lies with the militants, as they are constantly changing their tactics and have the advantage of choosing the time and place at their will. Thus, it is not always a win-win situation for the security forces. The militant's were earlier resorting to fidayeen attacks, then shifted to lobbying grenades and suddenly in recent times resorted to some close quarter shootouts. The security forces therefore have to adopt new tactics and gear up to counter these threats effectively.

In some areas there are terrorist incidents virtually on a daily basis. The areas most affected are Jammu and Kashmir (excluding Ladakh) and the North East. Violent left-wing extremist groups are active in the rural areas of Bihar, Jharkhand, Chhatisgarh, West Bengal and Orissa.

There is a high threat from terrorism. On the evening of 11 July 2006, there was a series of explosions on commuter trains in Western Mumbai. Over 180 people died and many hundreds were injured. Indian alert levels were subsequently raised across the country. Transport services in Mumbai have now returned to normal.

Security in New Delhi and other major Indian cities has been increased in view of recent terrorist attacks (e.g. bomb blasts on trains in Mumbai) however, one needs to remain vigilant, particularly in crowded areas and public transport systems.

On 8 September 2006, there was a series of explosions in the city of Malegaon in Maharashtra. Up to 25 people have died in the explosions and more than 125 people were injured. It was quite obvious that this was an attempt by terrorist groups to create communal conflicts, fortunately both the communities handled the situation with great maturity and an ugly situation was avoided. Since February 2006, Maoist rebels have carried out several attacks in Chhatisgarh resulting in fatalities. Since January 2006, there have been a number of extortions, murders and bombings across the North Eastern State of Assam, including in the state capital, Guwahati

The Prime Minister of India, recently in a high-level security meeting, emphasized that terrorists continues to target the country especially the highly industrialized states and the metropolitan cities, with a view to destabilize the country's economy, create a sense of insecurity and communal disturbances. He emphasized that such a situation needs to be handled with great maturity and promptness, without targeting any particular community. During this meeting the idea of setting up Special Security Zones in areas threatened by activities of terrorists, militants, insurgents, or organized crime groups was discussed and generally accepted. This integrated approach hopefully would control and mitigate threats from anti-national elements and miscreants.

Terrorism is a worldwide phenomenon, though intensity of terrorist acts may vary from country to country. The recent plot unearthed by the British, to blow up aircrafts in mid-flights between Britain and U.S.A., would have resulted in mass murder on an unimaginable scale. This incident resulted in 21 people being arrested and the identification of new techniques being adopted by the terrorists i.e. the use of liquid bombs. As a result of this threat Britain stepped up security levels and cancelled all in-bound flights for a short period.

There is considerable risk from indiscriminate terrorist attacks. Attacks may include suicide operations, hi-jackings, bombings, kidnappings, shootings and attacks on commercial aircraft and shipping. The threat from terrorism is a reality and has to be faced with determination.

## **Threats Perceived**

Major internal security threats that are likely to affect the Corporate and Business Environment are:

- Terrorism in the hinterland.
- Insurgency and Militancy in the North East.
- Naxalite Movement in the South / East Central India.
- Militancy in Jammu and Kashmir.
- Communal disorders.
- Crime.

In the immediate future, the threats are likely to manifest in any of the following manners:

- Target religious sites and religious leaders to create communal disturbances.
- Target public transport systems to exploit their vulnerability and highlight the ineffectiveness of the law agencies and the government.
- Bomb attacks in high-density commercial areas to inflict maximum casualties with a view to create fear psychosis.
- Operations by Naxalite groups and insurgents in the Southern / East Central States.
- Operations by militant groups in the North East.
- Considering greater surveillance by security forces in the near future the terrorists are likely to change their focus to other high value targets i.e. IT Industry, MNCs, BPOs and similar organizations.
- Communal disturbances
- Crimes

## **Areas of Instability -Jammu and Kashmir**

The internal security situation in the valley continued to remain tense. The militant elements continue to target public places and Government establishments. Every visit by a National Leader became an opportunity for the militants to create a crisis situation. Clashes between the security forces and the militants continued, resulting in casualties on both sides including innocent citizens. The killing of innocent civilians in any encounter was exploited by the militants as atrocities by the security forces. The militant's latest tactics was to have grenades lobbed in public places, and the militants were coercing young boys to undertake such missions.

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Poverty, unemployment and the threat of the gun make young boys vulnerable to exploitation by terrorists. Much of the violence continues to be between the militants and the security forces in the countryside and around the Line of Control, although there have also been attacks in the towns. Because of the attacks on tourists, tourism in the state has been affected, which has had an adverse affect on the local economy. Fear psychosis continues to prevail in the valley.

Recent significant incidents include:

- July 31, 2006, four terrorists killed who were trying to cross into Indian territory from across the Line of Control in Baramulla District.
- August 01, 2006, two Central Reserve Police Force troopers were killed in a shootout at Dal Lake, in tourist hub of Srinagar.
- August 02, 2006, three persons, including two militants killed in an encounter in Doda district.
- August 05, 2006, six Border Security Force jawans and two civilians were injured when militants hurled two grenades on a security force picket in Baramulla District. Militants hurled the grenade on the BSF picket located at the State Bank of India. Five BSF jawans were injured in the attack. Militants had earlier in the day hurled a grenade on the same picket in which two civilians and a BSF jawan were injured.
- August 11, 2006, militants on Thursday night gunned down a woman and her two children at Harra village in Udhampur district
- August 12, 2006, two civilians was killed by a stray bullet in Kupwara District.
- August 24, 2006, a Hindu Hizbul Mujahedin militant, Kuldeep Kumar, was one of the two militants killed by the security forces in Doda district.
- August 31, 2006, four militants, including a top Pakistani commander of Hizbul Mujahideen, and an Army jawan were among six persons killed in separate militancy-related incidents in Jammu and Kashmir.
- September 04, 2006, grenade thrown at an army vehicle in Jammu and Kashmir's Udhampur District, killing one jawan and injuring four others.
- September 05, 2006, ten persons, including four army troopers and a top militant, were killed in Jammu and Kashmir.
- September 07, 2006, Security forces on Thursday gunned down a militant belonging to Al-Badr outfit in an encounter in Rajouri.
- Recently uncovered sex scandal has rocked the city of Srinagar. One feels that the sex scandal in Srinagar has been politicized. Many political strings are being pulled while demanding investigation. Srinagar mobs, prompted by some groups tried to hold the government at ransom till the involved persons were identified and punished. The big demonstrations that hurled accusations on unknown and unidentified culprits aimed at not allowing the law to take its normal course.

### Advisory

We advise against all travel to or through rural parts of

Jammu and Kashmir (except Ladakh.). We advise against all but essential travel to Srinagar. If travel to Srinagar is essential, it should be by air and personal security arrangements should be made. There continues to be a high level of conflict and terrorist violence in Kashmir, including car bombs, grenade attacks, bombs on roads and shootings. There have been a number of car bombings in Srinagar. Jammu City and its immediate environs are somewhat safer but attacks still occur, including in public places.



You should beware of travel agents who will try to convince you that it is safe to travel to Jammu or Kashmir. Despite increased official promotion of Kashmir as a tourist center, tensions remain high in Kashmir. It would be prudent to obtain the latest security assessment before undertaking the journey.

### Northern States -Traders in Agitation in Delhi

The Northern States have been generally peaceful. However, lately the ceiling process by the Municipal Corporation of Delhi with regards to businesses in non-commercial areas and unauthorized constructions in residential areas has resulted in conflict between the traders and the State Government. The Central Government efforts to bring in legislation to regularize the illegal activities has failed till now because of the Judiciary not accepting the Governments arguments. This situation is likely to prevail for sometime.

### North East States—Grenade Attack

Sporadic incidents of violence by ethnic insurgent groups, including the bombing of buses and trains, have been reported in parts of Assam, Manipur, Nagaland, Tripura, and Meghalaya. While foreign visitors have not been specifically targeted, visitors are cautioned not to travel outside major cities at night. Security laws are in force, and the Central Government has deployed security personnel in several North East States. The Government has revoked the cease-fire with the ULFAs; this is likely to increase the clashes between the security forces and the militant elements.

On 16 August 2006, a grenade attack occurred at the Iskcon Temple in Imphal. Four people were killed and 68 were injured, including some US and French nationals. There is a risk from insurgent groups, mainly in rural areas of these and other states in the East and Northeast, (particularly Manipur and Tripura). Although foreigners have not been the deliberate targets of violence, attacks can be indiscriminate. If one decides to travel to these areas, then one should exercise extreme caution. Armed robbery, kidnapping, extortion and terrorism related incidents occur regularly throughout the region, particularly in the states of Assam and Nagaland. Insurgent groups have attacked civilians, and bombed buildings. Public transport, including buses and trains, has also been targeted.

Security force operations using the army, state police forces and the paramilitary forces remain the preferred mode of official response to contain militancy. A strong military presence has been the feature of all the militancy-affected states in the region.

Military operations in Mizoram, where the army reportedly

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launched air strikes to neutralize the M.N.F. cadres, resulted in several fatalities and displacement among the civilian population. Military operations in Nagaland, too, resulted in civilian fatalities and large-scale displacement.

In Assam, in the beginning of the 1990s, two military operations, Operation Rhino and Operation Bajrang, were launched against U.L.F.A. militants. These forced U.L.F.A. to move out of the state and locate itself in areas outside the country. However, such operations have not been able to post conclusive gains against militancy in any of the states. In states like Manipur, militants have been able to carve out vast stretches of "liberated zones" where only their laws and dictates hold sway.

Besides, militant camps in Nagaland as well as Manipur, militant groups exist in the bordering areas of Myanmar. Outfits like UL.F.A. and the NDFB. have reportedly used the facilities. Bhutan remains the only country that successfully dislodged several militant camps of the North Eastern groups through a military operation.

### Advisory

Most visits to Eastern India are trouble-free but you should be aware of the risk of violent crime in the rural areas. There have also been occasional skirmishes on the India/Bangladesh border and civilians have been killed in the crossfire. If you intend to travel to the North East you should check for updates to Travel Advice and keep yourself up to date on developments in the region.

We advise against all but essential travel to Imphal (by air) and against all travel in the rest of Manipur and Tripura. There is a risk from insurgent groups, mainly in rural areas of these and other states in the East and North East, (particularly Manipur and Tripura). Although foreigners have not been the deliberate targets of violence, attacks can be indiscriminate. Kidnapping, banditry and insurgency are rife.

Indian Government permits are required for travel to Sikkim, Arunachal Pradesh, Nagaland, Manipur, Mizoram and the Andaman and Nicobar Islands. Applications for travel should be made well in advance. In India, they should be made at the liaison offices of the state requiring permits or Foreigners Regional Registration Offices.

### Western Region-Bomb Blast in Trains

Terrorist activities are taking place frequently. The Mumbai train blast in the month of July were followed by bomb blasts on September 09, 2006, at Malegaon, Maharashtra. The Malegaon blasts were described as a "diabolic attempt" to incite communal violence. Coming after the Mumbai train explosions, this attack should be viewed with utmost seriousness. The impact on the lives of the Mumbai citizens is unimaginable however, they recovered from this incident in a creditable manner and life has returned to near normal. This incident has further confirmed that terrorists have recruited locals who remain dormant as " Sleeper Cells" and get activated for specific missions. This makes it all the more difficult for the "Security Forces" to identify and apprehend these elements.

Public transport system and religious institutions are attrac-

tive targets for the terrorists as they are difficult to protect and are thus vulnerable. It is imperative that foreign visitors take necessary precautions while traveling and visiting religious sites.

The trial of the 1993 serial blast case began on June 19, 1995 and has concluded recently. The court is in the process of giving judgment and it appears that most of the main players are likely to be declared guilty resulting in heavy punishments. This may create communal tension in certain areas of Mumbai.

### Advisory

Travel to Metropolitan Cities is reasonably safe however; one needs to remain alert while traveling the public transport system. Visitors to metropolitan cities whether on business or otherwise need to update themselves on City Security Assessments, which would be available with Premier Shield .

### South India-Maoists

Southern India has been generally peaceful. However, the Naxalites have been fairly active. The anti-Naxal forces in Andhra Pradesh have carried out 119 encounters with 24 Naxalite killings so far in 2006, as compared to 376 incidents and 144 casualties in 2005. The CPI (Maoist) has been trying to increase its influence and activity in parts of Kerala, Karnataka, Tamil Nadu and Uttaranchal as also in new areas in some of the already affected states. There have been bomb or land mine explosions in Andhra Pradesh, mainly directed at local government officials. Hyderabad, Sept 15, Indian police commando's shot dead five Maoist rebels, including three women, in the jungles of the Southern State of Andhra Pradesh. One of those killed in the forests of the northern district of Warangal was a maker of rockets and launchers.

Acting on a tip-off, the commandos swooped down on a secret Maoist meeting and killed the extremists in a gun battle. Recently in one of the biggest arms hauls in the region, Andhra Pradesh police seized at least 1,500 rockets and dozens of launchers from secret Maoist arms depots.

Maoist rebels, who operate in at least nine Indian States, claim to fight for the rights of India's impoverished peasants and landless labourers. The revolt has killed thousands of people in the last three decades, including at least 6,000 in Andhra Pradesh.

Crime in Chennai's District is moderate for a region that envelops four states. While street crimes are frequent they generally do not affect expatriates. Most report petty crimes carried out by household staff that include theft and minor scams.

### East -Central India

At least five militants were killed and several wounded in a fierce gun battle with the police in Central Indian State Chhatisgarh, The police raided dozens of militants when they were holding a meeting in a forested area in Kanker District. Among the killed was a divisional commander of the militant group. Police recovered the bullet-ridden body of the divisional commander while rebels managed to carry away the bodies of at least four of their comrades deep into forest. The police also found some explosives on the spot. Chhatisgarh is one of the 13 Indian States hit by local militant groups. At least 260 people

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## The Business of Body guarding—an ancient craft

By John Sexton, *Sexton Security*

Much has been written about the art of body guarding. It is an ancient craft—perhaps nearly as old as civilization itself. The roots of personal protection can be traced to ninth-century Japan, to the Samurai warriors, who followed a rigid code of ethics known as Bushido (Code of the Warrior). The record of their training and philosophy was recorded over a period of seven hundred years in the Code of the Samurai. Western civilization came to know about the Code through the English translation by A.L. Sadler in 1941.

Author Don Schmincke has taken the ancient code a step further and based his book, *The Code of the Executive*, on the 47 ancient Samurai principles as they relate to modern-day executives. While the art of personal protection is still a noble and honorable profession, it is not easy to imagine modern principals being as highly disciplined and ethical as in the day of the Samurai.

### Profession or business?

Bodyguards of ancient times seem to have considered their work a vocation or calling rather than a job. It is difficult to say what their compensation may have been, from a purely financial aspect, but one senses they were held in very high esteem within their communities.

Several hundred centuries later, there is no clear-cut definition of a protector. There are many facets to being a modern-day bodyguard. Current terminology itself reveals where the profession is headed. Those of us who view the trade as a legitimate profession refer to it as “executive protection” or “personal protection” and speak of ourselves and others as “personal protection specialists,” not just “bodyguards.” Highly regulated states such as Virginia are helping the profession command greater

respect by mandating a training syllabus and duration (in Virginia, 60 hours) and establishing the official title of Personal Protection Specialist (PPS).

Unfortunately, not everyone in the personal protection field abides by the same moral principles or believes in the importance of ethics, as does the majority. There are those who appear to find the work simply a way to make fast money.

Unscrupulous security business owners are as much, if not more, to blame for lowering the professional standards of protection specialists. Some are so reluctant to turn down clients that they assign inexperienced executive protection personnel while charging clients as if they were deploying well-trained agents.

Also accountable for some of the problems that plague the profession are uneducated clients. Bypassing due diligence, these uninformed clients hire untrained, unlicensed personnel who may or may not have prior military or law enforcement experience. After being impressed by a couple of well-chosen war stories, a client might hire someone without properly verifying the person’s credentials. Plenty of “cowboys” have little more to show than a training certificate generated by an agency whose idea of preparing a student for the demanding world of executive protection involved showing a few videos and telling a handful of anecdotes.

Despite the obstacles to professionalism, personal protection is most definitely a business, and a big business at that. Since 9/11, there have been hundreds of millions of dollars spent on the protection of personnel in hotspots such as Afghanistan and Iraq. However, since the purpose of this article is to discuss how fellow security company owners and consultants can profit from referring the services of reputable and professional executive

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have been killed in the state since January this year

The Naxalites are sustained in their jungle war with the help of leaders who run underground front organizations in the cities - which operate despite being banned. These leaders provide strategic assistance, mobilize Naxalite sympathizers, and instigate such demonstrations.

"We're not terrorists," says one such front organization leader. "We're fighting a people's war. We want the proletariat to rule, not imperialistic governments."

This decades-old armed rebellion, the Naxalites claim, is to stop pauperization of India's indigenous tribal people at the hands of the rich, and their displacement due to industrialization.

Governments in states like Jharkhand and Chattisgarh have signed deals worth millions of dollars with industrial companies for steel mills and power stations - deals that the state sees as necessary to create jobs and provide the raw materials for economic growth. However, such deals, the Naxalites feel end up displacing villagers, and, moreover, the benefits never trickle down to them.

In nearly 1,600 violent incidents involving Naxalites last year, 669 people died. There have been spectacular attacks across a big area: a train hold-up involving 250 armed fighters, a jail-break freeing 350 prisoners. “Naxalism” now affects some 170 of India's 602 districts—a “red corridor” down a swathe of Central India from the border with Nepal in the North to Karnataka in the South and covering more than a quarter of India's land mass.

The Prime Minister, in a recently held security conference with the Chief Ministers, mentioned that the greatest threat to the Nation as of now is from the Naxalite Movement and the same needs to be addressed at the social, economic and law and order levels.

### Advisory

Foreign visitors are advised not to travel in these remote areas. If however, it is absolutely necessary to undertake the visit then necessary security protection from a reputed Security Company should be planned for and it would be prudent to share the travel plans with the local police.

Corporations investing in large commercial projects would be advised to have “Security Surveys” carried out to assess the regional security situation before undertaking the project.

## Body guarding—the ancient craft

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protection firms, the following recommendations will be based closer to home and focused on domestic corporate clients and the potential business they provide.

### Executive protection (E.P.) assignments

When the average person thinks of executive protection—especially the old-fashioned “bodyguard”—movie stars and recording artists come to mind as the only people who need such services. This may hold true in Hollywood and at events like the Oscars and the Grammy Awards; however, nearly every corporation in the United States has required the services of an executive protection firm at some point. The most common applications of personal protective services are efforts to deter workplace violence. A Pinkerton report showed that for the past decade, workplace violence has consistently appeared at the top of the list of problems facing corporate America. While the term “going postal” may have originally been coined to describe a few infamous U.S. Postal Service employees, it is no longer solely applicable to one group of workers.

Mergers and acquisitions, as well as promotions, demotions, and evaluation periods, are occasions during which a company is especially susceptible to the threat of a disgruntled employee acting in a violent manner. When one company is purchased by another, the workforce is often reduced. Some workers accept the cost-cutting as a matter of fact, while others simply will not go gently. Astute employers have begun to recognize the risk when employees who have been underperforming face unfavorable performance evaluations.

These days, employers realize the danger all of their employees may face when a worker is suddenly terminated. Apart from the threat of physical injury or death, the negative publicity resulting from an incident of workplace violence can cause untold damage to a company’s reputation. Then there are the inevitable lawsuits. A savvy litigator will immediately scrutinize the steps an employer took to safeguard the rest of the staff and managers.

If an employer does not take the appropriate steps to ensure an individual is properly monitored during a cooling-off period after being terminated, and the enraged ex-employee returns to seek revenge, then the employer may well be considered liable for injuries sustained by any person as a result. On the other hand, the employer is less likely to face costly sanctions, if the business can demonstrate:

Sufficient concern the terminated individual might retaliate in a physical manner

Implementing the appropriate precautions by hiring a professional protection firm with agents experienced in workplace violence intervention

Placing trained personal protection agents covertly in advantageous areas to deter potential problems

In this manner, a business owner or security consultant can steer a client out of danger and, at the same time, benefit financially from giving the advice.

A security consultant who has been providing valuable service to a client on a continuous basis will have built a trusting



**When things get a little hectic in this modern and highly sophisticated world, stop, take a deep breathe and reflect that in life some things are still black and white.....Submitted by Robert Dudash, Central Region Regional**

relationship with the client. This role has been referred to as “The Trusted Advisor” by authors Maister, Green, and Galford in the book of the same title. It is not necessary for the consultant to be an expert in every aspect of security, but he or she would be well served by an awareness of the various experts and highly respected firms in the different disciplines, such as executive protection, electronic monitoring, confidential investigations, and computer forensics. When called upon by a client, the security consultant should be prepared to recommend a reliable provider of first-rate protection service, thereby ensuring the client’s needs are always met.

Although workplace violence is prevalent, it is not the only reason personal protection specialists are called upon. Corporations need to be absolutely sure events such as shareholders’ meetings and annual general meetings can be conducted without any undue surprises or disruptions.

There will always be shareholders who object to a takeover, to the way in which money was spent during the year, or to anything else that fails to meet with their approval. Disgruntled shareholders, or even one highly volatile individual, can disrupt an important meeting and impugn the reputation of the entire corporation.

As another example, many activists disagree with the way in which pharmaceutical companies tests new drugs. These activists, seeking sensational media coverage, often gather outside a company’s meeting location or try to overrun and disrupt the event.

### Choosing the right E.P. company

If a security consultant who is known as a trusted advisor is to shine in a client’s eyes, then the consultant must ensure the company to which a client is referred will go above and beyond the call of duty time and time again.

Why pick a company out of the telephone directory and hope for the best, when a referral is so much more powerful and personal? When a referral is given, there should exist no doubt that the referred company will perform an absolutely outstanding job of personal protection.

How does one find such a company? There are many ways.

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## The ancient craft of body guarding

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Going back to the principle of referrals, trusted colleagues operating in the particular field of expertise should be asked for input. In addition, due diligence is required. As the old Arabic saying goes, "Trust in Allah, but still tie up your camel." Even with a referral from a colleague, proceed to ask for references, documentation of insurance and worker's compensation coverage, lists of professional associations to which members of the agency belong, and any other credentials that help reinforce your confidence in the agency's ability to serve your valued client. You can never be too careful when your professional and personal reputations are on the line.

Do not be afraid to request copies of the resumes of agents who will be assigned to a protection detail. Unfortunately, there are companies that will hire inexperienced personnel who can be paid less or perhaps compensated merely by being given the opportunity to "cut their teeth" on an E.P. detail.

Agents who are assigned to corporate protective details should be comfortable in the workplace environment and should engage in these types of assignments on a regular basis. There are plenty of "temporary bodyguards" who will moonlight whenever the opportunity arises but who spend the other five or six days a week driving a truck or working construction.

A professional personal protection specialist working at the corporate level will know how to dress appropriately in either business or "business casual" attire, will be able to discreetly carry a concealed weapon without the office staff knowing, will understand when to speak, and will use the correct manner of speech. Clients will recognize when an agent is familiar with the corporate environment and will compliment the security consultant on a wise choice.

On the other hand, E.P. agents who arrive at a corporate assignment location without a decent suit, or wearing one that might have fit properly 30 pounds ago, and then stand around all day dipping tobacco and spitting in a bottle carried for the purpose make one shudder to imagine what a valued client would think. How poorly such an agent reflects on the advisor who made the referral.

### Why you should not "do it yourself"

The disadvantages of trying to provide your own E.P. team far outweigh the advantages. A threat has been perceived, or the client would not be spending money on protection. If the security consultant, or trusted advisor, does not have the required experience and training<sup>3</sup>not to mention the liability insurance to cover the work to be done<sup>4</sup>the results could be disastrous.

If you cast your mind back to why the client sought your advice in the first place, you will realize the client respected you and believed you could help solve a problem. The client did not necessarily expect you to participate in a protection detail. If you take on an assignment beyond your capabilities, you run the risk of ruining your reputation. Worse, if your insurance policy did not extend coverage to you while in the performance of protection duties, the medical and legal costs and damages could run into the hundreds of thousands, possibly millions, of dollars.

Another reason to refer clients to E.P. specialists is the cost

involved. Many new or inexperienced company owners think they can make a "killing" by billing out agents on a 24-hour-a-day basis. Whilst it is true that many E.P. details are performed on a 24-hour basis consisting of two 12-hour shifts, it is equally true that the agents themselves must be paid for all of the hours worked.

To give an example, if an assignment requires three agents to work the day shift, relieved by three agents working the night shift, those six agents will be paid a total of 72 hours per day. Since most protection details are nonstop in nature, the typical assignment requires agents working seven days a week. If you paid your employees every two weeks, you would be paying out 1008 hours for the very first pay period on that assignment alone. Keep in mind that this figure is based on a small detail of only three persons per shift. When the hours worked are multiplied by the hourly rate an agent is paid, many small businesses realize the burdensome payroll costs would be prohibitive.

The last thing you should ever do is go to your client for an advance because you cannot meet your obligations to your employees. It is common for clients to wait 60, 90, or even 120 days or more before paying what they owe an E.P. specialist.

The best solution is to find, and refer your client to, a very professional E.P. firm with highly experienced agents and a strong reputation that will make you look good.

### What's in it for me?

There are many advantages and rewards for procuring qualified E.P. agents for your clients. As previously mentioned, you will be enhancing your own personal reputation with your client, which in itself may result in a promotion, bonus, etc. Then, there are the direct financial rewards. ("Why not mention this at the beginning?" I hear you ask.) One way is to request a finder's fee. Typically, this is 10 percent of the net profit. As a rule, I do this even when not asked. While some companies may agree, others might want to work a "part-exchange," whereby the company being asked to do the work will repay the favor by providing a referral in return when a job comes up in the relevant geographical area or field of expertise.

Keep in mind that referring work to a company without requesting something in exchange is a great way to build goodwill and ensure the recipient of the favor remembers you when the appropriate occasion arises.

Another way in which you can financially benefit is by managing the protection contract through your own company. For example, if E.P. agents will cost the client \$90 per hour, you can still charge that amount while paying the company whose agents actually perform the work \$70 to \$75 per hour, thereby giving you a \$15- to \$20-per-hour profit.

Once again, keep in mind that it will be your responsibility to pay the company who provides the agents on a regular basis, and the costs will quickly add up. You will also be directly involved in all matters pertaining to the assignment, no matter what time of the day or night. Whatever else you do, never lower your standards where money is concerned. Charging the client \$90 per hour and then finding a hungry substandard company with employees willing to do the work for \$45 an hour may seem like a

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## News from the Executive Regional Director

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Alan Marr, our Regional Director in the U.K., reports the Security Industry Authority has delayed licensing of private investigators until at least 2008. Apparently we are too difficult to define or decide upon as a criteria for licensing. Alan says, "I sit on the Investigator Sector Committee negotiating with the Security Industry Authority, but progress has been very poor. We have agreed a National Occupational Standard (What we should do and to what standard), but that is as far as we have gone. Many investigators think we will never be licensed and I am inclined to think they are right."

In other news, our new Executive Regional Director says the Membership Committee has been sanctioned by the Board to change the application process, in order to expedite applications. Currently applications are received in Seattle and sent by fax to Kevin Ripper who converts it into an electronic format and sends it to the ERD, with a copy to the Chair of the Membership Committee. The ERD then checks the documentation and designates an RD for those that are complete. For those that are missing information, usually the waiver, the ERD asks a lo-

cal RD to chase the missing information, prior to being sent the file for vetting. It is hoped that the ERD will be able to keep the application time to a minimum. Alan says, "When I offered to take on the ERD duties, I didn't know the system was about to change, but having said, that I took over 22 files, some in progress, others not. I have currently completed 5 files and have all seventeen outstanding files, now in action. May I use this media to welcome all long standing and new RD's to our lifeblood. Without new members, we have no business. Without a business, we will not survive. So no excuse -find other suitable applicants - they need not be on your doorstep, they can be from anywhere in the world, the main consideration is that they are "the best". I look forward to an avalanche of applications."

### Body guarding

Continued from page 9

great way to make easy money, but it could just as easily backfire if their lack of experience leads to a noticeably shoddy performance and avoidable mistakes.

Demand and expect only the best, and your reputation will grow. You could find your client passing your name along to associates in different cities and states. What should you do if that happens? Simply repeat the process. It is actually much easier than you would think. Many of us in the security profession spend time cultivating relationships with this objective in mind. As a result, we have built a solid network of trusted alliances across the United States and around the globe. Now, when you team up with the right company, it will not only make you look good locally but at the national and even international level.

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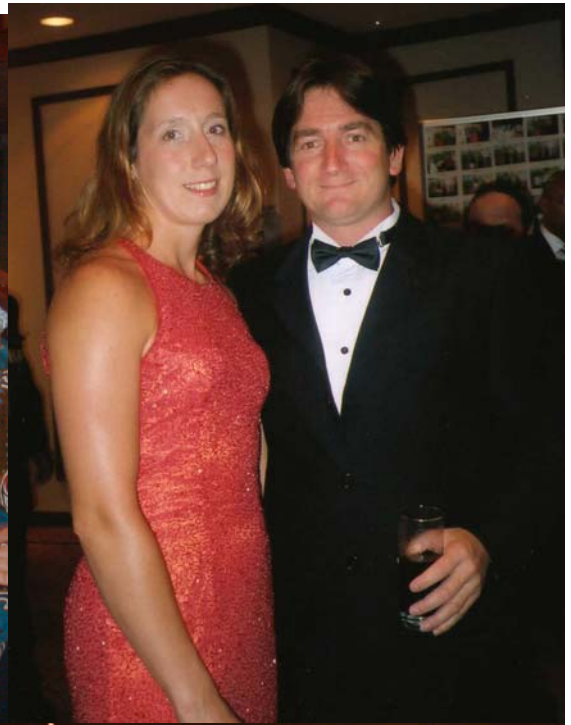
**Millennium Park!**

**Beautiful lake front!**

This will be the 4th Annual General Meeting held in the most beautiful City in America! If you missed 1955, 1979, and 1999 you won't want to miss this year. Those who did make those meetings can attest to the fact that Chicago and CII have so much to offer you in terms of business opportunities, education, and social events.

**Can you really afford not to go back to that same old place?**

*Sweet Home Chicago*



## Memories of Singapore

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## In Memoriam — Steve Uhrig

*By Ron Troutman*

I learned today that Steve Uhrig of SWS Security passed away Friday. No doubt there are CII members who have conducted business with and/or befriended Steve over the years as he was well known in the security world. For those who did not know Steve personally or professionally, he was a kind and considerate man, a loving husband, a patriot who served his country with honor, well respected within the intelligence community, a mentor, and a wonderful friend. M.L. Shannon will post details to Steve's web site, [www.swssec.com](http://www.swssec.com), once directed by the family.

*Steve Uhrig of SWS Security was based in Maryland and throughout the years I have been in the investigative business, he was a pleasure to work with on a variety of assignments. He will be missed.*

-Joan Beach

## COSTA RICA SCHOOL PROJECT, INC.

*By Seth Derish*

Longtime private investigator and CII member Seth Derish—with offices in San Francisco, California, and San Jose, Costa Rica—and his wife, Mayela, have begun a project to develop a high school and meeting hall serving four rural communities in the Guanacaste Province of Costa Rica, Central America. Mayela arrived in the United States in 1999 from the small mountain village of Zaragoza, Costa Rica, population 250. She says, “I really had this desire to learn, and when I completed the sixth grade, the nearest school was in the regional capital of Nicoya, which was an hour away from my pueblo. The biggest problem was transportation, as there was no public bus service, and sometimes the road would become impassable during the rainy season.”

In Zaragoza, the Ministry of Education has almost completed a new primary school, slated to open in December of 2006. However, the village still does not have a secondary or high school. The other ridge top communities of Naranjal, Pueblo Nuevo, and Los Angeles, face the same dilemma. As a result, many of the youth rush down to the overcrowded capital of San Jose in search of stable employment. The “lucky” ones end up with menial jobs earning as little as \$200 per month or find work as unskilled laborers in the tourist industry at the beach. Some work on family farms; however, this is seasonal and diminishing.

According to Seth, “As an investigator, I have been seeking facts and worked for social justice since opening my first office in San Francisco in 1978. When I would visit my in-laws’



village of Zaragoza, I was amazed that the country that promotes itself with a 97-percent literacy rate did not have a school for all of these kids. I asked my contacts in the capital, San Jose, the reason for this, and it was the age old reason—money.”

Seth contacted the president of the Zaragoza development society, Uriel Perez, and they devised a plan to acquire land on the main square of the village and build a high school and meeting hall.

“The amazing thing about this project is cost,” says Derish. “We have an option on a lot that we can purchase for \$16,000 and have developed plans for a school that will cost an additional \$34,000. In the United States, this is what it costs to remodel a kitchen!” All of the labor is being donated.

Uriel Perez cited figures indicating there are potentially 134 students from the four communities that will benefit. He has received conditional approval from the Costa Rican Ministry of Education for the government to provide at least two regular instructors should a school be built.

The new school will be combined with a sorely needed community center serving not only Zaragoza but the neighboring three ridge top communities. Construction plans call for a main schoolroom and meeting hall connected to a smaller classroom with a removable partition, along with a kitchen and public restrooms. Additionally, the school will have computers for online resources that will not only benefit students but provide resources to the coffee farmers in the region.

### 2006 CII DIRECTORY UPDATES

To ensure that CII members have current information on reinstated and new members, two updated sections of the 2006 CII Directory are available for download on the CII website. Please print these and insert into your Directory. Click here to download the files: <http://www.cii2.org/news/101306.shtml>. You will be prompted to enter the CII User Name: ciimember and Password: investigate. Member profiles for these individuals are also available in the online membership directory at <http://www.cii2.org/members.shtml>. Please feel free to contact our office with any questions.  
Regards, Grace Dorner

### Bits and Pieces

Former Canadian Sandra Stubbards of Corpus Christi, Texas, became an American citizen on June 15, 2006.

The Southfield, Michigan, residence of Larry Miller, SII, was the scene of a garage fire several months ago. Larry has been living in a hotel for the past several months while a contractor restores his home and office, which were extensively damaged by smoke.

# The Computer Corner

## Windows XP Remote Assistance

This function allows a conversant computer person to help a neophyte with computer problems much more readily. Basically, it allows someone to see your computer as you are seeing it. In other words, it is as if they are sitting in front of your computer, even though they may be on the other side of the planet. The rules are that you both must be using Windows XP, and the person doing the fixing must be using Windows XP Professional. The person having the computer fixed can be using either XP Home or XP Pro. Here is how to get help.

1. Find someone you know and trust that has XP Pro and some computer skills!
2. Click on Start/Programs/Remote Assistance.



*-By Kevin Rippa*

3. Click on "Invite someone to help you"



## CII — Pending Applicants

### **Alan Bowles**

Bowles Corporate Services  
Clifton, NJ USA

### **Conrad Ceillam**

DNA Services LTD  
St. Peter Port, Guernsey Channel Islands

### **Jungnam Chi**

Providers Korea  
Seoul, Korea

### **Kenneth Cummins**

Capitol Inquiry, Inc.  
Washington, DC USA

### **Cynthia Hetherington**

AON Consulting  
Pasippany, NJ USA

### **Lydia Jäschke**

Indago GmbH  
Siegen, NRW Germany

### **Guang Meng**

Kedun Detective Office  
Shenyang, Liaoning Province China

### **Ramesh Priyolker**

EIPR (India) Limited  
Mumbai, Maharashtra India

### **Kunwar Singh**

Lancers Network Limited  
New Delhi, Delhi India

### **Wai Wong**

Asia Pacific Security Services Limited  
Kowloon, Hong Kong China  
Providers Korea  
Seoul, Korea

## CII—New Applicants

### **Conrad Ceillam**

DNA Services LTD  
St. Peter Port, Guernsey, Channel Islands

### **Sharad Wadekar**

Securafence Security PVT LTD  
Pune, Maharashtra, India

### **Erica Thomadakis**

MTI Security Consulting  
Ilioupolis, Greece

## CII—New Members

### **Christopher Bauer**

Bauer Risk Management  
Des Plains, Illinois, USA  
www.rbauerpi.com  
847-827-0077

### **Eduard Sigrist, C.I.I.**

Aristeed BV  
Haarlem, NETHERLANDS  
www.aristeed.com  
31 23 527 7070

### **Gary Nelson**

True Associates, LLC  
Portland, OR, USA  
www.onlinetrue.com  
503-228-0098, 503-631-3555

### **Jeffrey Williams, C.I.I.**

Orion Support Incorporated  
Makati City, Metro Manila Philippines  
www.osi.com.ph

### **Stuart Page, C.I.I.**

Page Associates International LTD  
London, UK  
www.pageassociates.net  
44208 998 8777

## Regional Directors

01 CANADA EAST	Fred Dehmel	fdehmel@csilimited.com
02 CANADA CENTRAL	Brian King	bking@king-reed.com
03 CANADA WEST		
04 USA NORTHEAST	William Sullivan	wbs@f-c-s.com
05 USA SOUTHEAST	William Lowrance	july05@cox.net
07 USA CENTRAL	Robert Dudash	isipi@msn.com
08 USA WEST	Robert Fenech	pacgold@aol.com
09 AUSTRIA, HUNGARY, SWITZERLAND	Heinz Rambousek	beran@detektivunion.at
10 NETHERLANDS, BENELUX COUNTRIES		
11 CARIBBEAN, SOUTH AMERICA	Maurice C. Amres	geb@solutions2000.net
12 CENTRAL AMERICA	Brett Mikkelson	brett@bminvestigations.com
13 IRELAND, N IRELAND	Alan Marr	alan-marr@jigsaw-services.demon.co.uk
14 SCOTLAND, ENGLAND	Alan Marr	alan-marr@jigsaw-services.demon.co.uk
15 SPAIN	Alan Marr	alan-marr@jigsaw-services.demon.co.uk
16 FRANCE	Joel Auribault	jra@agence-investigations.com
17 SCANDINAVIA	Jouni Heikkinen	academic@welho.com
18 BELGIUM	Michel de Kort	mdk@dekort-partners.be
19 GERMANY, E. EUROPE	Jurgen F. Hebach	fritz.cii-berlin@web.de
20 ISRAEL	Jacob Lapid	lapidim@bezeqint.net
21 INDIA	Ramesh Madan	goliathint@vsnl.net
22 SINGAPORE, SE ASIA	Ponno Kalastree	p.kalastree@mainguard-intl.com.sg
23 HONG KONG	Li Fuk Ki	lifk@hkabc.net
24 CHINA	Hai Yang	cn@sbs.com.cn
25 JAPAN, KOREA	Kenji Ohara	mission@olive.ocn.ne.jp
26 AUSTRALIA, NEW ZEALAND	Rodney Webb	rtw@mwacorporate.com.au



*The family sedan*

## Congratulations Tanya!

**In September 2006, Tanya DeGenova, passed her CPP exam (Certified Personal Protection Provider) exam sponsored by ASIS.  
Way to go Tanya!**

## CII Executive-2006

Position	Member	Location	Telephone	E-mail
Chairman of the Board	Jay L. Groob	MS, USA	617.738.6060	<a href="mailto:aisilg@aol.com">aisilg@aol.com</a>
President	Bertram S. Falbaum	AZ, USA	520.751.1615	Bertfalbaum@cs.com
1st Vice President	James R. "Jim" Kirby	IL, USA	630.941.1700	jrkirby149@aol.com
2nd Vice President	Fred J. Dehmel	NS, Canada	902.450.0697	<a href="mailto:fdehmel@csiinvest.com">fdehmel@csiinvest.com</a>
3rd Vice President	Nancy Barber	CA USA	415.334.0856	nickbk@aol.com
Secretary	John T. "Jack" Burke	IL, USA	312.372.5500	burkeassc1@sbcglobal.net
Treasurer	Rod Webb	Perth, Australia	61.8.9322.1877	rtw@mwacorporate.com.au
Executive Regional Director	Alan Marr	England	44.1932.875224	alan-marr@jigsaw-services.demon.co.uk

## CII Board Members

Year	Name	Location	Telephone	E-mail
2007	Thomas L. Davies	Rowledge, England	44.1252.790963	<a href="mailto:tlDavies19@gmail.com">tlDavies19@gmail.com</a>
	Maurice C. Amres	Guyana	592.225.6573	<a href="mailto:geb@solutions2000.net">geb@solutions2000.net</a>
	Lois Colley	Ohio, USA	843.722.4244	<a href="mailto:lec@colleypi.com">lec@colleypi.com</a>
	John "Jack" J. Devine	New York, USA	212.333.0204	JackDevine@TheArkinGroup.com
2008	Roy Whitehouse	Portugal	351.289.369.180	<a href="mailto:wis-int@ip.pt">wis-int@ip.pt</a>
	Goolam Monsoor	France		<a href="mailto:contact@as-detective.com">contact@as-detective.com</a>
	Gurnam Singh Hothi	India	91.22.28321162	<a href="mailto:kgiss@mtnl.net.in">kgiss@mtnl.net.in</a>
	John Mahoney	AZ, USA	520.886.6633	jj1617@comcast.net
2009	Ponnosamy Kalastree	Singapore	65.6296.5881	P.kalastree@mainguard-intl.com.sg
	Reginald J. Montgomery	NJ USA	201.327.3301	<a href="mailto:reggie@njinvestigator.com">reggie@njinvestigator.com</a>
	Kevin Rippa	AB, Canada	403.703.4846	<a href="mailto:kevin@computerpi.com">kevin@computerpi.com</a>
	Pawan Ahluwalia	New Delhi, India		pawan@premiership.net

The International Councillor is published on behalf of the CII by:

**Jimmy Gahan  
Lois Colley  
Trish Dehmel**

Please send submissions to Lois Colley at [lec@ddiligence.com](mailto:lec@ddiligence.com) or to Trish Dehmel at [tdehmel@csiinvest.com](mailto:tdehmel@csiinvest.com).

**Your photos and articles are needed in order to make this newsletter an informed and entertaining vehicle for CII.**

## Silent Auction

Joan M. Beach of Fairfax, Virginia has been appointed as the Chairman of the 2007 Silent Auction Committee to be held during the 2007 Annual General Meeting, Chicago, Illinois USA. The silent and "live" auctions raise money for the Council's benevolent and memorial purposes and also for special programs within the Council.

This year we are asking our members to contribute one special item each and/or bring their bidding spirit to the auction. Among our members are creative artists and we welcome their contributions. Over the years members have brought a special item, unique from their part of the world, which makes for lively bidding.

Please give this matter some thought while we plan for the upcoming 2007 auction in Chicago.