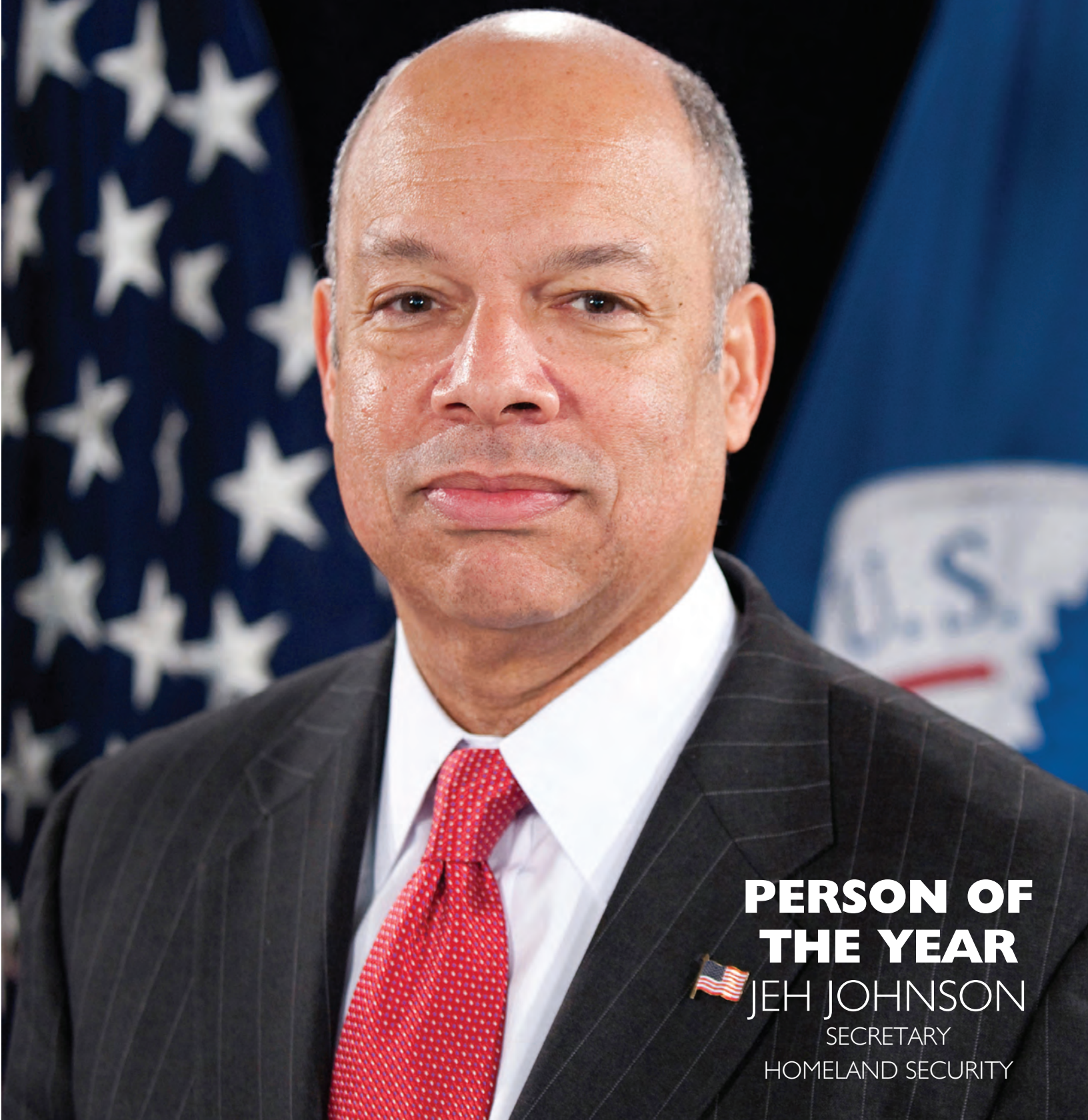



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Spring 2016



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Three things to look for when you're updating your uniform program.



**Here are a few key points from
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3.

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Naturally there are bargain basement uniforms available. You get what you pay for. Lesser quality means poorer construction. If you don't evaluate your total cost of ownership you will be buying cheaper uniforms more often.

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From The Editor's Desk



Twenty-five years and moving forward!

Welcome to the 2016 Security Director Magazine and the entire 2016

ASIS NYC Security Conference and Trade Show run in conjunction with ASIS International. It's two intense days where you can hang out with several thousand of your closest friends and allies...

The theme for 2016: is a "21st Century 'Reality Check' and seemed on target, now that we are 15-plus years into this century. It definitely got ideas flowing. There are a couple dozen perspectives in material on the following pages. The theme resonated and I thank you all for the input.

Most of us can remember this particular decade and a half vividly, and for more reasons than 9/11. Younger security professionals may not have even joined this industry when the ball dropped in Times Square beginning Century 21. For others, the transition from public service careers to the private sector was still in the distance.

Most of us have learned a few things worth sharing. Check out "Old Dogs Learn New Tricks" and another dozen-plus articles that give snapshots you can put to use right now.

In keeping with my concern to never bore you, the material in this issue is tightly edited. However, if you want to explore the topics in greater depth, use the contact info at the end of each article. Follow up!

While I write this to you, I consider that you are sitting across the desk with me and that over all these years we've kept a good dialog going. Certainly in the last fifteen years I've heard from more of you, from more parts of the globe, than I could have anticipated.

Social media, a very 21st Century explosion -and not my great strength, has provided opportunities to keep in touch with people who would have faded out of focus with last century's technology. Is this good? I don't know -but it is interesting.

Picture an old CRT monitor with that black/yellow screen. It connected one of my college professors with other academics across the country and in other continents. It was a slow, deliberate system....

This morning, I opened Gmail and continue to be amazed at how much of 65GS of storage has been consumed with communication back-and-forth. Some, almost simultaneous "conversations" about real-world issues. A few need split-second decisions.

If this 2016 Show inspires you to share ideas, elaborate on something you hear or see - then there are more chances to get published. With three additional e-magazines coming from Security Directions this year -just write away and send the articles to me!

My thanks to everyone who has contributed to making this 2016 Show a success and to those of you who take the time to attend.

As many of you know, I rejoined my local volunteer fire department where fire safety and fire prevention are my overriding focus. However, as a member of the Fire Police, I've developed a greater appreciation for how difficult traffic control can be in emergencies and after crashes. If you are on the road more as warm weather approaches: think safety. You make the difference.

Although I've said it before, you are the essential core that keeps this industry interesting and what keeps me engaged and paying attention. So, pick up a pen, or at least a keyboard or smartphone and send those emails to:
erica.harrison@gmail.com

Sincerely,

Erica

Erica Harrison, CPP



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A MESSAGE FROM YOUR **CHAPTER LEADERSHIP**



Craig Schwab



Lynn Brown

Welcome to this 26th Annual Security Conference and Trade Show from the ASIS International NYC Chapter, in conjunction with ASIS Headquarters.

Each year this event gives us an opportunity to spend some time with colleagues from significant distances away – people we may not get to see at other times during the year. This Show is a concentrated environment where the latest products and services are all arrayed for us in the Exhibit Hall. Experts from all corners of the security industry are on-hand to answer questions and provide the latest information. The event itself also gives us a chance to attend some cutting-edge seminars and educational programs – literally in our backyard and geared toward helping us succeed in our work. This year's educational sessions

were selected by you – the practitioner – through a formal survey process where over 1,000 security professionals provided information on their greatest challenges, needs and topics of interest.

Our theme this year: 21st Century Reality Check – gives all of us an opportunity to reflect on some of the changes, challenges and new issues that have come about in the last 15 years – and are continuing this year... and may portend what will come in the next decade.

If 9/11 was the eye-opener, what are the indicators for the next paradigm shift? How has connectivity changed security management during the last decade and a half? Are our expectations for integrating security into the fabric of organizations likely to be met?

For many attending this 2016

event, if we go back to the turn of this century, they were not even working in security – many were still in school or in a first career. Younger security practitioners bring a whole new dynamic into this industry. How are we integrating their perspectives so we are ready to take on the challenges we haven't even considered yet? We invite you to explore these issues and challenges by speaking to all of the industry leaders and attending the educational sessions to get first-hand knowledge of thought leaders that are constantly innovating and shaping the future of our industry.

Craig Schwab, Chapter Chair and
Lynn Brown, Vice Chair

ASIS NYC Chapter
chairman@asisnyc.org

JEH C. JOHNSON

Secretary of the Department of Homeland Security



Jeh C. Johnson is the ASIS International NYC Chapter Person of the Year and we recognize him for his work right now and for all the public service he has performed previously and his achievements in the private sector.

Jeh C. Johnson is our fourth Department of Homeland Security Secretary. He was born in New York and grew up in Wappinger Falls. According to his biography, Johnson's first name is taken from a Liberian chief, who reportedly saved his grandfather's life while he was on a League of Nations mission to Liberia in 1930.

Jeh Johnson was sworn in as DHS Secretary on December 23, 2013. The Washington Post reported "Johnson, an African-American, would bring further racial diversity to Obama's Cabinet."

Johnson is a graduate of Columbia Law School and began as an associate at the New York law firm: Paul, Weiss, Rifkind, Wharton & Garrison LLP, in November of 1984. In 1989 he left to serve as an assistant United States Attorney in the Southern District of New York, a position he held until the end of 1991. He has also served as a federal prosecutor and as the senior legal advisor in the US Air Force

Johnson returned to Paul, Weiss, after his four years as General Counsel to the Defense Department. He was the first African American elected partner in the firm.

Many remember Johnson's recommendation, in coordination with Army General Carter Hamm, that the military's policy of: "Don't Ask, Don't Tell", be repealed.

Earlier this year January 4, Jeh C. Johnson, United States Secretary of the Department of Homeland Security, commented on DHS's initiatives to curtail the continuing flow of non-US citizens across our southern border with Mexico:

"... through the Southern Border and Approaches Campaign Plan we launched in early 2015, we are for the first time putting to use in a combined and strategic way the assets and personnel of CBP, ICE, Citizenship and Immigration Services, and the Coast Guard to better protect the border."

"I know there are many who loudly condemn our enforcement efforts as far too harsh; while there will be others who say these actions don't go far enough. I also recognize the reality of the pain that deportations do in fact cause. But, we must enforce the law consistent with our priorities. At all times, we endeavor to do this consistent with American values, and basic principles of decency, fairness, and humanity."

The ability of Secretary Johnson to present the above information in a cogent and thoughtful way reflects the skill and intelligence he brings to one of the most difficult jobs in the United States.

Person of the Year

In March, Secretary Johnson blogged about technology and its impact on young people as well as the work of DHS:

"I wholeheartedly agree with the President when he said in a recent interview with Popular Science that, "when young people are excited about science, technology, engineering, and math, that's not just good for them. That's good for America."

"I see on a daily basis how important STEM is to our nation as the head of the research and development arm of DHS. We create technological capabilities for DHS components and first responders, like a 3-D printed robot to be assembled on site, allowing bomb squads to assess threats with minimal risk to others. Our world is ever-changing, and it wasn't that long ago that a single computer could fill a room and was only operated by highly-trained scientists. Today, grade-school children use smart phones ... that can do the work of ten of those room-sized computers."

And, lest we forget –there was a crucial test this February, while millions viewed "Super Bowl 50" on large screen TV; millions were in the game's vicinity even if they were not all in the Stadium.

The DHS, under Secretary Johnson's direction, after he made a personal visit to San Francisco to coordinate with local law enforcement prior to the game, helped ensure that everyone remained safe and the event was incident-free. Johnson noted:

"...dozens of components within the Department of Homeland Security (DHS) – both seen and unseen – proudly worked to make sure that Super Bowl 50 was a safe and enjoyable experience for players, employees, and fans alike...."

"From the stadium and well beyond, DHS components – including TSA, CBP, ICE, Coast Guard, the Secret Service, FEMA, our Office of Intelligence and Analysis, and our National Protection and Programs Directorate – contributed to the security of more than 15 million fans and visitors."

If you want to drive home the "See Something Say Something" message, there is no better ambassador for the job than NASCAR's Dale Earnhardt, Jr. And, under Johnson's tenure this particular public service message has become an effective reality.

Secretary of Defense Robert Gates, under presidents George W. Bush and Obama, said that Johnson "proved to be the finest lawyer I ever worked with in government—a straightforward, plain-speaking man of great integrity, with common sense to burn and a good sense of humor" and that he "trusted and respected him like no other lawyer I had ever worked with."

We are pleased and honored that Jeh C. Johnson, United States Secretary of the Department of Homeland Security is accepting our award as ASIS NYC Person of the Year.

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Susan Melnicove, VP, Education at ASIS International and Her Team



*Left to right front: Crystal Krason, Mary Higham, Abby Abdala, Eileen Smith
Left to right middle row: Susan Melnicove, Shannon Burch, Kay Burgess, Linda Krueger, Tanya Kirchner
Left to right back row: Matt Fox, Mark Mayhew*

Back, earlier in this decade there were some significant changes that brought together ASIS International and the ASIS International NYC Chapter – We teamed up to expand and enhance the annual security conference and trade show that ASIS NYC Chapter has been presenting for 26 years running.

The change, with the unique and important involvement of Susan Melnicove, VP, Education at ASIS International and her team, has meant significant improvements for every attendee and every vendor.

We have a changed format that has become more valuable to security and business professionals throughout the eastern segment of the USA – from Maine to Florida and reaching ASIS members from Europe, the Netherlands, and South America.

Until the partnership came together, the entire NYC event was put together and run by volunteers, contributing time and energy to do all the support work that goes into a large-scale event that is attended by thousands. With ASIS International's involvement, it became possible for us to have a two-day show, filled with programs and social events that continue to be the highlight of security conferences occurring in the spring.

With the benefits that ASIS International's paid professionals brought to the table, the ASIS NYC Chapter members could focus on developing a wider variety of educational seminars and the evening special events that complement the programs brought by ASIS International.

Susan's team handles much of the administrative and coordination work that takes time and saps energy. Even registration has become an effortless process since ASIS International brought EPIC registration services on board.

In the book *Organizational Resilience*, Mark Siegel recognizes Susan's contributions (along with others) stating: "...truly the engine that drives the ASIS International standards program..."

This year we recognize Susan Melnicove, VP Education at ASIS International and her team including Kay Burgess, Director of Education, Shannon Burch, Ellen Bonanno, Tanya Kirchner CMP, and all the others who put in tireless effort for the April Show. They are the recipients of the 2016 Gene Casey Award, a special award named in honor of one of our significant founding ASIS NYC members.

Our thanks to the 2016 winning team!



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June Pollard

A man was wielding a knife at another who was trying to defend himself... It wasn't happening on the streets of Jamaica, Queens, but inside the Emergency Room at Jamaica Hospital, a busy urban medical facility that knows no 'down-time'.

June Pollard, selected as ASIS NYC Chapter Security Officer of the Year for 2015, is a security officer at that hospital. She was able to calm the situation on her own,

bravely diffuse the altercation and disarm the aggressor. She then moved all Emergency Room patients and visitors to safety.

For her professionalism, resourcefully negotiating through a serious confrontation and attention to the wellbeing of everyone in the vicinity, we honor June Pollard.

Ms. Pollard received her award at the January 2016 ASIS NYC Chapter Luncheon. The event was held at the Union League Club.



Pictured above: Craig Schwab, ASIS NYC Chapter Chairman, Security Officer June Pollard, and to the right, Charles Neacy, Security Director at Jamaica Hospital. Neacy nominated June for the Security Officer of the Year Award for 2015

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As a rocket scientist he developed numerous innovations in America's defense and space programs. He is Board Certified in Homeland Security level IV. He is also an ASIS International Board Certified Protection Professional.



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Lieutenant Colonel Robert J. Darling

United States Marine Corps (Ret.)



Lieutenant Colonel Darling was working in the White House Military Office on 9/11 when news came of the attacks on the World Trade Center. Initially tasked to coordinate airlift assets for the President's evacuation, Lt. Col. Darling was quickly recruited to provide military expertise and became a key liaison between the Vice President, National Security Advisor, and the Pentagon. Working directly with the National Command Authority to respond to the terrorist attacks, Darling witnessed first-hand the crisis leadership decisions made that day on behalf of all Americans.

Lt. Col. Darling will be available following the keynote to sign his new book, *24 Hours Inside the President's Bunker: 9-11-01: The White House*.

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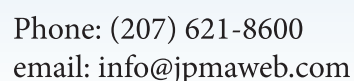
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A man and a woman in police uniforms are working together at a computer. The man is seated and looking at the monitor, while the woman stands behind him, looking over his shoulder. They are both wearing light blue shirts with dark ties and patches. The background is a bright, out-of-focus office environment.[illegible]

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21ST CENTURY REALITY CHECK

Whether it is how we operate security departments in a global economy or confront possibilities of severe acts of terror beyond lone shooters – things are different. It may be how we are going to make a security-related business successful with this century's challenges – or the realities each day that were not even on the radar 16 years ago...

The theme for this issue of Security Director is “21st Century Reality Check... 15+ years in” What you will find in this wide array of articles is a dissection of: What's Most Relevant in Your Work Now? What Issues are New... What Issues Carry Over from the last Century?

Our contributors were willing to share their ideas here – see what you can use in your work this year and going forward...

Erica.harrison@gmail.com.

CAPTURING SUBJECT-MATTER EXPERT KNOWLEDGE THAT'S DIFFICULT TO REPLACE OR REPLICATE

**By Timothy A. McIntyre,
USN CPO Ret., MHS, CEM,
CHS III**

It's the retirement party! We raise a toast to several colleagues and wish them well in their future, less stressful lives.

The next day we come to work. We need some specialized background material with which the retired guys are familiar. It's quickly apparent that we're missing something: knowledge and experience that may take us years to re-gather. Sure, we have all their files, both digital and physical – but the expertise and skills they developed in their specific areas; that's gone to the golf course with them!

I've considered this issue over the years, because it has happened more than once. A potential solution might be specialized interviews (voluntary) with workforce members who are nearing retirement-eligibility or departing employment. The focus can revolve around their approach to assigned duties, abilities and job skills they've had to develop... What were the challenges they encountered... is there specific advice or philosophy they applied? Add in shared experiences and success/not-so successful stories.

Capturing and retaining this knowledge and making it available to our constituents can help us

right away when we need it and later as background for future situations. Although I am considering this from a government security perspective, it's probably equally – if not more valuable in the private sector – although harder to institute.

If the information is disseminated across various departments it can mean we are not reinventing the wheel. It may be reference/guidance as we tackle even very different problems, avoiding pitfalls that may show up over and over. If we have secured websites, encryption that is sophisticated and has management buy-in, we can develop a data center that integrates and expands the organization's culture, captures knowledge and informs future operations.

Another option: (1) One-On-One Mentoring; so before subject-matter experts (SME) depart, they share the thought processes behind their decision-making. (2) Group Mentoring, mirroring One-On-One, with the added benefit of sharing key knowledge with multiple individuals at the same time.

Net results of this approach: a standard processes for capturing, validating and integrating a wealth of experience that can improve readiness, capabilities, and performance. The knowledge doesn't disappear anymore...

New crises will identify new vulnerabilities – but some lessons become common knowledge and can inform our plans going forward, because there will always be a next time!

Timothy A. McIntyre, USN CPO Ret., MHS, CEM, CHS III is a

Security Specialist with U.S. Immigration and Customs Enforcement, Badge & Credential Program.

ACTIVE SHOOTER 2.0 — BEYOND RUN, HIDE, FIGHT

**By Steve Crimando, MA,
BCETS, CHS-V**

Let's consider this as Active Shooter 2.0: the likelihood that the future holds additional attacks on civilians, not just by "lone wolves", but through multiple, simultaneous attacks such as we've seen in France and the Middle East. This century's better communication devices, better protective gear, and better weapons provide a more devastating approach to terror. The more involved attacks even



have a name: Hybrid Targeted Violence (HTV). Here are some characteristics:

- Well-trained, tactically-competent, and willing-to-die perpetrators
- Multiple operators (attackers) working in small tactical units
- Effectively communicating and coordinating both internally and externally
- Purposefully luring

Continued on page 27

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first responders to cause even more carnage

- Using fire to complicate first-responder operations and cause further damage
- Using chemical, biological or radiological agents, high powered military-type weapons/explosives, and suicide bomb vests, etc.

In all active shooter response training, we hear about “response gap”: the time between the first shot and police/EMS arrival. Initially, police do not stop to assist the hurt and wounded. EMS may not be able to enter the “warm zone” until it is safe. And those who are wounded on the ground, if unattended can bleed out in as little as three minutes.

On average it takes approximately 7 to 15 minutes for first responders to arrive on scene. In a multiple, sequenced series of attacks in adjacent areas, first responders will be stretched thin at best. Add to that, it often takes longer for medically-trained personnel to safely enter and start treating patients. Given this harsh reality, some communities and organizations have begun to train and equip citizens in bleeding control, also referred to as “B-CON.”

Regular citizens become members of a “Rescue Task Force”. If they are already inside an incident space, they can make a critical difference with the right knowledge and equipment.

The DHS recently started the “Stop the Bleed” campaign as a national initiative to assist professional emergency responders and reduce the number of casualties in violent events. Schools and businesses have begun prepositioning B-CON supplies in “throw kits” designed to provide quick, easy access to essential bleeding

control medical equipment. Bystanders are already ‘first on the scene’. Leveraging this human resource saves lives and reduces physical and psychological trauma.

Will we be looking at Active Shooter 2.0 and beyond in the next decades? Probably. But, with attention and planning, perhaps we can minimize some calamity.

Steven M. Crimando, MA, BCETS, CHS-V is a recognized expert on preventing and addressing active shooter incidents. Phone at Behavioral Science Applications: 888.404.6177. Email: steve@behavioralscienceapps.com

DOES YOUR INVESTIGATIVE STRATEGY ALSO INCORPORATE A VIOLENCE RISK ASSESSMENT?

By Chuck Tobin

The security investigations team finds someone within the organization who has embezzled or committed acts of sexual harassment or worse. Now the person is subject to termination, if not prosecution.

Traditionally, investigators provide their detailed findings. The quality and quantity of their evidence is what substantiates actions employers deem necessary.

The messier part is: “how will this subject respond to what he/she perceives as consequential ‘negative’ actions by the employer?” or “does this individual have the propensity for violence and might termination or other discipline trigger unwanted behavior, either immediately or

after being confronted about the problematic behavior?”

While threat assessment and management strategies are applied in

There are many examples where an employee was terminated for causes other than violence, yet the person committed violence as a result of the employer’s action.

many potentially hostile or violent termination situations, are we missing other life changing events? Shall we also collect and assess information that goes beyond the current workplace situation? It has to be on-hand and evaluated before termination because it may alter how the matter is handled. And, there are many examples where an employee was terminated for causes other than violence, yet the person committed violence as a result of the employer’s action. [Consider last year’s Connecticut shootings at a workplace where an employee who was terminated for theft, then returned a short time later and killed the bosses and other management personnel while they all sat at a meeting.]

Whether it is factual or not is besides the question – their truth, for the problematic [former] employees – their perception will formulate their decisions. If their ‘truth’ is influenced by drugs, past

Continued on page 29



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life experiences, environmental factors or other stressors, we cannot discount their version of 'reality'.

If they are no longer operating under the job's constraints – or without a perceived connection to the company but still have all the other stressors, the situation may be sufficient for committing violence directed back at the workplace, its management or at co-workers.

Consider bringing in psychologists and threat assessment investigators and others to go beyond the original investigation and work with the company's HR and legal team. The goal: to effectively move these individuals to a position where risk to the organization is mitigated. A quick introduction to collaborative approaches is outlined in an ASIS paper from 2011 called a Workplace Violence Standard.

We rely on investigative skills to identify problematic employees and then call upon these additional resources for 'full-view' assessments and for developing true mitigation strategies.

Chuck Tobin is president of AT-RISK International and can be reached at: 1.703.378.2444.

DIGITALLY THINKING

By Tom Vogel, PSP

Ask one of us old-timers who, prior to the introduction of DVRs, searched time-lapsed VHS tapes for incident information... It was time consuming... frustrating... but at least there was the video...

In many instances, integrating access control, intrusion alarms and video systems have resulted in a force multiplier. We've increased situational awareness,

reduced response times and speeded up investigations.

At this point, I doubt security department execs hire vendors independent of consulting with the organization's IT leadership. And even with that integration, data breaches and cyber-attacks have become common news topics – and the subject gets some coverage in other articles in this magazine.

In the first few years of this new century, we heard much talk about convergence, integration and automation. They were buzz-words for sales and marketing people. Both the manufacturers and value-added resellers pitched the terms indiscriminately. But products didn't always live up to hype.

Once the technology became solid and costs came down – there were still disappointments. But this time they were more likely due to improperly deploying or applying the technology. What we came to realize in traditional security was that we had to start asking our IT department experts to assist us up front. It's required us to more clearly delineate exactly what we are trying to accomplish and why. Net result: less disappointments, fewer technical problems and a major cut in unnecessary expenditures.

If the new catchphrase for this century is 'cooperation' then when IT and Security departments understand each other and truly cooperate, the entire organization benefits.

Tom E. Vogel PSP, is an engineer at Hofstra University with over twenty years' experience designing, specifying, deploying and maintaining physical security systems. Tom can be reached at: Thomas.E.Vogel@hofstra.edu.

CAN YOU CREATE ENOUGH FEAR AND INTIMIDATION TO DETER FRAUD?

By Edward R Smith, CFE, LPD

Fraud is not ever going away. But sometimes, it is possible to create an environment where some employees fear the consequences enough, that you create a fraud deterrent.

Employers use versions of increasing fear of consequences now: employment applications say false or fraudulent information will lead to immediate termination. There may be a code of ethics that everyone signs before beginning employment. Some organizations actually have anti-fraud training programs. Today, these approaches may still be effective with older

Sometimes, it is possible to create an environment where some employees fear the consequences enough, that you create a fraud deterrent.

employees or anyone not savvy about manipulating IT systems and records management.

We created fear and were intimidating in a presentation I delivered as the director of security and fraud investigations for a large

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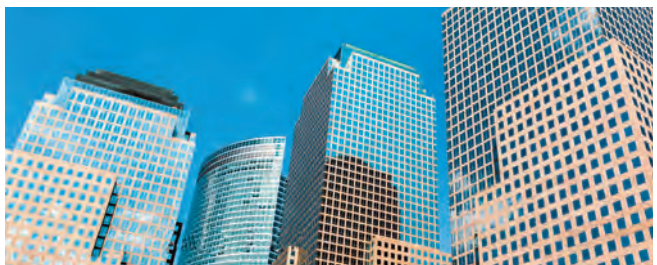
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Person of the Year Luncheon

The ASIS New York City Chapter hosts the popular Person of the Year: Luncheon on Thursday, April 28, 2016, from 12:00 – 2:00 pm. This year it's Secretary of Homeland Security, Jeh Johnson.

This ticketed event is included in full conference registration; individual tickets are \$75.

Keynote

April 27, 8:00 am – 9:00 am

Lieutenant Colonel Robert J. Darling
United States Marine Corps (Ret.)

September 11, 2001: The White House
A Presentation on Crisis Leadership

Lieutenant Colonel Darling was working in the White House Military Office on 9/11 when news came of the attacks on the World Trade Center. Initially tasked to coordinate airlift assets for the President's evacuation, Lt. Col. Darling was quickly recruited to provide military expertise and became a key liaison between the Vice President, National Security Advisor, and the

Pentagon. Working directly with the National Command Authority to respond to the terrorist attacks, Darling witnessed first-hand the crisis leadership decisions made that day on behalf of all Americans.

Lt. Col. Darling will be available following the keynote to sign his new book, *24 Hours Inside the President's Bunker: 9-11-01: The White House*

This presentation is open to all attendees.

Wednesday, April 27

8:00am–9:00am

KEYNOTE: September 11, 2001: The White House - A Presentation on Crisis Leadership

Lieutenant Colonel Robert J. Darling, United States Marine Corps (Ret.)

9:15 am – 9:45 am

POSTER: Pre-Incident Indicators to Terrorist Attacks

John Ferranti, CPP, PSP, National Account Executive, Apollo Education Group

10:00 am – 11:00 am

1201 Social Media Monitoring Tools

Cynthia Hetherington, President, Hetherington Group

1202 Implementing the New ASIS Risk Assessment Standard: Part I

Carol Fox, Director of Strategic and Enterprise Risk Practice, Risk and Insurance Management Society, Inc., Marc Siegel, Commissioner, Global Standards Initiative, ASIS International

1203* Anti-Terrorism: Maritime Security — Protecting the Homeland One Port at a Time

Commander Tim List, USCG, USCG Headquarters Division Chief for the Office of Maritime Security Response Policy, Maritime Security Division, U.S. Coast Guard, Phil Howard, Director, ABS Consulting

1204 Cyber Security: Part I

Brian Allen, Esq., CPP, CFE, CISM, CISSP, Chief Security Officer, Time Warner Cable

11:15 am – 12:15 pm

1301 The Israeli Security Model

Garrett Macrine, CPP, Security Consultant, Israeli Defense Forces

1302 Implementing the New ASIS Risk Assessment Standard: Part II

1303* Anti-Terrorism: Are There Borders in Cyber Space?

Dr. David Mussington, Assistant Director, Information Technology and Systems Division, Institute for Defense Analyses, Dr. Deena Disraeli, Research Staff Member, Institute for Defense Analyses

1304 Cyber Security – Part 2

Ondrej Krehel, CEO & Founder, LIFARS, LLC, Dusan Petricko, Incident Response Manager, LIFARS, LLC

1:15 pm – 1:45 pm

POSTER: Lone Wolf Terrorism: Understanding the Growing Threat

Jeffrey Simon, President, Political Risk Assessment Co., Inc.

1:30 pm – 3:00 pm

1404 Making the Switch: Public to Private Career Transition (Reception for sessions attendees to follow, sponsored by Time Warner Cable)

John Petruzzi, CPP, Vice President of Security Operations, Time Warner Cable, Brian Reich, CPP, Director of Security Operations, Time Warner Cable, Raymond O'Hara, CPP, Executive Vice President, AS Solutions, Joseph Galasso, Senior Vice President of Security, SL Green Realty Corp., Lori Hennon-Bell, Vice President, Chief Security Officer, Global Security Prudential Financial

Conference Program

2:00 pm – 3:00 pm

1401 Cloud Effects on the Cost of Operations

Gail Essen, CPP, PSP, Enterprise Integrated Security Solutions, Honeywell, Julio Ampuero, Line of Business Leader, Integrated Security Solutions, Honeywell, Raymond O'Hara, CPP, Executive Vice President, AS Solution

1402 Implementing the New ASIS Risk Assessment Standard: Part III

1403* Anti-Terrorism: Moving Borders Outward – Building Security and Safety Overseas

James Dunne, CPP, Senior Foreign Affairs Officer, U.S. Department of State, Dr. Deena Disraelly, Research Staff Member, Institute for Defense Analyses

Thursday, April 28

8:00 am – 9:00 am

2101 OSAC Presentation

2102 Implementing the New ASIS Investigations Standard: Part I

Eugene Ferraro, CPP, PCI, Forensic Pathways International, Marc Siegel, Commissioner, Global Standards Initiative, ASIS International

2103* Anti-Terrorism: Transportation Security: Air and Rail

Dr. Stephen Sloan, Professor Emeritus, formerly at University of Oklahoma and Central Florida University

2104 Security Metrics: Communicating Value to the C-Suite

Peter Ohlhausen, President, Ohlhausen Research, Inc., Dan McGarvey, Director, Security Programs, Global Skills X-change, Richard Weaver, Chief Security Officer, Johns Hopkins University Applied Physics Laboratory

9:15 am – 9:45 am

POSTER: A Comprehensive Counterespionage Program for Businesses

Bruce Wimmer, CPP, President, Regional Director and Senior Consultant, G4S Risk Services

10:00 am – 11:00 am

2201 Compliance 101 for Security Professionals

Judy Spain, J.D., Chief Ethics and Compliance Officer, Manhattanville College

2202 Implementing the New ASIS Investigations Standard: Part II

2203* Anti-Terrorism: DHS Safety Act Office Anti-Terrorism Measures

Andrea Schultz, CPP, Deputy Director, DHS Safety Office, U.S. Department of Homeland Security

2204 The Evolving Active Shooter Threat: From the Texas Bell Tower to San Bernardino

Steve Crimando, Principal, Behavioral Science Applications

11:15 am – 11:45 am

POSTER: Open Source Intel: Security, Privacy & Hidden Information

Sandra Stibbards, President, Camelot Investigations

2:15 pm – 2:45 pm

POSTER: Cyber Security in the 21st Century

Paul Kubler, CCNA, Sec+, ACE, Digital Forensics and Cybersecurity Examiner, LIFARS, LLC

*Sponsored by the ASIS Global Terrorism and Political Instability Council

Full program details are online at www.asisonline.org/nyeduc

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Since 1964, DVS, a division of Ross & Baruzzini, has been involved in the development of risk and threat assessments, consultation, design, engineering, and construction supervision for physical security, electronic protection, and countermeasure systems. We are proud participants in projects such as the New York Wheel, One WTC, St. Patrick's Cathedral, MoMA, and others. We strive to bring our clients justifiable and rational solutions grounded through our experience resulting in the highest quality of service.

E

Elmridge
Booth: 429

6401 E Rogers Cir, Unit 12
Boca Raton, FL 33487-2647
+1.561.244.8337
Fax: +1.561.244.8339
<http://www.ElmridgeProtection.com>

Emergency Skills, Inc.
Booth: 316

350 7th Ave Ste 505
New York, NY 10001-1944
+1.212.564.6833
Fax: +1.212.564.6793
<http://www.emergencyskills.com>

The focus of Emergency Skills, Inc. (ESI) is to train corporate employees to respond confidently and calmly to workplace emergencies. Our goal is to save lives and to improve quality of life through a properly handled emergency.

Everbridge
Booth: 608

25 Corporate Dr
Burlington, MA 01803-4240
+1.781.859.4005
<http://www.everbridge.com>

F

F.M. Valenti, INC.

Booth: 320

5 Bourbon Street
Peabody, MA 01960
+1.973.570.8717
Fax: +1.978.536.2065
<http://www.fmvalenti.com>

"We Represent Quality" - FMV is a leading Manufacturers' Representative Company serving the Northeast in the Security, Pro AV & Network Infrastructure markets for 49 years. Our team of 14 is here to help you; the Dealers, Integrators, Distributors, Consultants and End Users. Our Product Lines include, Brother, Cyberpower, Hammond Manufacturing, Iomnis, KBC, OnSSI, Platesmart, Philips, RGB Spectrum, Samsung, Stentofon, Syncom, Totevision, Winsted & ZK Access.

Fast-Pass Management

Booth: 221

3595 Fiscal Ct
West Palm Beach, FL 33404-1782
+1.561.691.0050
<http://www.siscocorp.com>

FAST-PASS is the Industry Leader in Electronic Identity Visitor and Management Systems that rapidly identifies, captures and logs visitors, volunteers, contractors, employees and vendors. FAST-PASS acts as a front line deterrent, eliminating the opportunity for undesirables to act on their intentions.

FAST-PASS is the solution of choice for Education, Healthcare, Construction, Commercial Buildings, Military, Law Enforcement and Government Agencies. FAST-PASS offers a variety of features and benefits that are tailored to meet the needs of each customer.

FLIR Systems

Booth: 434

27700 SW Parkway Ave
Wilsonville, OR 97070-8238
+1.503.498.3468
<http://www.flir.com>

FLIR is a leading developer of open-standard, end-to-end video surveillance solutions, including integrated video management

systems (VMS), advanced video analytics, visible and thermal security cameras, servers and encoders. FLIR's recent acquisition of DVTel brings together two great brands with a focus on flexible open platform infrastructure, developing custom applications that seamlessly integrate with third-party products to ensure the highest levels of interoperability and performance.

FreightWatch International

Booth: 335

7501 N Capital Of Texas Hwy, Suite A200
Austin, TX 78731-1779

FST Biometrics

Booth: 537

33 Lazarov Street
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<http://www.fstbm.com>

FST Biometrics is a leading identity management solutions provider. The company's IMID™ product line offers identification solutions for access control through its proprietary In Motion Identification technology. This provides the ultimate security and convenience for users, who are accurately identified without having to stop or slow down. IMID™ solutions integrate a fusion of biometric and analytic technologies that include face recognition, body behavior analytics and voice verification.

G

G4S

Booth: 336

19 West 44th Street Ste 305
New York, NY 10036
+1.212.921.4600
<http://www.g4s.com/us>

G4S is the world's leading security solution! We are committed to developing lasting partnerships by our vow in providing the highest level of security. G4S secures your people, property & assets by understanding & mitigating security risks. We offer risk consulting, investigations, systems integration, security software, technology & Security Officers - that align to deliver innovative, essential and scalable solutions. With our comprehensive offerings the G4S customer

experience delivers unremitting and measurable value that cannot be surpassed.

Gem Electronics

Booth: 207

920 River Street, Suite A
Windsor, CT 06095-1374
+1.888.436.4195
Fax: +1.860.683.0396
<http://www.gemelec.com>

Gem supplies products that enable the use of legacy cable for all Analog, IP, HD-TVI, CVI & AHD CCTV Systems. HD-1080p connectors, baluns, hubs, PoC converters, POE switches, cameras & DVRs. All to save enormous cost/material on every CCTV Install

Genetec

Booth: 517

2280 Alfred-Nobel Blvd
Suite 400
Montreal, QC H4S 2A4
Canada
+514.332.4000
<http://www.genetec.com>

Genetec™ develops open-platform software, hardware and cloud-based services for the physical security and public safety industry. Its flagship product, Security Center, unifies IP-based video surveillance, access control and automatic license plate recognition (ALPR) into one platform. Genetec™ was founded on the principle of innovation and remains at the forefront of emerging technologies that unify physical security systems. For more information about Genetec™, visit our website.

Geofeedia

Booth: 532

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<http://www.geofeedia.com>

Geofeedia is the market leader in location-based intelligence and analysis for corporate security and public safety. Geofeedia's patented platform enables organizations to predict, analyze and act on social intelligence from specific geographic locations to understand, in real-time, what's happening within the areas most important to them.

Directory of Exhibitors

Guardian 8 Corp
Booth: 210

7432 E Tierra Buena Ln Ste 102
Scottsdale, AZ 85260-1646
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<http://www.Guardian8.com>

Guardsmark, LLC
Booth: 305

15 W 44th Street
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H

HID Global
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611 Center Ridge Dr
Austin, TX 78753
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<http://www.hidglobal.com>

HID Global is the trusted leader in products, services and solutions related to the creation, management, and use of secure identities. Recognized for robust quality and innovation, HID Global is the supplier of choice for OEMs, integrators, and developers serving a variety of markets, including physical access control; IT security, including strong authentication/credential management; card personalization; visitor management; government ID; and identification technologies for technologies for a range of applications.

Hikvision USA Inc.
Booth: 614

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Hitachi Cable America
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Manchester, NH 03109-5608
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<http://www.hca.hitachi-cable.com>

Hitachi Cable America (HCA) is headquartered in Purchase, NY, USA. The Performance Cable division, manufacturing takes

place in Manchester, NH. HCA manufactures a complete line of high-performance copper cables including Category 6, 6A and 7 cables, industrial Ethernet cable and cables for harsh environments, mining, oil & gas and more. HCA also offers fiber optic cables for use in enterprise and data center applications. Markets served include medical, industrial, educational, military, oil/mining and commercial.

Hitachi Data Systems
Booth: 632

2845 Lafayette St
Santa Clara, CA 95050-2639
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Hitachi Visualization helps law enforcement and emergency management personnel prevent and collaboratively address public safety situations by integrating the capture, management and analysis of real-time information. This map-based software platform enables correlation of disparate data and video systems along with world-class surveillance analytics, evidence management and crime predictive analytics. By leveraging the Internet of Things, big data analytics, and IT infrastructure technologies, Hitachi Visualization is helping to make society safer, smarter and more efficient.

HX Global
Booth: 534

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I

Idesco Corporation
Booth: 406

37 W 26th St Fl 10
10th Floor
New York, NY 10010-1055
+1.212.889.2530
<http://www.idesco.com>

Idesco has been providing integrated security solutions to the most prestigious organizations for over 7 decades. Our expertise and wide array of security products include access control, video surveillance, biometrics,

ID badging, turnstiles and visitor management systems. We also offer managed services for organizations that do not have the resources to dedicate an individual to the oversight of an access control or video surveillance system.

IL Solutions LLC
Booth: 323

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Fax: +1.561.997.9392
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IndigoVision, Inc.
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Indigo Vision
2 Longfields Drive
Bearsted, Maidstone, ME14 4PD
UNITED KINGDOM
+4401314757200
Fax: +441314757201
<http://www.indigovision.com>

IndigoVision provides a complete video security solution. All of our products are single-mindedly designed towards enhancing your security.

Our solution is scalable and open giving the ability to add devices to your installation wherever you need them, including a wide range of third party cameras or other manufacturers' security systems, such as Access Control and Perimeter Detection.

Our global support team back it all up and that's when you discover safe is a wonderful feeling.

Integrated Security & Communications
Booth: 217

5 Commerce Way Ste 150
Hamilton, NJ 08691-3395
+1.732.506.9300
<http://www.isc-world.com>

K

Kratos Public Safety & Security Solutions Inc.
Booth: 411

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Fair Lawn, NJ 07410-2801
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<http://www.kratospss.com>

Directory of Exhibitors

Kratos PSS is an established player in electronic physical security specializing in integrated systems and emergency preparedness. We work together with our clients to develop a security management system that focuses on the "ilities" of the security industry: usability, maintainability, flexibility, scalability. Customers include transit authorities, sea and airports, commercial offices, hospitals and universities. Kratos PSS also maintains several contract vehicles to streamline your procurement process including NYS OGS, NCPA, MHEC and GSA.

Kwantek
Booth: 403

9300 Shelbyville Rd Ste 600
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<http://www.kwantek.com>

Kwantek is an industry leader in providing applicant tracking and on-boarding solutions including job management, background screening, and work opportunity tax credits. Our seamless integration with your processes helps you attract, hire, and retain the right people for your business needs. With a heavy focus on analytics, Kwantek is dedicated to perfecting technology and industry solutions to ensure that our clients are more productive and profitable, year after year.

L

Langbaum Associates, Inc.
Booth: 620

950 Route 45
Pomona, NY 10970
+1.845.362.1141
Fax: +1.845.362.7740
<http://www.ilasales.com>

Langbaum Associates is a professional Manufacturer's Representative firm in the Video Security industry with the charter to support a network of system integrators, distributors, consultants, and end users to aid in the design process, and ultimately the sale of CCTV and IP network surveillance systems, fiber optic and IP data transmission equipment, and complimentary hardware and software solutions for the electronic security market.

Lenel & Interlogix
Booth: 503

1212 Pittsford Victor Road
Pittsford, NY 14534

M

Metro One Loss Prevention Services Group
Booth: 332

900 South Ave Ste 200
Suite 200
Staten Island, NY 10314-3427
+1.347.834.2352
<http://www.metroonelpsg.com>

Metrocom NYC
Booth: 520

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New York, NY 10016
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Fax: +1.212.532.6443
<http://www.metrocomradio.com>

Metrocom is a Two-way radio dealer located in Midtown Manhattan, and is a factory authorized sales and warranty center for Motorola Solutions and Vertex Standard along with Kenwood and Hytera communications. Emergency communications specialist, pickup and delivery service along with Rental programs are available as well.

MG Security Services, LLC
Booth: 617

133 W 25th St Rm 8W
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New York, NY 10001-7281
+1.212.242.6477
Fax: +1.212.242.2988
<http://www.mgsecurityservices.com>

MG Security Services, LLC is a locally owned and operated security services company. We take great pride in delivering the finest security services that are tailored to meet the diversified needs of our clients. Quality service is our first priority. We view our employees as ambassadors of our company and invest significant resources to recruit the highest caliber security professionals. MGSS provides a full suite of services covering armed, unarmed, undercover and investigative work.

Milestone Systems
Booth: 308

8905 SW Nimbus Ave Ste 400
Suite 400
Beaverton, OR 97008-7164
+1.503.350.1100
Fax: +1.503.350.1199
<http://www.milestonesys.com>

Milestone Systems is a world-leading provider of open platform IP video management software (VMS). Milestone XProtect® VMS is powerful, reliable, & easy to use. Milestone's product portfolio also includes the innovative Milestone Husky™ series of network video recorders (NVRs) which provide fully-integrated, customizable video surveillance solutions.

Mobilize, LLC
Booth: 535

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Pittsford, NY 14534-3811
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Morse Watchmans Inc
Booth: 606

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MSA Security
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9 Murray St Fl 2
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MSA's high-level perimeter security services protect against explosive devices, WMD agents & potential high-risk intruders. Comprised of veteran members of law enforcement, military & business communities with specialized experience in explosives, counterterrorism, emergency services, special event security & personal protection.

N

Napco Security Technologies, Inc.
Booth: 521

333 Bayview Ave
Amityville, NY 11701-2801

Directory of Exhibitors

+1.631.842.9400

<http://www.napcosecurity.com>

NAPCO Security Technologies, Inc. is one of the world's leading manufacturers of technologically advanced electronic security equipment including intrusion and fire alarm systems, access control and door locking systems. The Company consists of NAPCO plus three wholly-owned subsidiaries: Alarm Lock, Continental Access, and Marks USA. The products are installed by security professionals worldwide in commercial, industrial, institutional, residential and government applications. NAPCO security solutions have earned a reputation for technical excellence, reliability, durability and innovation.



OffSite Vision Holdings, Inc.

Booth: 206

600 Johnson Ave Ste 7 MS-A7

Bohemia, NY 11716-2614

+1.631.619.5100

<http://www.offsitevision.com>

EmergenZ™ Evacuation provides the vital information that first stand emergency response teams and security personnel require to gain immediate and accurate data to identify, respond and mitigate an emergency situation quickly and effectively. EmergenZ™ Asset Secure allows security personnel and facility managers the ability to automate inventory management and account for valuable assets in real-time.

OnSSI

Booth: 319

1 Blue Hill Plz Fl 7

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Pearl River, NY 10965-3104

+1.845.732.7900

<http://www.onssi.com>

On-Net Surveillance Systems, Inc. (OnSSI) was founded in 2002 with the goal of developing comprehensive and intelligent IP video surveillance management software. OnSSI's Ocularis IP security and surveillance VMS platform increases security, reduces operational costs, and helps organizations move closer to prevention. Ocularis delivers open architecture, flexibility, and scalability for a range of applications including educa-

tion, gaming, government, healthcare, manufacturing, public safety, transportation, and utilities.

Optex Inc.

Booth: 510

18730 S Wilmington Ave Suite 100

Rancho Dominguez, CA 90220-5924

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Optex, the global leader in sensor technology manufactures indoor and outdoor laser, passive and active infrared security sensors throughout the world. Products trigger video and other alarm systems and are integrated with leading VMS and PSIM for high security applications. Since its founding in 1979, Optex has established a worldwide reputation for quality, innovation, and technical excellence with products that represent an investment in performance and longterm satisfaction. For more information visit www.optexamerica.com or www.optex-vms.com

Orion Entrance Control Inc

Booth: 416

24 Lexington Dr, Suite 2

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+1.603.527.4187

<http://www.orioneci.com>

Orion Entrance Control, Inc. is an American manufacturer located in New Hampshire, USA. Orion provides the world with technically superior and architecturally pleasing, optical turnstile solutions. With over 20 years of experience in the security industry, our company was founded on hard work and dedication to the needs of our customers and employees. We are fortunate to have our turnstiles implemented not only throughout the United States, but internationally as well.



Palmieri Associates

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Panasonic

Booth: 229

PO Box 19553

Indianapolis, IN 46219-0553

+1.201.392.4811

<http://business.panasonic.com/products-videosurveillance>

Panasonic Solutions for Business

Panasonic delivers game-changing technology solutions that deliver a customized experience to drive better outcomes—for our customers and our customers' customers. Panasonic engineers reliable solutions that help create, capture and deliver data of all types, where, when and how it is needed. The complete suite of Panasonic professional solutions includes unified business communications, mobile computing, security and surveillance, retail point-of-sale, office productivity, visual communications (projectors, displays, digital signage) and HD video production.

Pancomp International

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Teknologiantie 5

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<http://www.pancomp.com>

Pancomp Guard Monitoring Software is a real time solution providing transparency to guard services, and safety to security guards. Pancomp system is a scalable solution, fit for any size business. System is real time, and all data is available online to be accessed via Internet at anytime, anywhere. We enable easy and efficient tracking of guard tours, increasing productivity and security, resulting in better profits. We make service operations transparent.

Patrocinium Systems LLC

Booth: 219

12120 Sunset Hills Rd

Suite 350

Reston, VA 20190

+1.703.268.5386

<http://www.patrocinium.com>

Patrocinium's flagship product, ArcAngel, is a collaborative "Internet of Things" cloud-based security management platform. ArcAngel provides unparalleled real-time

situational awareness and information superiority to security departments, first responders and the public. ArcAngel's patented technology provides users with the ability to receive/send information during a crisis, view their proximity to danger and let loved ones know whether they are safe. ArcAngel's "virtual triage" enables first responders to visualize users' real-time statuses and locations on the z-axis.

Pelco by Schneider Electric

Booth: 208

3500 Pelco Way
Clovis, CA 93612-5620
+1.800.289.9100
<http://www.pelco.com>

Pelco by Schneider Electric understands that information is critical to success; focused on the development of video surveillance and security solutions that provide you the information necessary to make real-time, business-enabling decisions. Experience an overview of the latest in surveillance technology, networking and multi-channel business communication solutions. Features include cutting edge IP video portfolio including the industry's best panoramic image available; experience the revolutionary Optera and video management system, VideoXpert. See more at: www.pelco.com

Pivot3

Booth: 626

816 Congress Ave Ste 970
Suite 970
Austin, TX 78701-2443
+1.512.807.2666
<http://www.pivot3.com>

Modern high definition IP video surveillance systems generate massive amounts of data. Capturing, protecting and mobilizing this data is paramount, and a very challenging task for traditional IT infrastructure. Without a purpose-built infrastructure solution, organizations are highly vulnerable to losses, liabilities and business interruptions. With data from well over 1 million HD cameras protected in 53 countries, Pivot3 delivers enterprise-class video surveillance infrastructure in a simple to deploy and scale-out appliance model.

PlanetRisk **Booth: 314**

8280 Greensboro Dr Ste 800
McLean, VA 22102-3811
+1.703.760.9729
Fax: +1.703.760.9625
<http://www.planetrisk.com>

PlanetRisk's advanced technology solutions merge global big data, visionary analytics and subject matter expertise. Capabilities include around-the-clock risk assessment and corporate security; data sourcing, integration and engineering; advanced analytics; geospatial and social network analysis; and enterprise risk modeling. PlanetRisk models enable analysts to recognize hidden patterns, detect anomalies, and even forecast future conditions. PlanetRisk supports the Departments of Defense, Homeland Security, and Justice; the Intelligence Community; state and local agencies; and the private sector.

Prosperity Funding Inc

Booth: 211

308 W Millbrook Rd Ste 200D
Raleigh, NC 27609-4574
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<http://www.prosperityfunding.com>

Payroll and/or Accounts Receivable Funding/Factoring for small businesses; Prosperity Funding provides working capital solutions to startup and established companies and provides your business with the financial tools to empower business growth. We can provide funding only or "a full service" funding model. Using your invoices as collateral, we advance up to 100% of your payroll, handle paying your employees, file and pay payroll related taxes, create and process your invoicing to your customers.

Protech/Protection Technologies, Inc.

Booth: 615

529 Vista Blvd Ste A3
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<http://www.protechusa.com>

Protech is a leading USA manufacturer of Outdoor Perimeter Protection Systems specializing in Dual Technology Intrusion

sensors, Fence Impact Detection systems, Long-Range Active Infrared Barriers, Thermal Cameras, Explosion-Proof sensors etc. Protech systems protect high profile country infrastructure sites such as electrical and water utilities, chemical and petrochemical sites, telecommunications, oil/gas, nuclear plants, bridges, dams, subways, military bases, etc. Proprietary technologies ensure high detection response while providing false-alarm-free performance in a wide variety of applications.

www.protechusa.com/movie.htm

Protection 1 Security Solutions

Booth: 418

1035 N 3rd St Ste 101
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Protection 1 provides installation, service and monitoring of electronic security solutions. Our 3,000 employees nationwide maintain an A+ Better Business Bureau Rating and earned us the titles of 2012 SDM Security Dealer of the Year and Security Sales & Integration 2014 Installer of the Year. For more information, visit www.Protection1.com.

Q

QCC Global Ltd.

Booth: 427

1 Hind Court, 149 Fleet St
London, EC4A 3DL
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<http://www.qccglobal.com>

QCC Global - Provide the most advanced Counter-eavesdropping (TSCM) and Cyber Counter-eavesdropping (Cyber TSCM) service available to commercial companies.

Supported by full Digital & Mobile Phone Forensics services & delivered in 94 countries. All QCC services are Accredited to ISO 9001, ISO 27001, ISO 14001, OHSAS 18001 and are delivered by staff holding both government and commercial vetting.

QCC "Keeping your business your business"

QSA Global, Inc.
Booth: 235

6765 Langley Drive
Baton Rouge, LA 70809
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<http://qsa-global.com>

QSA Global Inc., manufacturer of Open Vision™ live-video x-ray systems, has a worldwide reputation for quality, reliability and safety. We are committed to exceeding our customers' expectations by providing high quality NDT products and security systems.

OpenVision™ achieves real-time inspection and investigation of unattended items and suspicious situations. OpenVision™ is lightweight and flexible, enabling mission specific configurations; reducing risk while investigating potential threats and is deployable in hand-held or robot equipped mode in under two minutes.

R

Rave Mobile Safety
Booth: 543

50 Speen St Ste 301
Framingham, MA 01701-1802
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<http://www.ravemobilesafety.com>

Real-Time Technology Grpoup
Booth: 318

23 Royal Rd Ste 204
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<http://www.realtimetg.com>

Real-Time Technology Group (RTTG) specializes in secure, trusted Web-based technology solutions for real-time personnel assurance programs. RTTG provides public agencies and private companies with fully-managed platforms for personal identity verification, background screening, professional training and certification tracking, and credential management to improve risk management and assure compliance with access requirements.

S

Salient Systems
Booth: 310

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Austin, TX 78759-5459
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<http://www.salientsys.com>

Salient Systems is a leading provider of enterprise video surveillance solutions and offers the industry's most straightforward, cost effective approach for migrating from analog to digital IP video technologies. With an intuitive interface, CompleteView VMS and the PowerProtect NVR platform maximize the efficiency of your video surveillance installation.

Samsung Techwin America
Booth: 322

100 Challenger Rd Ste 700
Suite 700
Ridgefield Pk, NJ 07660-2108
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SecureWatch 24
Booth: 518

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New York, NY 10119-4199
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Fax: +1.212.729.5401
<http://www.securewatch24.com>

SecureWatch24, LLC (SW24) is a leader in technology-based enterprise security services. SW24 specializes in enterprise class integrated video surveillance, video streaming and analytics, wireless monitoring, license plate recognition, and access management. SW24 also offers its clients a wide range of additional services, including armed and unarmed guards, criminal and civil investigations, business continuity consulting and criminal event management.

Securitas Security Services USA, Inc.
Booth: 409

1412 Broadway
New York, NY 10018
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<http://www.securitasinc.com>

Securitas USA serves a wide range of customers in a variety of industries and customer segments. Our protective services, developed together with our customers, are designed to incorporate a high degree of technology content. While manned guarding still represents the cornerstone of Securitas, we continuously work to develop our offering. This enables us to meet customer specific demands at a competitive price.

Securitech Group, Inc.
Booth: 315

54-45 44th Street
Maspeth, NY 11378
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Securitech is an innovative manufacturer of life-safety, code-compliant high-security and electric locking door locking products. Securitech is known for a full line signaling, electromagnetic lock release and electric unlocking Control Trim, used heavily throughout New York City and the U.S.A. Securitech's multi-point locking solutions allow the highest level of forced entry resistance while meeting all applicable code requirements.

Securitech is the go-to company for new door locking solutions.

Security 101
Booth: 616

12 Christopher Way, Suite 103
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<http://www.security101.com>

Security Integrator - National Coverage - Local Ownership

Security 101 provides Integrated Security Systems and Solutions. We are recognized as a national leader in the security industry and have established a significant reputation for providing best-in-class services.

Security 101 delivers high standards for design, installation, project management, and service by using our unique approach. This allows us to set a clear standard across our network of offices while providing local ownership, responsibility, and accountability.

Directory of Exhibitors

Sentinel Consulting **Booth: 227**

1 Penn Plaza, 36 floor
New York, NY 10119-3699
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<http://www.sentinelgroup.us>

Complex Security Simplified — Sentinel is a full service security consulting and engineering firm that is uniquely qualified to solve the most complex security challenges. Our extensive experience in security and emergency operations is coupled with fluency in. We understand the "Why" of security before applying the "What" of security. Offering Security Assessment & Planning, Design & Engineering, Managed Services, and Training, designed to enhance your protection program.

Singlewire Software **Booth: 317**

2601 W Beltline Hwy
Madison, WI 53713-2316
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Developers of InformaCast. We're committed to developing comprehensive solutions for keeping people safe during emergencies. Our InformaCast software leverages network and mobile devices to send alerts and critical information to the right people in seconds. Uses include: lockdowns, evacuations, integration with sensors and other devices, weather alerts, and 911 call monitoring.

SitScape, Inc **Booth: 341**

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financial institution. To be realistic, the difficulty many institutions face in deterring thefts and misdeeds is that leadership is involved in dealings that also get into grey areas. Look at the financial crisis in 2008 and 2009 for confirmation.

In the case here, I had a meeting with the bank's president regarding a branch officer who absconded with a customer's money. The officer systematically withdrew funds from a 90-year-old disabled lady's account. We traced the missing funds, got a confession, recovered the funds, and the branch manager lost his job and went to jail.

Subsequently, the bank's president said: "I will gather the 375 branch officers. I want you to re-train them about what will happen if they are caught stealing. I want you to take off the gloves and hit them [with words] as hard as you can".

I did all of the talking in the class and it was short. I explained what embezzlement was and in a firm and authoritative voice, I told them what would happen if employees were caught participating in such crimes:

- You Will Lose Your Job
- You Will Be Arrested
- You Will Be Convicted
- You Will Go To Jail
- You Will Pay Large Fines
- You Will Have To Make Restitution
- You Can Never Be Bonded
- You Will Have A Hard Time Finding A Good Job

I went on: "It doesn't matter what rank you hold in the bank, you are going to suffer the consequences – comparing our department to "a

dog with a bone – we never let go until we finish." For the next several years there were no embezzlement incidents.

Consider taking a direct approach with a basic ABC program to minimize fraud:

- A – Aggressive fraud investigation and employee fraud awareness training
- B – Bring all wrongdoers to justice and recover losses
- C – Communicate a strong message that fraud and unethical behaviors are not tolerated

It is an approach that, at least for some employees, might help control behavior that costs!

Edward R. Smith, CFE, LPD, owns an anti-fraud consulting and investigation firm in New Jersey. Reach him at: edwardrsmith@optonline.net

MOST LIKELY TO BE ASSAULTED IN HEALTHCARE: NURSES — IMPROVING THEIR SECURITY

By Phaedra Laird

Ironical that the people who are often the most devoted to your care are also those most likely to face violent situations up-close and personal. 70-year old Evelyn Lynch, a long-time nurse at Brooklyn's Brookdale Medical Center, was nearly killed after she was brutally attacked by one of her patients.

There were 40 workplace violence incidents at that Center alone during two-months in 2014. The net result: the Center was fined

\$78,000 fine for inadequate workplace violence safeguards.

Interestingly, violence in the healthcare industry is not specific



to big cities. According to an OSHA report from September 2013, it is a trend being seen across the country.

Hospitals, nursing homes and other healthcare facilities are not lacking anti-violence policies: [everyone has 'em on file]. The issue is implementing them, practicing response and having personnel on hand who can intervene to help endangered healthcare workers.

The policies are often well written, just not well executed. "All staff members who interact with patients need to be aware of warning signs and remediation for escalating behavior. Employees need specific training so we empower them to react quickly and effectively. How do they recognize and manage fear and arousal; how do they diffuse or mitigate situations as they present themselves? There are things that need to happen before someone is in a potentially dangerous situation." according to **Thomas Raftery, a managing partner at Falcon Consulting Group.**

Continued on page 49

You may be able to claim Federal Tax Credits for Hiring Security Guards under the Work Opportunity Tax Credit (WOTC) program.

Before you file your Tax Return, consider this: Your Company may be able to claim a tax credit for hiring certain employees. It's worth spending an extra minute completing a simple form for each new hire, which could earn your agency federal tax credits. The Work Opportunity Tax Credit (WOTC) is a federal program that allows Security Agencies, and other For-Profit Companies to claim \$2,400 or more for each eligible new hire.

The federal government wishes to see certain people gainfully employed, such as veterans, food stamp recipients, unemployed individuals, SSI recipients, or people that reside in federal designated Zone areas. Therefore, they are offering Tax Credits to companies that offer them employment. You don't have to change your hiring process, since 40% of your New Hires are qualified.

Employers nationwide claim about \$1 billion in WOTC Tax Credits each year under the program, but in the security guard industry, many are unaware that it even exists, says Michael Markowitz, VP of TC Services USA, a NY based Tax Credit provider, which specializes in Federal & State employer tax credits. A mid-sized company, that hires 15-20 New Hires a month, could result in approximately \$100,000.00 in Tax Credits every year! And this is for hiring people it would hire anyways, Markowitz says.

How to apply for WOTC:

1. Have your company sign up for utilizing our Free WOTC Software.
2. Have new employees fill out the tax credit survey, either online, or by filling out the paper form before they are actually hired by the agency. The idea of the program is to have employers hire those employees who qualify for the job, and may also qualify for the credit, Markowitz says. Therefore, an agency would want to include the paperwork in its stack of application documents like a background check, he says.

3. TC Services USA gets the submitted applications, does the processing, and submits them with backup documentation. Once the employees get certified, the accounting professionals at TC Services USA will generate the tax credits and send the completed IRS forms to your CPA for filing. It's that easy!

Additional Benefits for 2015:

For a short time, companies can go back to capture new hires from January 1, 2015 and submit those retroactively. The deadline for submitting those applications is June 29, 2016. By the time your CPA files your 2015 Return, you may be able to accumulate Tax Credits.

Free 8 Hour Pre-Assignment Training Course: TC Services USA offers its clients Free Vouchers for the required 8 hour pre-assignment course, which can be given to potential employees. These vouchers are honored by participating training schools nationwide.

Go with the professionals:

TC Services USA has A+ Rating by the BBB and has been recommended by CPA firms nationwide.

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Having identified the widespread nature of violence in healthcare settings, **Raftery (800-636-4870)** suggested anyone with specific questions about their current policies/training can contact him, at no charge, to discuss the situation.

ANA CHARLE ONLY WANTED TO HELP PEOPLE

By Harold F. Evans, Jr.

April 27, 2015: Ana Charle was attacked, shot and killed by an ex-con shelter resident as she ran naked down Bullard Avenue. Charle was program manager at Bronx Boulevard, a men's homeless shelter run by Project Renewal. The accused suspect, West Spruill, had a rap sheet going back to the beginning of this century that included convictions for attempted murder and assault with a dangerous weapon. Ana Charle only wanted to help people.

It was later discovered that before her attack, Charle contacted NYC officials who ignored her requests for extra security at her shelter, which also housed 24 sex offenders. Spruill, who staffers said had a history of mental illness, lived at the facility for seven months while community leaders begged in vain for more muscle at the problem-plagued shelter.

Ana Charle only wanted to help people...

I entered homeless shelter security in the mid 2000's in Westchester County. Later, at a shelter I managed in the Bronx, my security officers and the shelter staff were instructed to attempt to diffuse tense and often dangerous situations without physical force. Only after their interventions failed, were they to call for NYPD response and then let NYPD take appropriate action. NYPD response took many minutes.

We were in a remote corner of the precinct.

The shelter [now under other another contractor] was designated as a MICA (mental illness and chemical abuse). When NYPD officers did arrive, perpetrators had often already fled onto the NYC streets.

As psychiatric hospitals run by states and cities have mostly disappeared and we do not confine extremely mentally ill people for life in public facilities, we also have not come up with a reasonable solution that also protects our



fellow citizens. We don't have a structured system that successfully addresses recidivism in the criminal justice arena either. It is a situation that will probably boil over in the coming years.

The shelter system seemed as if it might be an alternative. It gets a great deal of sympathy from the public. However, from my experience it is not meeting the goal. Most shelters are not designed to address the severity of problems that come through the door. Many have become "residences" for severely mentally ill people and ex-cons who continue to engage in violence and crime.

On the morning of Thanksgiving Day 2014, Security Officer Franklin was at his post, monitoring. A resident at*

the shelter, Peter, came down the stairs and stabbed Franklin right behind his left eye with a pen. Peter then left the building running into the city streets. He was eventually arrested, charged and transferred to another shelter...

Security Officer Franklin was treated for the stabbing and did not lose his eye. However he is far more cautious around the residents. There are potential lawsuits pending from this attack. *There are myriad other examples I could present.*

Since Charle's death, the Commissioner of the Department of

Homeless Services has resigned. But homelessness continues to increase. Recurring violence in shelters and in communities near shelters doesn't get much press coverage anymore. It is a bigger issue than we can solve as security practitioners — but it is critical that we

shine some light on the problem before it gets further out of hand.

Harold F. Evans, Jr. a former homeless shelter security manager, is a member of Southern Connecticut ASIS International Chapter.

** Names have been changed.*

LOCKS AND KEYS FOR A CULTURAL INSTITUTION

By Theodosios Kypriotis

The latest and the most effective access control vs. what can be installed in a landmark building...

It seems a no-brainer that we take advantage of modern digital

Continued on page 51



*Ask the most valuable employees in your organization if they are concerned about **what to do in an active shooter situation – and you'll see distinct changes in facial expressions.***

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For decades, it seemed to be: "that could never happen here". Now, the perspective has changed. It's an area where management can add training that everyone agrees will make sense.

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Unlike fire and evacuation drills that are expected and scheduled at regular intervals during the year, there is usually no advanced warning in active shooter situations. Employees could be anywhere in your buildings or facilities –and unlike an orderly departure monitored by fire wardens, everyone has to act on their own to get to safety - fast.

By adding a customized active shooter training program into your current operations you demonstrate to your teams that you are concerned about their well-being directly and specifically. You are addressing a potential that is on people's minds but will not come up in general conversations.

With DSS training specialists and corporate security experts at the ready, you can count on us to provide a professional program that is focused on your facilities and your people.

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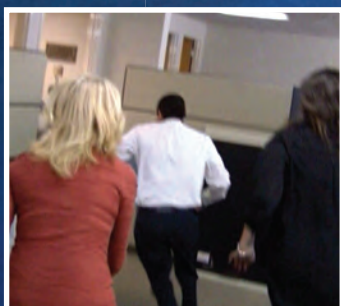
once or more customized, advanced and specifically focused training, we are at your service.

A basic, general overview program will help your employees develop greater awareness. In many cases individuals never consider all the alternatives available to them for escape, hiding or defending themselves in worst-case scenarios. By examining and thinking through action plans they may be better able to save their own lives and those of co-workers.

Advanced programs and more specific programs focus on responses in public settings (malls, lobbies, etc.) and help your personnel respond in critical situations that might come about during company travel and even time-off.

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For additional specific information, please contact DSS at 877-377-7749 or via e-mail to info@dss-securitysolutions.com.



access control systems with their efficiencies. But what if traditional manual deadbolts (or older style locking devices) are part of the character of your facility? What if



changes have to pass the NYC Landmark Commission for approval?

At an historic building, this becomes a challenge. Keys and locking mechanisms wear out over time. Keys can be cut anew but the actual cylinders and moveable parts used in the original doors and other areas, are long out of production. The items are hard to find — even as antiques, and costly to reproduce — if at all possible.

Architectural elements are art from a specific time period with the look and feel of that individual era. So now, how do we maintain the “look” while maintaining functionality and security? It can become a big headache.

Here are some key — pardon the pun — parts of a pro-active program to meet this particular challenge:

- Conduct a comprehensive survey to determine the state of all the facility’s door locks

- Take inventory of all keys and who has which keys.
- Take advantage of using a [digital] relational database – it’s powerful and versatile.

- Research and locate vendors who specialize in historic building restoration.

- This work will not be cheap, but nothing involving cultural preservation is cheap. As the security practitioner, collect as much information as possible from restoration vendors. Present it to your facility’s administration and curators.

- Get all stakeholders to agree on a budget that includes purchase price,

installation and maintenance for parts and equipment.

- Remember all work performed on the facility’s doors has to meet curatorial approval.

- Any work performed on the facility’s outside or perimeter doors has to meet Landmark Commission’s approval.

- Make a plan on how to complete this work:

- Start with perimeter doors and continue with the facility’s inner doors

- Document key redistribution

- Input information into the relational database and secure the information

In our multidimensional and multifaceted world a well-functioning door with a good lock and key is still an indispensable and integral part of any security program.

Theodosios Kypriotis is Security Manager for The Cloisters, part of The Metropolitan Museum of Art, City of New York. Theo can be reached at: Theodosios.Kypriotis@metmuseum.org

HOW ADAPTIVE IS IT?

By Mario J. Doyle, CPP

One of our technically-immersed clients asked that question at our routine security services review. Generally we’ll get an assessment of current service; discuss upcoming issues at facilities we cover for them; any anticipated operational changes in their organization — and how we might better meet their latest requirements.

What the CSO was asking was more in line with a conversation about Real-Time Adaptive Security, something that he’d been focused on for almost a decade. He went on to explain that as networks became more complex and sometimes the built-in security systems missed vulnerabilities — the pressure was always on him and his IT team.

There is a close fit between how we provide services and what he was asking — although it wasn’t apparent at first glance. We needed to learn how to “speak” it in a slightly different language.

In essence, we are providing security at individual points, around perimeters, on patrol, through voice communication, video surveillance monitoring, etc. and delivering summaries and incident reports in real time. We immediately communicate information about patterns, unusual events, anything suspicious — but there probably are vulnerabilities that are not detected.

Continued on page 53



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The CSO suggested we become acquainted with a 2008 SANS Whitepaper by Dave Shackelford on Real-Time Adaptive Security. The essence of the whitepaper is below. I bring this up, not because we have an instant solution, but it has opened a discussion that all of us in security services will be addressing.

The concept of 'mission critical' isn't new, but it is worth talking about.

From Real-Time Adaptive Security

In today's dynamic threat and networking environments, standalone Intrusion Detection/Prevention Systems (IDS/IPS) cannot protect against ever-changing attacks and vulnerabilities.

Over time, many enterprise networks have become cluttered with point solutions and security controls that can only perform a single function. Each of these controls provides only one piece of the overall puzzle—a puzzle that is growing larger and more complex by the day.

This starts with visibility into today's complex networks in which systems and applications may be improperly configured or have known vulnerabilities, and users might be accessing systems they shouldn't even have access to. Previous generations of intrusion detection and prevention technology have looked at attacks as individual events, without built-in consideration given to the surrounding network's state at any given time.

Again, it didn't seem to have been in our wheelhouse before, but I discussed it with our teams. One manager noted that he'd heard an administrator at one client cursing up a storm when data he'd stored on a server, "disappeared".

Now, events related to the organization's IT systems and other items, that may have seemed incidental, are also included in our logs and reports. Perhaps just having the dates, times, and locations can help the CSO.

I relayed the story in a discussion with another client. He agreed, saying that the actual need is for security he contracts to become mission-critical partners in protecting the organization. Long gone were days when having a "stop-sign in a uniform" was going to do much against the complex multi-pronged ways that potential losses present themselves.

The concept of 'mission critical' isn't new, but it is worth talking about. Security services providers have a unique view into what is going on throughout an organization, even on perimeter tours. We aren't acting as 'tattle tellers' when we include what might seem trivial or "not our business" in certain communication with corporate partners.

Mario J. Doyle, CPP, is COO at Doyle Security Services, Inc. – providing a full array of security services in New York and New Jersey. Phone: 877-377-7749 and www.dss-securitysolutions.com

THE SUBTLETIES OF HOUSE ARREST SECURITY

By Rodney M. Davis

Occasionally security professionals receive contracts to provide long-term services to enforce a judge's order when defendants are put under house arrest (confinement/incarceration). It puts security firms – hired and paid for by the defendants in difficult positions. They provide services in situations where they actually inhibit clients from going about normal activities beyond the front doors of their homes!

The history of house arrest goes back to Galileo in the 1600s. In the US, starting in the 1980's, the courts began using it more frequently. Then in the late 20th Century there was an addition: monitoring defendants via 'electronic bracelets'. [Think Martha Stewart...]

There are essentially three (3) types of house arrest/electronic monitoring arrangements and the most notable comes with built-in conflict. Security firms supply armed security guards to keep individuals under "house arrest" and control their movements based on court orders... but, they are being paid by the very "clients" they keep confined! If clients aren't going to court, the attorney's office, or the doctor — they aren't going!

Notable recent cases where house arrest was ordered include New York attorney Marc Dreier (2008), Bernie Maddoff (2008), Long Island businessman David Brooks (2008), former IMF head Dominique Strauss-Kahn (2011) and billionaire David Ng (2015).

Continued on page 55

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Moreover, although at the federal level the U.S. Attorney's office and the Office of Probation and Pretrial Services is involved in screening security firms that defendants are considering, in the end the security firm is not selected or contracted by the government.

In addition to this unusual arrangement, the authority of private guards in such situations remains ambiguous. In one recent case (as reported in the N.Y Times) the assistant U.S. Attorney argued against home incarceration for some of the following reasons: "If the defendant escaped, would he face jailbreak charges? Would assaulting a private guard carry the same penalty as assaulting a federal officer? Are the security guards consenting to use deadly force against the defendant? Would that even be permitted?"

There are several key business disadvantages to this arrangement:

1. Defendants can shop for other security firms while the house arrest is ongoing, if they feel the judge's order is not being carried out to their satisfaction. Defendants can claim that private guards are not courteous enough or overzealous in carrying out the orders. We've found that this situation can be mitigated when judges indicate the name of the security firm in the "bail release order". If it's just a generic reference to a "security firm", then the problem can bloom.
2. If the security firm notifies the judge that the defendant violates the order, the judge may decide to put the defendant back in jail. That results in losing a potentially lucrative and long-term contract.

When defendants are attempting to expand the limits of their court orders, the defendants' attorneys are in a critical position: reminding defendants of their limitations

under the order and the security contractor's responsibilities. It almost creates a bond between the defense attorneys and the security contractors to "protect" the clients.

House Arrest assignments require unique and delicate management. While security firms don't want to lose these contracts, at the same time they don't want their reputations damaged by receiving reprimands from judges for failing to reliably carry out conditions of the orders.

Rodney M. Davis, a retired supervisory FBI agent, is President/CEO of XG Consultants Group, Inc., a private investigation and security consulting firm in NYC.

INCLUSION — POWERFUL IN THE WORKPLACE OR JUST MORE WORDS?

By Jessica Robinson

This century, probably the most inclusive department in many companies is the security department! Although we rarely think about it — if you want to see a group with the widest variety of backgrounds working together toward common goals you don't have to look farther than those providing protection services in most organizations.

It doesn't take Human Resources personnel to make this happen. It is more an outgrowth of realities about what draws people to security work in the first place — and that cuts across national borders, race, gender and cultural differences.

Interestingly, most often the security department is overlooked when we speak about "corporate culture".

We cannot get into everyone's head to find out if they intend to be an insider threat, when we operate from inclusion models, workers in an organization can be part of a 'problem prevention' model. At least it helps everyone to be aware that isolating any one group or person for no other reason than their race, gender or culture, will work against everyone's best interests.

In a recently completed two-year study, Google management identified that, with their employees, emotional safety in the workplace was among the most important issues. Employees wanted an opportunity to bring their real "selves" to work — psychological safety took the #1 position.

Google discovered that people work best when they trust their coworkers and feel they can take risks, depend on one another, and all understand the team's goals.

Isolating any one group or person for no other reason than their race, gender or culture, will work against everyone's best interests.

"This research gives a language to the things that I think are not necessarily rocket science but creates a structure to talk," Roya Soleimani, a spokeswoman for [Google], told The Huffington Post.

The news comes at a time when most major tech companies,

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including Google, are struggling to diversify their worker ranks. And the findings surely will help the company create the kind of welcoming workplace that not only can attract more women and minorities (only 30 percent of “Googlers” are female, and 70 percent are white) but help retain them.

“If you want a diversity of ideas and people, that goes back to psychological safety and clarity and trust,” Soleimani said.

(The above quotes are encapsulated from Emily Peck’s Huffington Post article of November 19, 2015)

I’ve worked with corporate clients to help them think differently about how threat aggressions and micro aggressions might lead to insider threats, assaults, data breaches, or other forms of aggression.

In one instance, employees expressed that they did not feel safe in their workplace. The company was located in a tough neighborhood and as a group, employees could not agree on how to respond cohesively to the uneasiness that a handful brought into the facilities.

My aim was to bring awareness that their own actions could help create safer spaces. We focused on how they create the environment they want. The more everyone participated and communicated – the less tension pervaded these sessions. Does this mean no incidents or concerns for the future? No guarantee.

Although this isn’t the first role most security professionals identify as theirs, inclusion can be a part of core strategy. Be a champion for leaders creating safe spaces in the workplace. The conversation and focus may limit costly negative

behaviors. Then create measuring and accountability tools to quantify progress.

Inclusion — something we rarely talk about in general conversation yet it can be one of the tools that helps propel us in a 21st Century perspective.

Jessica Robinson is CEO of Pure-Point International. Reach her at: www.the-purepoint.com

MONEY ON THE TABLE?

By Michael Markowitz

It’s the equivalent of leaving money on the table – or that is one way to look at it: If you focus on hiring military veterans for security positions with your company, you may be eligible to receive federal tax credits. There is a ‘minimum number of hours worked’ criteria that has to be met – for veterans, they must work at least 120 hours to qualify.

In addition to military veterans there are 14 additional categories for potential hires among the group where tax credits are available – and some of those may fit into your personnel needs. In a number of cases, not only will there be federal credits for the hires but state credits as well.

The WOTC tax credits do not receive much press and over 90% of those we polled in the security industry were not even aware they existed. Here is the WOTC credit’s great advantage: after all the brainstorming and accountants’ input on controlling costs is in effect, these tax credits come off the bottom line, the money you would normally have to send to the federal government.

Is there some additional paperwork? Yes, but most of it is managed

on-line and my company and others doing similar work can describe what is involved with the data management. We can help walk your administrators through the fine points.

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Michael Markowitz is Vice President at TC Services USA, Inc.

SECURITY MANAGEMENT: OLD DOGS AND NEW TRICKS

By John Farrell

When you have been in the security business long enough, you start to slide into your comfort zone. You know your specific area and can rattle off trade jargon and “security-speak” answering most questions. However, in this ever-changing world, sometimes you need to expand your horizons. You need to become what I like to call “dangerously knowledgeable” and a bit of a Renaissance Individual (Man is not PC) about areas that are not really in your wheelhouse, but can affect it.

Like the opening of Law and Order, Security now operates in two related but specifically separate areas. Traditional Security with physical staff operating camera systems, access control/visitor management, foot patrols, etc. is done much the way we’ve done it since 9-11. Cybersecurity is all the technology and thought-through approaches protecting organizations from 21st Century digital threats. Whether all-out cyberattacks, hacking, information theft, corporate espionage or system vandalism it is the new battlefield for both government and corporate America. Billions of dollars go into protecting assets through digital means. But –it’s not always as successful as either traditional or cybersecurity groups wish.

Today physical security directors either partner with IT security leadership or physical security is the subordinate.

Consider that financial service firms and pharmaceutical companies were always ahead in cyber security.

Protect the money; protect the trade secrets. Nevertheless, today, with every department in any company being attached to the World Wide Web, it’s harder to keep information, resources, employers, clients or agencies safe.

The first time I heard the acronym VPN (Virtual Private Network) was more than 15 years ago when we were trying to figure out how we could lower costs by having our contractor/vendor fix things at a distance. And, how do you have vendors VPN into your network? Why... via the internet of course!

Over a decade ago, I got a firsthand view of VPN “vulnerabilities”. On hacker “competition day” all of the building’s visitor management systems at my firm shut off simultaneously. They were compromised via an internet connection used for my tech company to provide services remotely... That was when I started to look at how we protect critical systems. I had to learn about the “new tricks” ready

Today physical security directors either partner with IT security leadership or physical security is the subordinate.

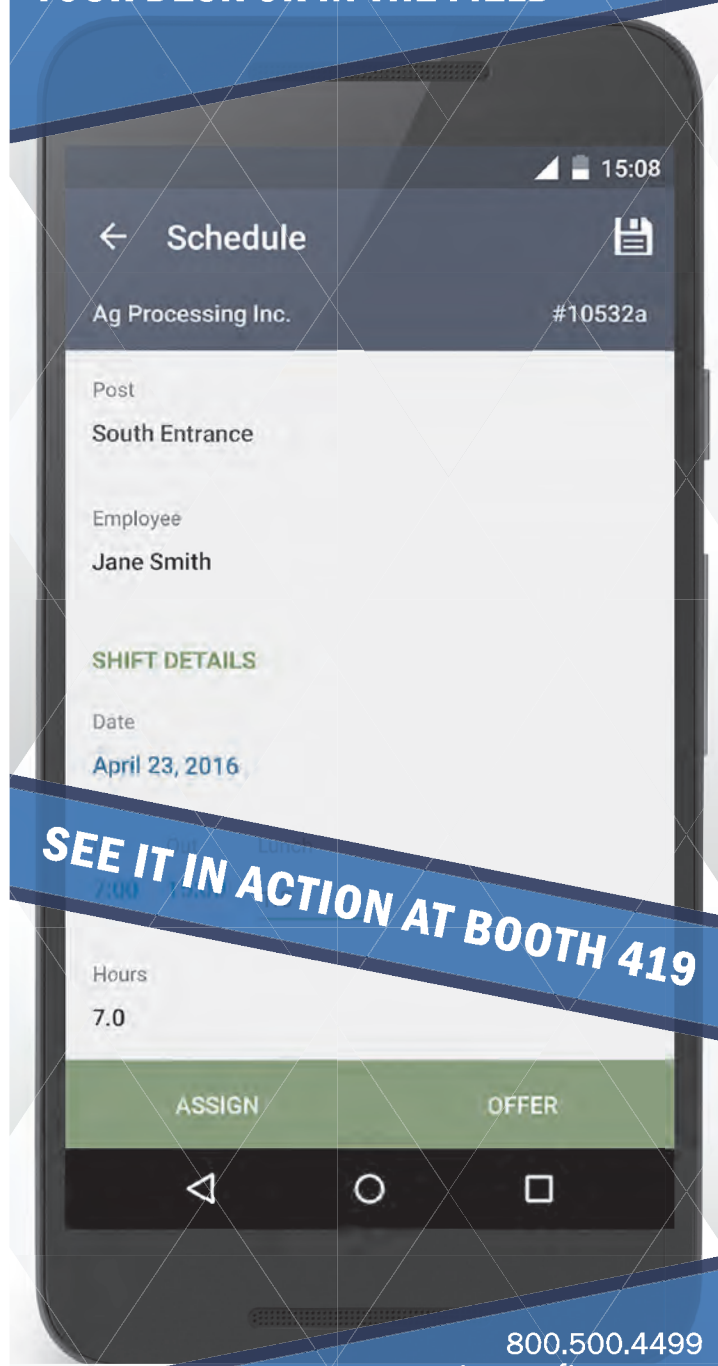
or not. And today, there are ways to “lock down” these portals.

More complex than just protecting your internal systems from outside contamination, we also have to protect our information systems from our own staff. It still happens: an employee imports bugs

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and other good things when loading Solitaire or another game/program. What else was on the USB device the college intern plugged in to do homework, etc.? Most firms don't allow any peripheral "plug in" drives and the Department of Defense has modified their equipment to only accept special connections or "keyed" drive units.

Does it mean that the next generation of security directors will be coming from the IT world, period, and those with law enforcement, military, and physical security experience will have little place? Our generation wondered at the Blackberry and its uses. Now children use I-Pads at two and three years old. We have to progress with the evolution of security.

We old dogs—who also rely on technology to assist us in our roles, have to learn these new tricks to be competitive and provide the best protection. So take the courses, read the literature, speak with IT experts, tap into ASIS and other resources. It makes us better at what we do and relevant to our changing job description. If we do not, like the rotary phone and the picture tube TV, we will be placed on the pile of things at the end of their usefulness. I don't want that... do you?

John J Farrell is Manager - Critical Infrastructure Planning at World Trade Center for Port Authority of NY & NJ. He's served as Assistant Director, Security/Life Safety for Related Management and has 35 years' experience in the Security and Life Safety Industry in government and the private sector.

WHEN IT COMES TO A UNIFORMED IMAGE, PERHAPS IT'S DÉJÀ VU WITH A TWIST

By Dan Mendelson

Sixteen years into the 21st century, and sometimes it seems we are again considering something that was a concern back in the '60s: uniforms and public perception.

Prior, most police and security personnel wore traditional "Class A" uniforms or some modification thereof. But the gear was not conducive to actually conducting the work that either group did on a regular basis. And, for police officers it made action moves cumbersome especially when wearing bulletproof vests beneath.

Enter the more tactical style – bomber jackets, multi-pocket pants, and, often a belt that held at least 15 pounds of gear. For security personnel, this made much more sense if assignments included patrols, shipping/receiving dock assignments, etc. And, when called upon to give CPR or administer an AED, officers didn't have to disrobe before beginning the life-saving work.

Today, in some financial institutions we even have security personnel dressed more like what we think of as 'military in a war zone'; some suggest that the look is similar to what an occupying force wears rather than trusted protectors or the people you would walk up to and ask for help.



In my line of work, we supply uniforms to law enforcement and security organizations. It gives me an overview of what is trending – which is why it seems *déjà vu* – but with a twist.

On one hand, President Obama weighed in, convening a task force

last year that suggested, among other things, police officers wear “soft look” uniforms. At the same time, the federal government has been supplying tanks and riot gear to police departments in most major metropolitan areas.

Is there a single “right image” that fosters stronger public trust? Doubtful. Uniform style in private security goes from a business suit with dress shirt and tie to styles that teeter between causal and aggressive, with various looks in between. What is tactical to one security professional may not be to another. To one director tactical might be six-pocket cargo pant. To another, tactical might mean BDU pants with an outer vest.

At Unitex Direct, demand for tactical wear is on a sharp uptick, with a concern for safety and a safety-focused image. Tactical uniforms may actually be a necessity in some environments, even if they are controversial. Security officers who are less encumbered by their clothing are better able to respond to threats and other surprises in the workplace – from minor earthquakes to active shooters.

For private security officers – we see men and women who are more professional and better trained than ever before. A uniform reinforces that professionalism, no matter how it is configured.

For those agencies considering a uniform change, there are options. A new consumer-friendly look is emerging; one that blends the style of a Class A with the sensibilities of a tactical outfit, a so-called modified Class A.

What's the right look for your security agency? Each type has its place. What I've found is that companies are still looking for more function, whether through, fabric, fit or design regardless of

the uniform style. As a uniform provider, my job is to identify customers' needs and provide solutions that best fit their unique situation.

I've found that companies are still looking for more function, whether through, fabric, fit or design regardless of the uniform style.

Dan Mendelson is president of Unitex Direct, a uniform supplier in Walled Lake, MI serving security and public safety organizations since 1992. www.unitexdirect.com or call 800.682.1606 x 236.

WHAT'S DIFFERENT NOW: CAMPUS CRIME AND SAFETY — NOT WHAT YOU WOULD EXPECT...

By Robert Donnelly

Back last century, colleges and universities began having to produce annual “Cleary Reports” that quantified the number of criminal and misdemeanor acts occurring on campus. It gave some guidance to parents and students considering various institutions.

Now, reviewing the data, it seems the reports have not given as accurate a picture as you might think.

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What is 'on campus'? If incidents involving students occur 2 blocks away from property controlled by colleges, say in urban settings, it may be a community statistic but

In the 21st Century, it seems archaic that there are no checkpoints to come on campus; not even ID checks for monitoring access.

not directly a college statistic.

With the huge increase in the cost of college education, there doesn't seem to be a huge increase in student safety. There are jurisdictional conflicts between campus safety and local law enforcement—nothing new... but not resolved. And there are more complex issues to be considered including increased gun violence throughout many areas. Add in drug-related crimes and robberies and students living in high-risk areas near campuses and it may not be pretty.

I get to observe these issues since I live not far from a major university in an urban setting. It borders on some rough, criminally-saturated neighborhoods.

Ideally, the administration decides to take over off-campus dormitory and perimeter security—no matter where the buildings are located. However, since that increases their liability, it remains to be addressed.

In the 21st Century, it seems archaic that there are no checkpoints to come on campus; not even ID checks for monitoring access.

The college's public safety officers patrol in vehicles over narrow roadways that do not cover the entire campus. Probably adding intense foot patrols 24/7 and building a student auxiliary for the campus safety department would be good first steps.

Simply stated: Students need a hardened shield against criminal opportunists. Four murders by gun in two months demand stepped up action.

The tough work—revamping how campus safety operates; recognizing that there is increased criminal activity, and being pro-active in addressing the risks students face both on and off campus—will take 21st Century management. It will also take some new ideas to better connect with local law enforcement and everyone involved in managing off-campus housing. Will it all happen? Standing by...

Robert Donnelly is retired FDNY, holds an MS from John Jay College in NYC and does R&D for VBLS LLC. Email: highrise235@gmail.com

THE EMERGING THREATS IN CYBERCRIME

By Paul Kubler

Although Advanced Persistent Threats (APTs) have been buzzwords in the past few years, the phrase itself remains an accurate description of more advanced and dedicated cyber threats that organizations face, even those with robust cybersecurity practice in place such as the financial and technological sectors.

We literally expect to hear that

many threats come from China, yet they are not the sole threat. Many attacks come from Russia and the former Eastern Bloc countries, Brazil and to a lesser extent other South and Central American countries, and especially the USA.

Home-grown threats are the biggest attacks by total volume. The reason the other areas are important, however, is that organized crime is just that—highly organized. Cybercrime rings operate like businesses, with long hours, tough managers, and deadlines on deliverables. This means the attacks are coming from highly motivated attackers who spend their entire work week on the offense, so organizations should be prepared to have dedicated personnel who can match that time, effort, and skill on the defense.

The current threats are primarily targeting the financial, technology, and healthcare sectors for financially



motivated reasons. They often seek to damage the utility industries more as acts of terrorism. They face threats that are complicated in nature and vast in scope. These attacks are multi-pronged and well thought-out and prepared up to months in advance.

The reconnaissance phase lasts for months, comprised of phishing email attacks, social engineering, and other soft skills. They often rely on human weakness to gain

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sensitive information leveraging psychological techniques to become trusted. This is significantly more difficult to detect than the famed “Nigerian Letter” scam. In addition, they probe the other sources of technical information, either through unnoticed information disclosure vulnerabilities or what they can find on the dark web. After this phase is completed, they go after the valuable information, often slowly infiltrating an organization for several months.

The technical skills we have seen used in breaches are very ingenious and clever - manipulating the digital trust structure. Often the initial vector of compromise is inert, doing something non-malicious (like checking the system time) for weeks. After a while the local security agents (such as anti-virus) trusts this application. As the attackers have studied this, they know the time this occurs in, so after they gain the trust they download the real malware. This malware will begin to gather information and learn traffic patterns. Once this is accomplished, it'll slowly begin ex-filtrating the data it captures back to the attackers, evading traffic anomaly detection, especially since it originates from the inside and is most likely sent over HTTPS as opposed to an easier-to-filter protocol.

Detecting these threats is extremely difficult and takes a careful eye to rebuild systems that will be impervious to a similar attack. The only way to help prevent them is to recognize the threats are there and make educated, well thought-through steps to combat them. After all, this is a war on the digital battlefield.

For more about your business sector and foreseeable issues, please contact us at: +1 212.222.7061 or email us at info@lifars.com and we will provide information at no charge.

Paul Kubler is a Digital Forensics Examiner at LIFARS and leads investigations into international cybercrime breaches.

SECURITY — NOT THE SAME OLD DRILL

By Mark V. Murphy

It depends on when you got into the security field: card readers, biometric scanners, facial recognition software are standard items for those whose careers began during this century.

A generation ago, security officers might have Detex or equivalent “keys” (and a bit later “digital” keys). They followed fixed paths to “security checkpoints” in buildings, around perimeters or over specific grounds. The “wrong” persons knew when it was the “right” time to ply their trade. So, tours were eventually randomized as well.

Although the drill is not the same today – one factor does remain: none of the benefits technology brings do much good if there aren't people monitoring and evaluating the information produced in real time.

As in decades past, our building security officers do general patrol rounds and perhaps give directions to visitors and tourists. However, the entire security staff is probably trained in first aid, AED use, counter surveillance, and emergency response beyond fire safety. Training includes viewing everything and everyone through a more cynical lens even if words coming out of their mouths are generally pleasant and professional.

We do not expect security practitioners to take anything for granted and very little comes under the category of “ordinary”. Teams are

expected to be pro-active, evaluating their environment for potential dangers, liability issues, and making referrals to proper departments for corrections.

We train our security teams to respond to myriad possible emergency scenarios at the assigned property and at that of our neighbors. It's down the street but often impacts us. Will construction or renovation restrict traffic flow to our loading dock? Will pedestrians be congregating at our entrances because it takes so much longer to get down narrowed walkways on the street?

Plans and responses reflect a view toward potential terror events – and potential secondary events, as in Mumbai. Last century that was somewhat far-fetched.

**We no longer say:
“That happened
over there, it won't
happen here.”**

Now you can connect to the world-wide-web just about anywhere around the globe. It is literally a double-edged sword. While we glean information from our area and everywhere else, so do the bad guys. Will someone in Saskatchewan or Chile copycat the San Bernardino or Paris attacks?

Old spy movies often portrayed overt recruiting. This century, terrorist groups use social media to deliver emotional recruiting messages that may resonate with thousands. They are not “lone wolves” as portrayed in news reports but they are being impacted and connected to a “cause” electronically. Yet, terror group leadership generally sees these “respondents” as disposable.

Continued on page 65

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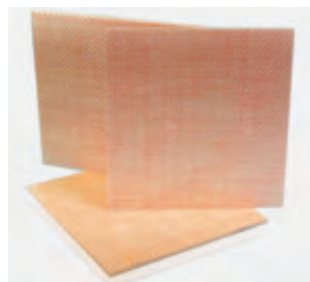
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The messages go beyond: 'bomb this building. It will cause chaos and terror'. If you can't get or make explosives; get a gun. If you can't obtain a gun, use a knife, a hammer or anything. Attack random people in the street... or hatchet/machete an old lady gardening (London England)...

The "recruits" are cannon fodder, a renewable resource. They are like buses – when one is gone another one will be along soon.

We no longer say: "That happened over there, it won't happen here".

Our response is more likely: What will be our response when it happens here?"

Events not directly impacting us – Do we just monitor the situation? Incidents can evolve. Better to be proactive, preparing for the worst while hoping for the best.

We engage non-security co-workers; we seek information/observations from employees, tenants, even visitors who spot something unusual. It may be an age of too much information – some almost trivial. Being able to manage and access what is significant, that's the hard part. Connecting the unusual dots can be key. Remember 'Son of Sam' was identified via a parking summons.

Earlier, a fire alarm meant we instructed occupants to evacuate two floors below the fire and maybe to evacuate the building. Now we take into account the status of the exterior environment as well as the interior. We have planned responses for weather disasters, blackouts...worse. Sometimes leaving an area endangers our people more than staying.

When choosing evacuation, is the meet-up area a public or private site?

Is the site under our control? Did we visit and inspect it recently? Is it possible that place itself has been compromised?

While no one can foretell the future, I feel Security and Life Safety are evolving into one discipline. Today, they are bonded together – two sides of the same coin.

Mark V. Murphy, Director of Security & Life Safety at Worldwide Plaza, George Comfort & Sons, Inc., 825 Eighth Avenue, New York, NY 10019. holds certification as a FDNY C of F Fire Safety/Emergency Action Plan Director. He has a Certificate of Property Management from NYU and an MS in Organizational Leadership. Mark is President of The Rockland County Shields. Contact Mark at: mmurphy@gcomfort.com or by phone at: 212.258.3765

ASIS New York City Chapter News

WTC Transportation Hub Oculus Opens.

"Well, in the coming full circle department, my fabulous team posed for a picture as we opened the WTC Transportation Hub Oculus. I feel truly lucky and blessed to be a part of the rebirth of the World Trade Center site, and my thoughts and prayers are with all those who perished and all those who answered the call on that dark day in 2001. But, this is our testament that we will not be beaten. We will overcome and be reborn. And I am lucky to be part of the team that is making it happen. God bless us, everyone."

George Anderson



George Anderson and his team at the opening of the WTC Transportation Hub Oculus



Navy Seal at Yale Club Luncheon

At our recent Chater Luncheon the speaker was Former Navy Seal Team 6 Mission Commander Britt Slabinski. He is one of the most decorated Navy Seals of all time and the main character in the book, *Robert's Ridge* which details the harrowing 72 hour rescue mission on Takur Ghar Mountain, Afghanistan. Britt spoke about his military career, leadership and the need for all security professionals to be prepared to respond to the next attack.

Chapter Chaman Craig Schwab and Navy Seal Britt Slabinski at ASIS NYC Yale Club luncheon.

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2016

June 13

2014 ASIS NYC Golf Outing
The Village Club at Sands Point

September

Member Networking Event
Battery Gardens, NYC

October

Luncheon at Rosie O'Grady's

November

Annual Breakfast and Learn
TBD

December

Holiday Event
Hard Rock Cafe/Times Square

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