

Spring 2008

SECURITY DIRECTOR

ASIS International / New York City Chapter

2008 Solutions Expo Page 53

ASIS NYC Honors
MICHAEL J. GARCIA
as Person of the Year
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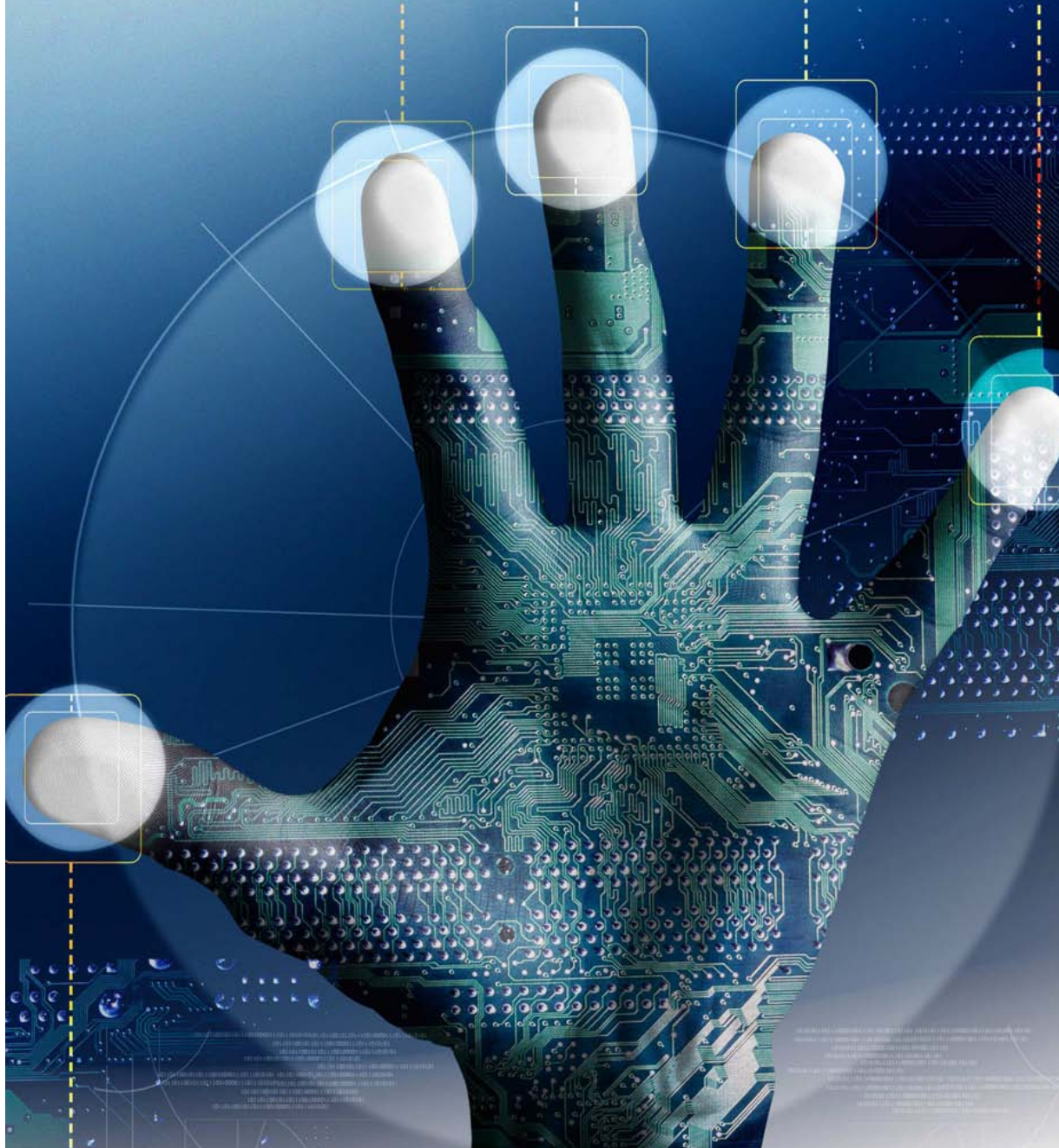
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Spring 2008

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Chairman's Message

Dear Members and Trade Show Attendees:

Welcome to our annual trade show. We have an exciting, interesting exhibit hall and show for all who join us.

The past year-and-a-quarter has gone by like a hurricane. In that period, you've likely witnessed the many changes that our chapter has made on behalf of you—our members and supporters. Many of these changes have been highlighted in past chairman's messages. For this issue of *Security Director*, we look toward the future of this great chapter.

With each change or turn come many adjustments. These are the times when a chapter chooses to stay the course or to deviate. The difference between the two paths is greatness. During my tenure, I have striven to raise the barometer, elevating our chapter's standards of operation and its direction. Not all change is pleasant. In fact, it is often difficult, and some may prefer to return to "the comfort zone."

Today, however, our chapter is growing and moving far beyond the previous status quo. Growth means change, as well as proper governance, which will support us as we continue our pursuit of excellence.

Among the continued changes is the magazine you now hold in your hands. The new *Security Director* will improve with each published issue. We welcome the many advertisers who have joined our new, full-color format. Our members and affiliates have submitted timely, educational articles to keep our readers informed of trends, products, news and real-life examples. Please join me in congratulating Mistina for steering the magazine along its present course.

Each attendee should have our new ASIS NYC chapter apple pin. Our updated chapter logo celebrates our 1956 charter, and we want to promote

the apple proudly in sharing the achievements and resources of the NYC Chapter with the greater community.

Similarly, we are continuing to advance our certification programs. Our next PSP certification class, scheduled for June, represents our first attempt to teach candidates with our own certified instructors. Please stay tuned for the PSP and CPP certification classes coming soon.

While it feels as though the year has only just begun, we are already immersed in succession planning, making every effort to ensure smooth transition when my tenure ends and Larry Loesch steps in as chairman. One area of focus is our monthly luncheon. We are already scheduling guest speakers for the first quarter of 2009. This advance work will keep the program running smoothly, allowing the new chair the opportunity to adjust to the position. Meanwhile, the Think Tank Committee (TTC) continues to analyze different ways to help the chapter manage change. This core group will support the chapter chair even after I step down.

Finally, I offer a heartfelt "thank you" to all for allowing me to serve as the ASIS NYC chapter chairman. It has been a wonderful experience, and I am glad I was able to make a difference to you, our members. I look forward to supporting Larry and those who follow.

I ask that each of you, in turn, think of how you can make a difference in our chapter's future. You are our strength and our hope. Together, we can truly achieve anything. ■

Best regards,



Jimmy Chin



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a: If the 89 million people that attended events last year all took home a little less paper, who knows what might happen.

Editor's Message

Dear Readers,

Thinking about this issue of *Security Director*, I couldn't help but think of the Oldsmobile tagline from the late 1980s: "This is not your father's Oldsmobile!" This magazine is only our second to use an updated, all-color format, and it's our first trade show issue. Anyone who has been around for the last few—or the last 18—years can see "This is not your typical trade show edition."

During the last 18 months or so, we've talked a lot about "change" in the New York City chapter. We've acted on many of those changes. We've ruffled a few feathers, bruised a few egos and eaten a few bites of humble pie.

The end result: We're not the same chapter we were two years ago.

For that reason alone, it's entirely appropriate that this magazine reflect that evolution—regardless of anyone's personal opinion of the changes themselves. Yes, we've received some rave reviews of our new look and style, but I'd be delusional to believe that some people don't prefer the old one.

This brings us to the trite-but-true cliché: You can't please everyone.

The current leadership team has taken a number of hits over the last year. Many members were quite comfortable with the way things were going. To borrow yet another overused phrase: "If it ain't broke, don't fix it."

Unfortunately, some things were broken. And they needed fixing.

The past year-and-a-half has been about fixing. Not with duct tape and glue, but with brick and mortar. It's been about transformation, taking an already active and thriving chapter and making it an invaluable resource not only to security practitioners, but also to the general public.

This has been the goal of our leadership team, and they have followed it steadily as a team. It hasn't been easy, and it hasn't been flawless. In fact, it's been painful and arduous.

But certain aspects of the chapter are starting to work again. We're seeing it in our new members, in accomplished security professionals who are volunteering their talents to this organization. The New York City chapter is starting to give off the same electricity that you feel when walking the streets of Manhattan late on a Sunday evening. It's a subtle pulse and power—always present, but only felt in rare moments of stillness.

It's an exciting time to be part of this great chapter.

And we could not have reached this point without the efforts of all those who led the chapter before. People like Ray Dean, Erica Harrison, Don McGuire, John O'Reilly and the countless others who have made ASIS NYC one of the largest, most active in ASIS International.

In changing, we cannot dismiss the past. What we are today results directly from our history and our traditions. Our bright future comes from blending the old with the new, just as this magazine issue highlights long-standing contributors and introduces fresh insights.

Unlike Oldsmobile, we're not denouncing our heritage; we're embracing and building on it. ■

Regards,

Mistina Picciano

Mistina Picciano



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BUSINESS CONTINUITY

Disaster Management Planning for Small Businesses

Michael McCann, Esq.

Has your small business created a disaster management plan? The majority of small business owners can unequivocally say that disaster management is the last thing they are thinking about. Meeting payroll, generating new profit streams and keeping the employees productive and content are the goals for most entrepreneurs. Whether it's preparing for acts of terror or extreme weather, disaster management can't be ignored. As the former head of security for the United Nations and principal of my own security consulting company, I offer the following steps small companies should take to prepare for an emergency.

Small business owners have a key advantage versus Fortune 1000 companies as small businesses generally enjoy a less bureaucratic environment...

Most businesses are under-prepared should a disaster strike them directly or indirectly. A disaster will likely cut off a business's support and supply lines, making it difficult to continue with business while recovery takes place. How can this be avoided? Proactive companies are involving security in continuity planning by conducting vulnerability surveys, verifying safe shelters and surveying alternative operation centers. Security technology—including streaming video, remote alarm monitoring and off-site security personnel—can provide vigilant protection from a safe distance.

Small business owners have a key advantage versus Fortune 1000 companies as small businesses generally enjoy a less bureaucratic environment, making it simpler to engage in disaster management planning minus the long-lead management buy-in.

Hatch a Plan

The first step in preparing for potential disaster management scenarios is to draft a plan that keeps your particular company, location and resources in mind. Tapping into the expertise of a security professional, whether a security staff member or security contractor, is crucial in ensuring that the crisis roadmap you draft is worthy of execution.

If a crisis happens, how do you plan to communicate with your employees? Communication systems and procedures need to be developed to notify personnel and to alert emergency responders. Such systems also need to be periodically tested to ensure program compliance.

How do you protect your fellow employees? Draft a plan and ensure that everyone knows what the plan is and keeps a copy of it with them. Is there a business associate who lives outside the city whose home could be your team's meeting ground? Depending on the nature and scope of the crisis, it's prudent to pre-determine a place outside of your home city where company members can congregate.

Tuck away in your wallet contact numbers for your personnel and co-workers. Even if you think you've memorized the number, in a crisis, you may not have ready recall. If you're part of the Blackberry or Treo generation, keep your handset juiced and

up-to-date with vital contact information. You may wish to print a hard copy of your electronic organizer contact list that you fold into your plan. If telephone numbers are over-utilized and ringing busy in the disaster zone, which out-of-town friend or associate can act as your team's message center?

Get-Up-and-Go Gear

Portable knapsacks work best as grab-and-go emergency kits. Make sure that you have emergency kits for all of your employees. Ask that each employee stash his or her knapsack with an extra set of eyeglasses and house keys, a small amount of cash, a copy of your plan, a MetroCard or other mass transportation cards, a spare credit card, prescription medications, a whistle, a pair of comfortable shoes or sneakers, a portable radio, a flashlight and a standard first aid kit. The kit should include three days of food and water rations. Bottled water, protein bars and dried food should be stowed in the kit. To breathe more easily in disaster situations, it's recommended that each kit include a smoke mask. These emergency respiratory smoke hoods are designed to assist in the safe exit from contaminated environments. Stash extra batteries for cell phones, radios and flashlights in the knapsacks. If the power fails, electric telephones and radios won't work.

Communicate and Go

In the midst and immediate aftermath of a terrorist attack or extreme weather, outbound communications will be severely restricted. Hence, if we are unable to connect with our employees, families and friends, it's important that we follow our plan, keep our out-of-town associate apprised of our activities and get to our agreed-upon location. Whether you're able to use your cell phone, landline telephone or Blackberry, your out-of-town friend can act as the central point of communications

for your employees and family in the event that local lines cannot handle the volume. Each employee should keep his or her own emergency knapsack available at all times.

Post-9/11 Reality

Since 9/11, the security industry overall receives significantly more respect and attention. Technological advancements have given us better tools that take care of day-to-day operations and can be used in a proactive manner to assure the continued safety of employees after a significant event occurs.

A recent Internet search shows millions of hits on "disaster management" and "business continuity planning." Some of these sites give you (for a fee) a step-by-step version of how your plan should look. Others provide detailed checklists and flow charts that map out in detail what should be done during

disaster and also during the recovery and business continuity phases. Keeping the process as simple as possible is the key to assuring your plan gets approved and ultimately implemented. The Department of Homeland Security (DHS) and National Fire Protection Association (NFPA) can provide many useful (and free) publications on disaster management, which can guide you through the basics of developing your disaster management program.

Keeping to the basics; taking the time to develop comprehensive plans; communicating those plans via policies, procedures and announcements; and actually conducting exercises will assure the health and safety of your employees and emergency responders.

The U.S. Department of Homeland Security promotes individual emergency preparedness through their Ready campaign. The Ready campaign is

designed to educate and empower Americans to prepare for and respond to emergencies, including natural disasters and potential terrorist attacks. People interested in more information about family and business preparedness can visit www.ready.gov or call 1-800-BE-READY to receive a "Get Ready Now" brochure. Materials, including family communication plan templates and sample business continuity plans, are available on the site, providing Americans with the resources needed to make security resolutions that will bring peace of mind. When you resolve to be ready, you're able to make a resolution that is both important and easy to keep. ■

Michael McCann, Esq.

Michael McCann, former chief of security of the United Nations, heads McCann Protective Services (MPS), a New York-based executive protection firm. He can be reached at mccann@mccannprotectiveservices.com.



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BUSINESS CONTINUITY

Blending Security and Business Continuity

Kevin A. Cassidy

Security and business continuity/disaster recovery (BCDR) are two separate and diverse disciplines that operate independently of one another until a crisis arises. The intricate planning prior to, during and after a crisis will determine whether an organization:

- Continues operating as usual,
- Delays business operations, or
- Fails.

Incorporating security objectives into overall business objectives may counter the company's BCDR objectives. Instead, security protocol must incorporate corporate security and BCDR synergies. Companies must decide which assets need protection and then determine how to protect them.

Security and Business Continuity

Security evolves as a business changes and the demand for technology increases. In adapting to business needs, security must embrace change and seek guidance and input from various sources. The need to establish security parameters within an organization is of paramount importance. The philosophy of the security practitioner is "protection of life and property." However, when protection of life and property fails, the objective is to incorporate BCDR plans to keep the business operational.

Security practitioners need to ask the following questions:

- Does your organization have a BCDR plan in place?
- Who is responsible for ensuring compliance?

- In a crisis, can your organization and your clients continue conducting business as usual?

Once you have answers to these questions, ask how the security department can take part in a BCDR strategy going forward.

Most organizations today have a manager responsible for BCDR planning and coordination. Other organizations contract this responsibility out to consultants, and still others assign this responsibility to their facility or security departments. To establish a functional plan, senior management must buy into the concept of BCDR and understand the risks involved should they not have an effective plan in place.

Risk—and Consequence

In outlining a strategy to discuss with senior management, it's imperative to stress the importance of risk. Asking the following questions will help senior management understand the need for robust BCDR policies:

- What risks does the organization face?
- What is the probability of occurrence?
- What would be the consequence of an event?

In essence, a risk is not a problem; a problem is a risk whose time has come.

Senior management understands the business and financial impact to business; therefore, stressing areas of threat, vulnerability and risk shows relevance of BCDR initiatives.

- A *threat* can be defined as any potential danger to information, or company systems.

- *Vulnerability* is defined as a software, hardware or procedural weakness that may allow an attacker to enter a system.
- Finally, *risk* is the loss potential, or probability, that a threat will exploit vulnerability.

From a pragmatic approach, organizations realize that the financial impact will result from the following:

- Loss of life and property
- Loss of competitive advantage
- Loss of confidence of business partners
- Reduction in shareholder value

From an operational approach, the organization can experience:

- Business interruption
- System downtime

From a business reputation approach, the consequences can include:

- Adverse publicity
- Damage to brand name
- Product degradation

Regulatory Compliance

Security and BCDR practitioners must also be aware of regulatory compliance associated with the organization's BCDR policies. Familiarization with Sarbanes-Oxley, ISO 2700 and state mandates regarding emergency preparedness program is essential.

Sarbanes-Oxley. Under Section 404 of the Sarbanes-Oxley Act of 2002, officers of public companies are required to establish, monitor and report on the effectiveness of controls that ensure integrity and accuracy of financial data. Organizations need to demonstrate compliance to their auditors on an ongoing basis.

ISO 2700. The ISO 2700 series is the generic name assigned to standards associated with information security

issues and topics. Primarily, it specifies requirements for executing security controls tailored to organizations' needs.

State mandates. Each state has an executive law dealing with emergency preparedness. New York, for example, follows "Executive Law Article 2-B." During any type of natural or manmade disaster, the state policy dictates that local government serves as primary lead in coordinating disaster management policies. Furthermore, the state is responsible for providing suitable and supportive services as required.

Risk Management

Once risk vulnerabilities are identified, the next step involves risk management: the process of identifying, assessing and reducing risk(s) to an acceptable level, and implementing the systems to preserve that level of risk. BCDR practitioners combine risk management with a business impact analysis to reduce risks by defining and calculating threats and vulnerabilities.

- Risk analysis identifies the most likely threats to a company and then analyzes the associated vulnerabilities that could impact the organization.

- Business impact analysis identifies the critical business functions within a company.
- The company should determine the maximum acceptable length of business disruption and create a strategy that addresses the consequences of exceeding this threshold.

Perception plays an integral part in obtaining management buy-in for BCDR plans. Even when plans are mandated under Sarbanes-Oxley or International Standards, resistance may still run high. Individuals perceive risks differently

—Continued on page 41

A Look at Executive Law Article 2-B

As a security professional, are you familiar with New York State's Executive Law Article 2-B? If not, you are not alone.

Many security professionals are unaware of Article 2-B, which requires New York State to provide leadership and guidance in establishing an emergency management program. In other words, emergency response functions must be coordinated between the state and local agencies during a disaster to safeguard and assist the citizens of New York.

Under section 20 of Article 2-B, the state must provide appropriate and supportive services to the local government. The local government is classified as the first line of defense during a disaster, either natural or manmade. Once the governor declares a state of disaster emergency, it remains in effect and concludes upon termination of the executive order.

Various inter-departmental agencies are part of the state's disaster plan. The Disaster Preparedness Commission (DPC) consists of representatives or commissioners from various agencies that meet with the governor during an emergency. DPC members inform the

governor of established procedures and explain how their agencies enforce these procedures. The DPC executes specific powers and responsibilities during an emergency. Coordinating state disaster operations with local agencies during a crisis is one of its key objectives. The commission is also responsible for studying all aspects of disaster prevention, response and recovery.

The development and implementation of a disaster preparedness program lie with the local chief executive, who must take an active and personal role in the plan and have the authority and responsibility to ensure its success. According to Article 2-B, the chief executive can be:

- County executive or manager *or*
- Chairman of the county legislature *or*
- Mayor or manager of a city or village *or*
- Town supervisor or manager

These individuals can initiate a "Declaration of Emergency" to relax such statutes for the sake of public safety. The governor can, but is not required to, declare a state of disaster. This "Declaration of Disaster" is needed for the President of the United States

(POTUS) to recognize such an event and activate the Robert T. Stafford Disaster Assistance and Emergency Relief Act.

Professor Richard Rotanz, the Special Assistant to the Provost and Provost Emergency Management Program at Adelphi University in Garden City, N.Y., incorporates Executive Law Article 2-B into his programs at Adelphi. The curriculum is designed to provide students with evaluation, analysis and development skills to create business continuity plans and to synthesize current planning theories with contributions from leading practitioners.

Another key component of Article 2-B, Section 28a, deals with "Post-Disaster Recovery Planning." This section outlines the responsibilities of the municipality affected by the disaster and time frames associated with restoring business as usual. Municipalities must have post-recovery plans in place to manage disruptions, preserve fundamental operations and inhibit additional losses when productivity is stagnated or security compromised. ■

FIRE SAFETY

Human and Mechanical Aspects of Effective High-Rise Fire Safety Programs

Elvis Polanco, CPP

As corporations flourished in cities across the United States, the need to accommodate urban workers led to the development of large-scale high-rises, such as the Empire State and the Chrysler Buildings. Given that people do not behave predictably in emergencies, the safety and security of these workers were the driving force behind the establishment of formal fire codes intended to prevent tragic outcomes. Today, the National Fire Protection Association (NFPA) is the industry leader in fire and life safety codes.

In New York City, Local Law 5 of 1973, Fire Safety in High-Rise Buildings, introduced a series of actions to ensure tenant safety, and city codes have evolved to address both human and mechanical factors that property owners and managers must adhere to.

Human Aspects: The Fire Safety Team

A fire safety team consists of a director, a deputy director, a warden, searchers and a fire brigade that includes engineering and building services personnel.

Fire Safety Directors

Fire safety directors are responsible for managing the fire safety program in high-rises, and their commitment is paramount to the program's success. They should know the program members on a first-name basis and interact with them regularly. They must also understand human behavior in fire emergencies and be active participants in training seminars and fire drills.

Their certification process—which is the same for deputy directors—encompasses

three phases, with a prerequisite of five years of related experience, including involvement in fire drills, inspection of fire safety devices and fire guard services. Fire department inspectors dedicated to high-rises are responsible for extending certification to interested parties, reviewing their applications and rendering decisions.

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Accepted candidates attend a fire safety directors' course at an approved academic institution, such as the Fire Science Institute at John Jay College of Criminal Justice. This comprehensive 20-hour course is administered over a period of five weeks and includes both classroom training and a hands-on session involving fire safety devices found in high-rises. At its conclusion, candidates must pass a written exam.

The second phase is also a written exam, administered by the fire department. It is a difficult exam that requires candidates to be well versed in fire safety in the built environment. The questions are based on the course material, and the passing grade is 70. Candidates who do not pass can take the exam a second time within a specified period.

The final phase is an on-site examination that explores candidates' knowledge of the fire safety plans for the high-rises

where they are employed. On the exam date, the inspector asks the candidate for the fire safety plan. After reviewing it, the inspector escorts the candidate throughout the property. The candidate is questioned about the location of areas containing fire-related equipment and the functions of alarm-transmitting, fire-detecting and fire-suppressing devices.

Fire Safety Wardens

Fire safety wardens are volunteers selected by the fire safety director. Candidates are typically recommended by employees who oversee a corporation's day-to-day facilities operation and are familiar with their colleagues.

Fire safety code requires that each occupied floor has a warden familiar with the fire safety plan, the location of emergency exits, and the functioning of fire-announcing, detecting and suppressing devices. Each tenant must provide a deputy fire warden, so a floor that has multiple tenants will have more than one deputy. All wardens are required to sign in at the beginning of the workday so that directors can account for their presence in the building; some high-rises use card-swipe systems that generate a printout, while others use pen-and-paper systems. Like all fire-related documents, these sign-in records must be retained for a minimum of three years.

Fire wardens are responsible for ensuring that all members of the fire safety team are present on their designated floors. Any changes in personnel must be communicated to the director so that organization charts can be revised and new team members trained.

Searchers

Male and female searchers assist the warden by checking restrooms, private offices, storage and file rooms, lounges, and other remote areas of the office where occupants might not hear a fire alarm. During an evacuation, they direct occupants to the nearest uncontaminated emergency stairwell

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and inform them to proceed to their predetermined place of assembly.

Fire Brigades

The brigade usually consists of personnel from the engineering and building services divisions. Brigade members respond to the floor below the fire floor and to the stairwells and other key locations, and assist in ensuring that occupants are evacuated safely. They are trained by and follow the commands of the fire safety director.

Mechanical Aspects

Stairwell Doors

These emergency exit doors are approved by a certified association such as Underwriters Laboratories. They are rated at different time levels and equipped with automatic door-closers to prevent smoke from entering the stairwells. To allow unimpeded evacuation, doors must open by being pushed from the office side.

Since 9/11, many occupants opt to evacuate rather than remain in the building. Fire safety team members should allow those occupants to continue descending beyond the reentry floor.

Reentry Floors

Reentry floors allow evacuating occupants to enter non-affected floors. High-rises may elect to have all their floors serve as reentry floors; they may also designate every other floor, every third floor or, at a maximum, every fourth floor.

Doors to reentry floors must unlock from the stairwell side to allow unimpeded reentry. To avoid a stampede when they reach the reentry floor, evacuating occupants must keep in mind that the door will open in on the stairwell side. Once the occupants reach a reentry floor, the warden conducts a head count and communicates the information to the director. Evacuees

must remain on the reentry floor until the fire department authorizes the director to inform the tenants to return to the affected floors.

Since 9/11, many occupants opt to evacuate rather than remain in the building. Fire safety team members should allow those occupants to continue descending beyond the reentry floor. It is suggested, however, that those individuals inform the director and the warden that they have decided to seek refuge in an area other than the designated reentry floor.

Most modern high-rises currently use electromechanical and electromagnetic fail-safe systems to automatically unlock reentry doors from the stairwell side. Because security is a concern, especially in corporate high-rises, fail-safe systems allow the reentry doors to remain locked at all times, except in fire emergencies. The doors, including those leading to tenant spaces, are connected to the fire command station and unlock the moment an alarm activates.

Sprinkler Systems

Sprinkler systems have proven to be the most effective means of fire suppression. Fully sprinklered high-rises have sprinkler heads located throughout all floors. The heads are rated at a predetermined temperature level. When that level is reached on any particular head, a seal melts and the head activates. The Hollywood movie image of all sprinkler heads activating concurrently is inaccurate; they activate independently so that they can discharge water where necessary, which prevents water damage in areas not directly affected by the fire.

The disadvantage of sprinkler systems is that the director is notified only of the floor of activation. The fire safety team must then search for the particular sprinkler head(s) that activated, which could be a time-consuming process.

Manual Pull Stations

Manual pull stations are devices located near entrances, exits and emergency stairwell doors. They can be manually activated when there is a known fire emergency not yet detected by

automatic devices. A diagonal inch-wide white stripe indicates that the fire department is contacted automatically when the manual pull station is activated. The fire command station is similarly equipped with a manual trip designed to transmit a signal to the fire department via the central station. When informed of a fire condition, the director may activate this trip.

To avoid a stampede when they reach the reentry floor, evacuating occupants must keep in mind that the door will open in on the stairwell side.

The signal from an activated alarm is normally transmitted to the building's fire command station and to a contracted central station that notifies the fire department. When there is a high probability that a fire alarm might activate as a result of construction or maintenance work, a building is taken off-line; the alarm terminates at the central station to prevent the fire department from responding to nuisance and false alarms; and the fire safety director must call 911 Emergency to report a fire.

In some high-rises, manual pull stations do not activate door release because of security concerns.

Public Address Systems

When a fire alarm activates, the public address system automatically opens the speakers to the fire floor and the floor above. The fire safety director can then make an announcement to these floors by simply pressing the "push-to-talk" button on the microphone at the fire command station. This action supersedes the alarm siren so that occupants can hear the voice communication. When the button is released, the siren resumes. Command stations have a secondary channel that allows the director to make independent announcements to other floors as necessary, based on the threat level and what is known about the hazard.

Designed for people who are deaf or hearing impaired, strobe lights flash



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concurrently with the activation of a fire alarm. The rapidly flashing lights are located throughout the floor and inform those with hearing disabilities that a fire emergency is in progress. It is recommended that people suffering from hearing loss carry a small flashlight to allow them to read lips in areas that are completely dark due to electrical power outages or dense smoke conditions.

Smoke, Duct Smoke and Heat Detectors

There are a variety of smoke/fire detection mechanisms. Area smoke detectors are found in mechanical equipment rooms, telephone closets, electric closets, elevator machine rooms, freight areas and passenger elevator lobbies. Duct smoke detectors are located inside the ductwork of heat, ventilation and air-conditioning systems. When smoke passes through the ductwork, they automatically close the dampers, which are normally open to

provide fresh air intake. Heat detectors are usually mounted in restaurants that occupy the street-level retail spaces of high-rises. Their use reduces the frequency of nuisance alarms, which would be likely to occur if smoke detectors were used where there is constant cooking.

Elevator Recall

Elevator recall protects occupants by a series of actions that automatically engage when a smoke detector or sprinkler head is activated in an elevator machine room or lobby. One of its functions is to disable the call buttons throughout the lobbies served by the affected bank so that occupants are forced to use the emergency stairwells. Another function sends ascending elevators to the street floor (or to the lowest landing) so that elevator occupants cannot exit onto the fire floor.

During Phase I of elevator recall, all the buttons on the passenger panel

are disabled, automatically forcing the elevator occupants to the street level, where the doors open. Occupants will be alerted to this phase when the circular fire-helmet logo inside the elevator passenger panel illuminates. Phase II begins once the elevators reach street level. By inserting a key into the elevator panel, firefighters can then use the elevators on manual mode to begin fire suppression and rescue activities.

Phones

Fire codes require the installation of at least one fire warden phone near the emergency stairwell exits on each floor. Although there are minor variations, these phones do not require dialing; they are activated simply by removing them from their cradles. They are the primary means of communication between the fire wardens, who are reporting from the fire floor and the floor above, and the fire safety director, who is activating the fire safety plan from the command station. ►

High-Rise Fire Safety Q&A

Why do we need a fire safety program?

It has been shown that, unless there is a program in place, a fire emergency without guidance and protocol will likely compromise occupant safety.

Are fire drills necessary?

Absolutely. Fire drills familiarize the occupants with evacuation procedures. The locations of emergency stairwells are reviewed, and all participants learn the path of egress to those stairwells from their work areas. This reiteration is of paramount importance because, in emergencies, people tend to evacuate by the most familiar exits, rather than designated emergency exits. Although only semiannual drills are required, a productive fire safety program would execute at least three fire drills annually.

Why isn't a building always evacuated during a fire?

To evacuate an entire high-rise, possibly thousands of people, is usually counterproductive because it hinders the fire department's attempt to attack and suppress the fire. Simply evacuating the fire floor and the floor above initially suffices in fully sprinklered high-rises. Other floors are evacuated as needed, based on the directives of the fire department commanding officer or the fire safety director.

Why didn't the alarm go off when there was a fire in my office building?

Fire alarms in New York City high-rises activate only on the fire floor and the floor above, which are considered the two most at risk in fire emergencies.

The fire safety director makes announcements to other areas of the building as necessary. For example, it is impractical to set off the fire alarm on the 80th floor of a high-rise and evacuate it when there is a trash bin fire on the 10th floor. This action is likely to lead to widespread confusion and fear among occupants on the 80th floor, who are not in proximity to the hazard.

What is a fire safety plan?

It is an educational program designed to make all occupants aware of the procedures to ensure a fire-free working environment and the actions to consider in a fire emergency. Each high-rise has a unique plan that includes specific information required by fire codes. ■

From "Fire Safety for Your Office Building: Answers to Commonly Asked Questions About Fire in High-Rise Office Buildings"

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Fire Extinguishers

These portable canisters are designed to extinguish fires perceived to be small and controlled. While there are several types, non-water fire extinguishers, referred to as ABC fire extinguishers, are common in high-rises because they are appropriate for use on paper, wood, grease and electrical fires. They are positioned at designated locations and near the emergency stairwell exits on every floor. Although they are simple to use, it is highly recommended that people read and follow the operating instructions described on the labels.

Although many occupants are reluctant to participate in these drills, fire safety directors must stress their importance; those who decide to remain at their desks pass up a crucial educational opportunity.

Fire Drills and Evacuation

To ensure that tenants are educated about how to react in fire emergencies, fire drills must be performed semiannually in New York City high-rises. These exercises inculcate evacuation procedures and familiarity with the floor and stairwell structures.

Although many occupants are reluctant to participate in these drills, fire safety directors must stress their importance; those who decide to remain at their desks pass up a crucial educational opportunity. Directors who excel in public speaking are able to make fire drills attractive to the occupants.

The director selects the format of the drill, which will vary depending on the high-rise, the number of occupants, the occupant profile (for example, elderly people, children or patients), and the type of program in place. One format involves a director informing

the occupants via the public address system to line up near the emergency stairwells, followed by a public address system presentation. This approach is not recommended because there is no control and no encouragement or incentive for occupants to focus on the content, or even to participate.

Another approach involves a minimum of two certified individuals: a fire safety director and a deputy fire safety director. The director remains at the fire command station, and the deputy gathers and meets with the occupants on the floor where the drill is being held. The deputy conducts a presentation that explains how occupants are expected to respond to fire alarms and emergencies; the ideal response will vary depending on the characteristics of the fire. Most important, occupants are made aware of the location of emergency stairwells on their floors and the stairwells' points of discharge. This format is more effective than the first because it allows occupants to ask questions and interact with the deputy.

During an evacuation, the fire safety director repeatedly informs occupants to remain calm, not to run to the emergency stairwells, to stay low to the floor in extreme smoke conditions, not to bring food and beverages into the stairwells, and not to return to their workstations, among other instructions. The director makes announcements to the floor instructing the warden to communicate vital information about the fire characteristics to the command station. Evacuations must be prioritized, and emergency stairwells that are not contaminated with smoke should be chosen as the means of egress. The warden, assisted by searchers, maintains a head count of occupants to ensure that they are all accounted for.

Occupants must evacuate to a minimum of two levels below the fire floor. If possible, they should avoid the stairwells used by firefighters to reach the fire floor. Congestion on the stairwells can impede the goals of ensuring human safety and minimizing property damage.

In New York City, the alarm automatically activates on the fire floor and the floor above because they are considered the most at risk. Both floors should respond the same way. The fire wardens must ensure that the director, who is required by code to respond to the fire command station and to remain there throughout the duration of the emergency, knows what is occurring on both floors. Communication devices installed on the floors allow the warden to share information with the director. Elevators must be avoided unless circumstances make them the most effective and efficient means of evacuation; firefighters on the scene must approve their use and accompany occupants.

A list of occupants who have impairments that prevent them from descending the stairs must be available in the plan. These individuals are usually assigned to a designated colleague who will assist them in a fire emergency. During hazardous situations, a feeling of teamwork often emerges, so even if the "buddy" is not present, other colleagues will generally step forward to help. It is useful to ask those with disabilities how they could best be helped during an evacuation.

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Local Law 26 (LL26) of 2004

Known as the Emergency Action Plan (EAP), LL26 provides further components to fire and life safety systems in high-rises. It is designed for fire safety directors, who soon will take on the formal title of Emergency Action Plan Directors (EAPD) and assume the responsibilities of evacuating high-rises during non-fire emergencies. This law ►

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How Prepared Are We? Two Fictional Scenarios

Robert J. Donnelly

Donnelly's original article on emergency action plans (EAPs) appeared in the summer 2007 issue of Security Director. The article questioned the current state of readiness for managing a large-scale building attack. Other issues raised included the ability of private resources to protect high-rise office tenants over an extended period of time and the security of high-rise building occupants in the event of an attack elsewhere in Manhattan. The examples in this article shed insight on the above situations.

With a long history of 'command and control,' the Fire Department City of New York (FDNY) offers a clear command structure that can ensure smooth operation in various threat scenarios.

New York City's official EAP includes a general framework, and each high-rise building is responsible for filling in site-specific details. With a long history of "command and control," the Fire Department City of New York (FDNY) offers a clear command structure that can ensure smooth operation in various threat scenarios. New York City has a practiced edge in emergency operations, using command and control daily.

The federal EAP created by the Occupational Safety and Health Administration (OSHA) provides a broad set of loosely connected "suggestions" and "recommendations," but it lacks a detailed hard copy format—something that FDNY RCNY 6-02 does well. To inform readers without complex protocol details, this article uses two

distinct examples of attacks against high-rise communities. The FEMA publication *Primer for Design of Commercial Buildings to Mitigate Terrorist Attack* gives solid threat analysis and is used as a reference source.

Chain of Command, or 'Who Does What When?'

New York City spells out which agency takes the lead in each type of emergency. The chain of command works as follows:

Structural fire in a high-rise office building

- FDNY leads operations.
- Building fire safety and security teams support FDNY.
- FDNY emergency medical services (EMS) or medical services outside NYC respond and support.
- Police provide perimeter security, logistics and crime-scene investigations.
- Office of Emergency Management (OEM) coordinates responders.

Other threats and attacks on high-rise office buildings

- New York City Police Department (NYPD) leads operations.
- Building fire safety and security teams support NYPD.
- FDNY and EMS teams deploy and operate as required, suited up as the hazardous event dictates.
- Department of Environmental Protection (DEP) responds and monitors chemical, biological and radiological hazards.

Ready for Action: A Fictional Account

In RCNY 6-02, New York City spells out in detail the chain of command for emergency management in high-rise office buildings. The EAP director for this 55-story, billion-dollar office complex must control the movement of thousands of people through 55 floors of limited evacuation stairs, protecting them every step of the way. The person in charge is a fire safety director and an EAP director. S/he has two certifications from FDNY, as well as certified protection professional (CPP) accreditation, and is well qualified as a life safety professional.

First, let's look at the high-rise building structure itself, from the outside, as a terrorist would see it.

- Robust front entry and street frontage. Bollards and iron sculptures spaced less than four feet apart, with added 18" curbing, prevent a two-wheel vehicle bomb assault.
- Street-level windows are minimized, with explosive-proof glaze, or eliminated.
- Uniformed guards are posted outside at all public entry points, supplemented by digital camera surveillance. NYPD anti-terror squads also patrol the area.
- All fresh air intakes are located at least 20 feet above street level, with flush-designed louvers.
- All entry/exit doors are fitted with key locks for emergency access control during an actual attack.

Next, it's important to review the fire and life safety command center in the main lobby.

- We obtained permission to move the command center to an undisclosed floor and location, with remote ventilation and air-tight wall and door assembly.*

* RCNY 6-02 now requires a remote secondary operation location should the main lobby prove untenable.

- The command center includes a class E fire command station with alarm, public address and warden phone capabilities, as well as auxiliary power and lighting.
- Security cameras can see all access points, and the command center can remotely lock or unlock these doors.
- A “red alert” radio channel connects the command center director with NYPD anti-terror units on the street and OEM command channels.
- Supplemental self-contained breathing apparatus (SCBA), chemical hoods and gloves for all personnel are kept in command center lockers.
- Man traps provide access via smart cards only.
- You receive a code alert to report to the command center, where the initial report points to a probable chemical attack on floors four and five. (Many people are down in distress.)
- You dispatch available brigade to support positions in stairways to evaluate and report conditions in real time. Your response teams have received SCBA and chemical hood protection, but are ordered to stay out of impacted areas and to work from stair enclosures and corridors.
- You order building engineers to purge the affected floors and to pump in fresh air after determining the fresh air has not been contaminated. You also call for an increase in positive air pressure for the floors above and below the affected area.

Finally, the EAP needs to address response of brigade and evacuation teams.

- Brigade response for incidents other than a fire can include using elevators to reach the point of the perceived event if an evaluation establishes that such action is safe and feasible. A confirmed chemical, biological or radiological (CBR) attack would preclude brigade entry into the exposed area.
- Advised of clear conditions for upper floor evacuation, the EAP director can send evacuation teams via elevator. Manual key mode should be used, not fireman’s service mode—unless fire and smoke are present. All evacuation team members have a manual elevator key, and the director has control of the fireman’s service Phase I recall keys.
- Ambulatory evacuees are directed to a safe holding floor, separated from uncontaminated personnel. First responding chemical units have identified zones as “hot,” “warm” or “cool.” Only people exposed to the chemical are to occupy those areas. The medical teams will begin treatment immediately.
- Search, rescue and recovery begin as trained teams arrive from FDNY, NYPD, the Department of Environmental Protection (DEP) and the Office of Chief Medical Examiner (OME). Decontamination will take place at a pre-determined location outside the building.
- At the assembly area(s) outside, special FDNY units decontaminate survivors.
- Since the building is now a crime scene, when the situation stabilizes, you and your brigade team assist law enforcement with the investigation. Evacuate the building completely as chemical units determine safe exit stairs and elevator shafts. This process must be orderly and may take a long time to complete.
- Until the last unit leaves, you remain in the command center because you and your assistants serve as the lynchpin for the emergency operations.

Scenario II: Truck Bomb

What you know. A truck bomb produces the greatest structural damage if the vehicle can get close or into your building. Standoff distance is critical to mitigate damage and loss of life. For active or passive resistance to a truck bomb attack, section 6 of FEMA pub. 427 discusses fixed barriers (bollards) and operable types, including off-the-shelf products such as crash gates and surface-mounted plates.

- NYPD anti-terror detectives use the red-alert radio channel, a closed loop, to alert you to a suspicious rental truck parked in front of your building. They will evaluate the situation.
- Referring to the floor plans, you select the most remote areas, including stairs, from the exposed frontage, and you dispatch the brigade to the upper floors, recalling all elevators and placing them under your control.
- Using the all-call system, you make your first announcement: “Due to a police action outside the building, occupants are to shelter in place. Move to the rear portion of your floors and stand by. Do not attempt to exit your floors until told to do so.” You order the brigade to operate elevators from the lobby to pre-planned floors should elevator evacuations be feasible.
- Next, you ask the NYPD unit for a status report via the radio channel. They report that evaluation is in progress and will be completed shortly. You order elevator evacuation teams to deploy to assigned floors and stand by. Floor wardens and brigade are ready to begin evacuation should the NYPD confirm presence of a bomb. You repeat the order to “stand by” via PA and brigade radio channel.
- While a trained special police unit examines the parked truck, you shut down all movement in the building and move occupants away from the front of the building. The police clear all people and traffic away from the truck and your street for 500 feet in all directions. Nothing is moving outside or inside your building except the bomb squad. ▶

Scenario I: Chemical Attack

Report of people in distress in fourth-floor cafeteria and fifth-floor training room areas.

What you know. Sarin and Vx nerve gases occur in liquid forms and can be obtained by terrorists. In fact, a fringe religious cult used sarin in Japan in 1994 and 1995. Should terrorists gain access to the HVAC air-handling rooms and introduce liquid sarin into the fan distribution ducts, mass casualties can be expected. HVAC rooms on the fourth floor serve both the fourth and fifth floors of this building.

- The NYPD bomb squad unit completes their examination after X-rays showed no profiles for a fuel bomb. NYPD locates and interrogates the driver with negative result for a bomb. The police notify you that the situation is stable and no threat exists. You give the “all clear” announcement via public address and order the brigade to stand down and resume normal activities. All elevator banks return to normal operation.
- Key Point: At no time during the emergency did you—or officers in charge for NYPD, FDNY or OEM—leave the command center.

Note of caution: Facility management policy may preclude you from releasing information to the press.

Back to Reality

This fictional narrative, unfortunately, could not unfold as described for several reasons. Present office buildings do not have secure command centers with fire and communication equipment. In the early 1970s, the FDNY developed the high-rise fire safety law, which requires a fire command station at

the main entry point—within 25 feet of the door, in fact—where possible. The main lobby represents a prime terrorist target today. An attack could knock out communications and derail a coordinated evacuation.

NYC fire brigade rules have no protective clothing or respiratory protection stipulations for fire or chemical exposure, which could present a problem in organizing an effective high-rise response team. Asking building staff to evaluate and assist during a poison gas attack without special equipment or training is irresponsible.

Failure of the City of New Orleans police and emergency response to stay and work as the city became more dangerous showed a “plan” without conviction or integrity. Clearly, these services lacked pre-planning and drills, and government collapsed.

The City of New York does, in fact, have anti-terror detective units on the streets, which is good. However, the police do not communicate with non-police forces quickly enough to coordinate immediate

building evacuation in the event of an identified bomb threat.

Since commercial high-rise buildings are attractive terrorist targets, facility managers and security directors need to plan and train for the unthinkable. Property management needs to accept responsibility and aggressively prepare for all possibilities. “Sorry” will not grant forgiveness to those who fail to act now. ■

Resources

Primer for Design of Commercial Buildings to Mitigate Terrorist Attacks, FEMA – www.fema.gov/plan/prevent/rms/rmsp427

Information about sarin – www.bt.cdc.gov/agent/sarin/basic/facts.asp

Information on Vx gas – www.bt.cdc.gov/agent/vx/basic/facts.asp

FDNY Rule RCNY 6-02 – home2.nyc.gov/html/fdny/pdf/rcny/rcny_6_02_final_rule.pdf

Robert J. Donnelly

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Thinking the Unthinkable: A Q&A on Large-Scale Attacks

Are high-rise buildings ready to defend against a full-blown attack?

Facilities where ownership and management make the moral and financial commitment to protect occupants will be effective if faced with an attack. We have the knowledge and the tools available; those managing the budgets have decisions to make.

Can private resources protect high-rise occupants during “sheltering in place” situations?

How much money will the federal government contribute for this massive sheltering effort? None has been earmarked to date. A few hours of

protective cover (shelter) can work for large numbers, but not days on end. Homeland Security funds should match the private sector’s to stock food and water and buy monitoring equipment for longer sheltering-in-place needs. Those of us with this responsibility should survey the facility’s ability to shelter the entire building population for many days. This survey should be passed up the chain of command and Congress lobbied to get the funds.

What security measures should a high-rise building take if mass casualties occur elsewhere within the city?

Visualize a sci-fi story where mobs rush past the front doors and try to

get inside your building for shelter. To combat terror and panic, the self-contained high-rise building must be “locked down,” and occupants must be informed of outside conditions and their options. All high-rise occupants should be “enrolled” in their survival procedures if an attack occurs. In other words, the public must buy into the process long before any need for rapid action occurs. All such buildings should have frequent, informative drills. Ongoing communication with building occupants is essential to gain cooperation and to achieve the best results. ■

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HUMAN RESOURCES

Key Success Factors of Top Security Directors

Sam Vinicur

What makes for a successful security director? Certainly, you need to be able to make sound decisions at a moment's notice. Think strategically, rationally and analytically. And have an outgoing personality that can connect and communicate with individuals at all levels of your organization.

But as anyone in the industry knows, these are just a few of the characteristics needed to become a winning security director. Based on my years hiring and placing CSOs, I could easily list 25 additional traits, behaviors or attitudes that are key to success. In addition to sharing my own thoughts, I think it's also valuable—and interesting—to discuss what's proven to work for several leading security directors.

Never Let Them See You Sweat

The ability to lead decisively and with authority at all times, but particularly during a crisis, is essential. Colleagues are counting on you to be unflappable—especially at a time when others are likely to be flustered. “Being calm, cool and collected is a must,” says Jon Blumberg, Director of Corporate Security for MeadWestvaco. “Staying focused under internal or external pressure is what it's all about. Even if you don't have all the information you'd like, you need to trust your judgment, training and experience. Be confident in your abilities, and even if you are feeling overwhelmed inside, don't let your co-workers or customers see it.”

Blumberg was working in his Stamford, Connecticut, office when Hurricane Katrina struck the New Orleans area in August 2005. MeadWestvaco's Texas

and Louisiana facilities were hit hard, and he had to act quickly with very little information available. “Several staff members turned to me with a panicked look asking what to do,” Blumberg explains. “I told them we have a crisis management plan in place. Now it's time to implement it. I'll never forget the sage advice from one of my mentors who said it's better to be lucky than good—meaning you can't worry about having all your ducks in a row. Take action, and be flexible enough to make adjustments to your plan as the unfolding situation warrants.”

Initiate, Communicate and Delegate

Because Blumberg was thousands of miles away, he needed to delegate to members of his local team. “I felt somewhat helpless being so far away, but it was a matter of communicating with my people on the ground, trusting them and supporting them as much as possible,” he says. The other lesson for Blumberg was to trust his instincts. “Others are looking to you to be the stabilizing force during an emergency, and you can't second-guess your decisions or actions.”

Many business leaders are not trained to deal with emergencies. When something happens, they are usually taken outside their comfort zone. But as a security director, you are trained to manage crises. This is your time to step up and help put others throughout your organization at ease. At the same time, you need to be empathetic to any challenges your employees may be facing. For instance, Blumberg had to consider that many members of the local

crisis teams were dealing with their own losses—homes, businesses, even loved ones. In the end, MeadWestvaco was fortunate to have talented and dedicated folks on the ground—and the corporate and local crisis teams worked well together to deal with the ensuing crisis.

Stick to Your Principles

Another necessary quality is being confident and comfortable to interact with personnel throughout the organization and not being afraid to challenge senior management. Jim DeStefano, Vice President of Sales for Service Works, recalls an instance with a former employer when he took a risk to convince the organization's CEO to trust his judgment.

The CEO had asked DeStefano to devise a security plan to protect executives and manage potentially disgruntled employees unhappy with the soon-to-be announced layoffs. DeStefano came up with a comprehensive strategy, but the CEO asked him for an alternate solution. “The next day, I marched past the CEO's secretary into his office with a large shopping bag,” says DeStefano. “He was on the phone, so I went up to his desk and pulled a bulletproof vest out. Obviously taken aback, he quickly hung up the phone and asked me what I was doing. I told him, ‘You hired me to do a job, so let me do it. If you don't want to heed my advice about what is prudent for the organization, then we can get bulletproof vests for the entire management team. I have nothing else to offer you.’”

DeStefano had made his point, and the CEO agreed to reconsider his initial idea. They eventually agreed on a modified version of the plan, which, fortunately, never needed implementation. While this was a somewhat risky approach, DeStefano was able to take a stand because he had already earned the respect of the CEO and his co-workers. “You can't be afraid ▶

to speak your mind,” DeStefano adds. “Because I had a good rapport with the CEO, he trusted my opinion—even if I had to push him a bit to make him realize that.”

Trustworthiness, Integrity and Competence: A Winning Combination

Like risk taking, trustworthiness and integrity are critical traits for all leaders, perhaps more for security directors because others are depending on you with their physical or logical security needs. “Integrity is a critical part of what the security director stands for,” says DeStefano. “You are entrusted to uphold policies and procedures, so if your

integrity is in question, it can be more difficult for other employees to believe in you.”

One way to avoid any potential future surprises is by thinking outside the box...

But there may be more to trustworthiness than honesty or dependability. As Chris Thompson, Director of Security for the New Jersey-based Duke Farms Foundation, says, “Trustworthiness is integrity and competence combined because you need to have both in order to be truly

credible. If you’re not competent at your job, then it doesn’t matter how much integrity you have.”

The Devil Is in the Details

Security procedures should be continually reevaluated and updated, whether you are preparing for a specific event or simply reviewing general operating procedures. Sometimes details get overlooked, but seasoned security directors know that even the smallest minutiae can be important. Anything forgotten during the planning stages may eventually lead to problems.

One way to avoid any potential future surprises is by thinking outside the box from the outset and trying to account

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for circumstances beyond your control. “While arranging a security detail in South America, it was determined that two armored vehicles would be sufficient,” says Tony LaMantia, Director of Global Corporate Security for McGraw-Hill. “Each vehicle had space for an extra person, and the traveling distance was relatively short. Upon further review, we decided to add a third vehicle in case something went wrong. As it turned out, extra uninvited guests needed to be transported and one vehicle broke down halfway to the destination, so our advance planning paid off.”

Fully Trained, Prepared for Anything

Providing ongoing training and development to your entire security staff is not only vital, it can be invaluable. “We recently contracted outside security to provide added security for an in-house event for about 400 employees and guests,” says LaMantia. “One guest who was diabetic became dizzy and unsteady when his blood sugar level

dropped. Realizing there was a problem, our security person quickly assigned someone to her post so it would not be unmanned. She then ran to a nearby store and purchased a container of orange juice, which helped the guest recover. A potentially fatal situation was averted because our personnel was properly trained.”

A ‘Big Picture’ View

The other quality Thompson finds necessary is a critical understanding of many different areas representing your entire organization. “With more people in any company assuming greater responsibility, each individual needs to be willing and able to take more on,” Thompson says. “For instance, in my role I have been given a number of new responsibilities like dealing with our surrounding communities and gaining a better understanding of our neighbors’ needs—going to neighborhood meetings, sharing our ideas for growth and listening to their ideas. This outreach is especially important given

that Duke Farms is in the midst of a large capital project that impacts our neighbors.”

Conclusion

Given the convergence of the logical and physical security worlds, it may be most important for today’s security director to be well-rounded and educated on a wide range of topics to serve the needs of these disparate groups. For this reason, security directors must become strategic partners for the enterprise, working with other departments and becoming more involved in areas outside their traditional scope. This means being a team player, being open to learning from colleagues, and sharing your expertise with others throughout the company. ■

Sam Vinicur

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Moods, Productivity and Performance

Are security directors who show their emotions to fellow employees more or less effective at leading others?

It depends if the leader is optimistic and happy, or pessimistic and depressed. Few employees will give their full support to a gloomy, cynical leader, at least not for very long. A negative attitude, not to mention lack of positive feedback, can lead to low morale and high workplace turnover.

Happiness—and the attractive aura it produces—is both an emotion and a mood enhancer. Results from recent research support the idea that happy people enjoy life more and live longer than unhappy people. No surprise, since content people tend to focus on the positives and surround themselves with like-minded people—not to mention they are more willing to

embrace change. The “mantle of happiness” is thought to influence people simply because happiness attracts others and has an observable, positive impact on productivity.

A bit of unhappiness, however, may also be a good thing, especially when it is caused by dissatisfaction with the past and/or present state. Managers and leaders who are always happy with the current situation may not be too motivated to change it. Many successful entrepreneurs and leaders are happy, yet dissatisfied with the current state. Their dissatisfaction drives them to create change or make a situation better.

Another mood that impacts results is optimism—seeing the world as a positive place and the future as bright and achievable. An optimistic mood is

almost required among leaders, as it imbues their language with hope and possibility for desired outcomes.

The moods of leaders are important because moods are contagious and move swiftly from one employee to another. A leader’s predominant mood often becomes the mood of the organization, which can determine long-term success or failure.

Optimism, anxiety, depression and confidence are long-lasting states that can endure great time spans. Emotions tend to be shorter lived and triggered by events. However, our mood often determines our emotional response to a specific event or situation. When we encounter an event that requires emotional skills, our ability is either diminished or enhanced by our mood. ■



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Cosh and Carry: Trends in Global Kidnapping

Amir Lechner

Kidnappings for politics and ransom are as old as society itself. Many criminal gangs have been perfecting their techniques over decades, to the point where they can boast a more reliable profit margin than most legitimate businesses. Some countries, generally those suffering from a high crime rate, armed insurgency, or ineffectual law enforcement, have gained a name for having very high kidnapping rates. However, kidnappings occur everywhere in the world, and with each new region comes a new methodology, a new victim profile, and a new set of precautions wary visitors need to employ.

According to police statistics, 442 kidnappings were reported during 2005 in London alone. This number includes child abductions perpetrated by parents engaged in custody battles, as well as kidnappings that are part of gang wars (police officials estimate that about 70% of the cases are gang related). However, it is still a surprisingly high number considering that these cases are reported in one of Europe's leading nations.

Though the crime is a recognized threat in many parts of the world, there is limited official statistical data or other verifiable information regarding this type of offense. Families and victims tend not to report the crime, fearing retribution by the gangs, and in some cases corrupt police officers working with the criminals. As it is estimated that only one out of 10 kidnapping cases worldwide is reported to authorities, official statistics—when available—are usually unreliable and their figures are low to the point that they do not represent the “street reality.” Furthermore, in many countries where kidnapping is a problem police forces

are weak, corrupt, ill-trained and lacking equipment and personnel; accurate statistics are at the bottom of their agenda. In many countries kidnapping is so rampant that the crime is not newsworthy, and kidnapping reports are buried in inner pages if they are covered at all, making it hard to track these events via open sources.

IN RECENT YEARS, kidnappings of the high net-worth individuals most commonly associated with ransom payments have actually decreased somewhat. While wealthy individuals are still a desirable target and therefore at risk, they have as a class become more aware of the threat and are now employing technology, armored vehicles and security personnel to minimize the threat to themselves and their families.

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These measures have led those criminal gangs and terrorist organizations that fund some of their activities with ransom money (such as the FARC and ELN in Colombia) to target lower, but wider, layers of society. While ransom amounts are smaller, the effort put into planning and executing the abductions, as well as the logistics behind them, are made easier. Media attention and public interest are limited due to the lack of

sensationalism, lowering the pressure usually put on the police by politicians, the media, and the public to solve the crime. The overall risk associated with such kidnappings is generally much less, yielding risk-benefit factors that can be much more in the kidnappers' favor than those associated with the larger payoffs.

In India, for example, high net-worth individuals and celebrities are receiving governmental security details, just like elected governmental officials. While the government protects its VIPs, these measures are making India's middle-class businessmen (and others perceived as earning higher salaries than average Indians) increasingly appealing and profitable targets for kidnapping gangs.

India does indeed appear as one of the top 10 countries of many K&R experts, with close to 1,800 cases of kidnapping registered in the state of Bihar alone during 2006. By some reports, that would make kidnapping for ransom the state's most prolific industry. A recent report indicates that in the first three months of 2007 more than 900 people, primarily doctors, lawyers, contractors, businessmen and school students, were kidnapped in the State of Bihar. Dozens of victims were killed after being kidnapped, resulting in the migration of well-to-do professionals to larger cities, while sending their children to boarding schools outside the state.

KIDNAPPERS TEND TO identify and target weak communities in society. In the Philippines, for example, kidnapping gangs tend to kidnap members of the Chinese-Filipino communities who are in most cases wealthier than the average Filipino, but rarely involve police in the negotiation process and tend to pay ransom demands quickly. In Trinidad and Tobago, as well as in Sri Lanka, gangs are targeting local residents of Indian origin as they are perceived to be wealthier than the population at large; soft targets that are unlikely to organize and fight back. ►

With today's business approach, which tends to view the world as a global village, an increasingly favorable environment for kidnapping gangs is evolving: As more companies become multinational, increasing numbers of their executives and managers are sent on international trips to emerging markets. The foreign companies often launch their operations into the country with little knowledge of the local security situation, making their employees vulnerable targets for kidnappers.

In these cases, the ransom demands are usually sent directly to the victim's foreign employer. If the employee is a local, a ransom demand might also be issued to the victim's family. Since corporations do not want to be known as payers of ransom, and also do not want to be liable for a murdered or injured employee, the path of least resistance for most foreign companies is to simply pay the ransom as discreetly as is

possible. Any negotiation of the ransom amount will likely be handled through an experienced third party, such as those often employed by insurance companies.

In sufficient numbers, kidnappings can have a massive impact on the economics of a region. Those with means will endeavor to relocate to an area they perceive to be safer...

In sufficient numbers, kidnappings can have a massive impact on the economics of a region. Those with means will endeavor to relocate to an area they perceive to be safer, leading to a "brain drain" of the highest-paid individuals. Businesses will generally follow, both out of fear for their employees, and to simply follow their potential employee pool. This can be seen in Mexican cities,

such as Tijuana and Nuevo Laredo; both have experienced mass exoduses of local businessmen, fleeing across the U.S./Mexico border out of fear for themselves and their families.

In many of the highest risk zones, kidnappings can resemble complex business transactions. In Colombia and Iraq, for example, many smaller kidnapping gangs will sell their victims to larger, more established organizations. These organizations are better placed to extort larger ransoms out of the victims' families or employers. In many cases, they will continue to make demands, even after the initial lump-sum ransom has been paid. In politically volatile regions, some foreigners originally abducted by criminal organizations are sold to terrorist groups. In these cases, the victim is held for an extended period of time, while the terrorist group attempts to get the maximum amount of publicity, money, and/or political concessions it can from the situation. ►



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KIDNAPPINGS IN SENSITIVE areas, such as Nigeria's Delta region, can have global implications. Nigeria is a significant oil exporter to many world powers, including the United States and China. As foreign oil corporations have expanded operations in the oil-rich Delta region, so have the kidnapping gangs that prey on their employees. More than 100 foreigners were kidnapped from the region between November 2006 and February 2007, affecting oil production, which in turn can affect the global cost of oil. The situation has become so severe that three major oil corporations (Royal Dutch Shell, Total and Agip) have begun to forbid their employees from leaving their gated residential compounds. Since the beginning of 2006, kidnappings and bombings from local terrorist and criminal groups have cut Nigeria's crude oil output by an estimated 25%.

Political kidnappings carried out by insurgent and terrorist organizations—such as those occurring in Iraq and Afghanistan—are the most difficult to deal with, as the kidnappers are demanding political concessions rather than simple monetary ransoms. Governments, in most cases, tend not to give in to such political extortion, putting the victim's life at greater risk.

AS MENTIONED ABOVE, kidnapping is an evolving phenomenon; smaller gangs

around the world are constantly trying new techniques, and seeking new types of victims. The most effective of these techniques can spread rapidly through a region. In Latin America, two trends of kidnapping have emerged in recent years, presenting a new set of challenges both to travelers and locals. "Express kidnappings" involve victims being abducted, then forced to withdraw their own ransoms from a bank or ATM. If all goes well, the victims are released

...often, the best way to deter potential kidnappers is simply to make oneself a risky investment of their time and resources.

afterward, generally after having been relieved of all valuables on their persons (and occasionally in their residences). "Virtual kidnappings" do not involve an actual kidnapping, but the victims are led to believe that a loved one was kidnapped. Many of these ransom calls are made from jailed inmates. Ransom is often demanded in the form of calling cards to allow the inmates to call future victims. A more sophisticated technique was recently revealed in which people are placed in situations where they are incommunicado (a phony cellular phone company representative asks them to

shut off their phone for several hours for repairs, for example). The targeted person's family or employers are then contacted and told that the person has been kidnapped. They are then given a relatively small, easily obtainable ransom demand. The timeframe given for ransom delivery is, necessarily, short.

Despite the many variations kidnappings can take, there are some general guidelines visitors should employ prior to traveling to higher-risk regions:

- **Education and research.** Travelers should know something of the culture they are entering, something of the overall crime rate, and something of the reliability of local authorities.
- **Take pains to not stand out.** Do not wear visible expensive jewelry, cellular phones or clothing. As much as possible, adopt the local fashions to avoid being identified as a foreigner.
- **Use only trusted transportation services,** such as those provided by a reputable hotel.
- **Keep a close eye on local news** for any potential catalysts for change in the local security situation.
- **Maintain communication** with your employer and/or local embassy, keeping them generally informed as to your schedule and whereabouts.
- For extended stays in high-risk areas, **avoid utilizing the same routes** if at all possible.

Overall, one would do well to remember that for most gangs, kidnapping is a for-profit business, with carefully weighed risks and benefits; often, the best way to deter potential kidnappers is simply to make oneself a risky investment of their time and resources. ■

Amir Lechner

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Terrorism Vulnerability Assessments (TVAs): Statistical vs. 'Real-World' Models

Don Aviv, CPP, PSP, PCI

It goes without saying that the events of 9/11 have had a tremendous effect on the security consulting world. In the prevailing years, there has been a rush to embrace advances in security technology that use such marketing buzzwords as “interoperability” and “convergence.” During this time, we have seen some of the greatest advances in physical security technology—perhaps more so than in any previous era. Today’s integrators and security consultants more resemble scientists and information technology (IT) engineers than the electricians and ex-cops that the industry used to employ.

TVAs have been a natural extension of basic physical security assessments for years in areas assaulted by ongoing terrorism.

Interestingly, we have not seen the same evolution among practitioners of terrorism vulnerability assessments (TVAs). To start, the definition of a TVA and its intended purpose has shifted significantly and varies greatly, depending on where in the world it takes place and within which industry. Globally, TVAs have no accepted industry-wide regulations or procedures.

TVAs: A Definition

According to the Federal Emergency Management Agency (FEMA), a TVA evaluates any weaknesses that terrorists can exploit. It assesses the vulnerability of facilities across a broad range of

identified threats or hazards, and provides a basis for determining physical and operational mitigation measures for their protection. TVAs apply both to new building design and to existing building management and renovation over the service life of a structure.

A thorough TVA should analyze and assess:

- Existing and potential threats and vulnerabilities,
- Probability of an attack,
- Expected property damage, and
- Probability and extent of loss of life or injury.

Many methods are used, from in-depth research and complex mathematical equations derived from onsite measurements and testing to remote statistical analyses achieved through crunching numbers and actuarial modeling. Arguably, a TVA should involve the threat of both domestic and international terrorism, although many professionals prefer to focus on one aspect or the other to improve accuracy of their models.

TVAs in America

Aside from having a long history within military and diplomatic sectors (embassy security), TVAs are a relatively recent addition to the American security industry. TVAs have been a natural extension of basic physical security assessments for years in areas assaulted by ongoing terrorism. In fact, large-scale physical security assessments in places like Israel and Northern Ireland have

always incorporated terrorist threats as a basic part of the process. In those situations, the threat of terrorism is often considered the main vulnerability to mitigate. Unfortunately, it took the 1983 suicide bombing at a U.S. military base in Lebanon, the bombing of the Alfred P. Murrah Federal Building in 1995, the U.S. embassy bombings in Africa in 1998, and finally the attacks on 9/11 for U.S. businesses and government institutions to accept the reality that risks beyond financial losses or loss of intellectual property exist.

Terrorists generally employ any method and device that will cause the greatest damage to advance their political goals.

Security professionals agree on very little when it comes to TVAs. First, how does one define terrorism? Many companies would consider a planned supply-chain disruption as much an act of terrorism as a truck bombing at a suburban mall. And if successfully defined, how does one model an attack on such a wide-ranging variable, not knowing what type of device or method of attack will be used (e.g., conventional explosives, chemical weapons, dirty bombs, etc.)? Terrorists generally employ any method and device that will cause the greatest damage to advance their political goals. Herein lies the crux of the issue.

Industry Changes

As with many changes in the security world, the insurance industry has driven and influenced the greatest changes as to why and how we conduct TVAs in this country. The 9/11 attacks revealed that a private market for terrorism risk insurance has never existed. Insurers generally excluded this type of coverage, leaving policyholders open to severe risk. ►

In 2002, Congress identified this vulnerability and economic threat and enacted the Terrorist Risk Insurance Act (TRIA), extending the legislation in 2005 under the Terrorist Risk Insurance Extension Act (TRIEA). TRIEA effectively created a federal backstop protecting property and casualty insurers from huge potential loss. Congress intended to support the insurance industry—and, by extension, property owners and developers—by establishing a threshold that would tap federal funds in the event of another catastrophic terrorist act that would otherwise bankrupt insurers. This act has allowed policyholders to secure more comprehensive insurance coverage, thereby buffering the U.S. real estate market.

To the relief of the insurance industry, the U.S. Senate unanimously approved a seven-year extension of TRIEA (now called TRIPRA) on November 16, 2007.

The monetary threshold (\$100 million was now set and subsequently capped at \$100 billion. On December 26, 2007, President Bush formally signed TRIPRA into law, thereby extending coverage until 2014. Unfortunately, a House bill designed to lower the threshold and allow greater participation, as well as to include domestic acts of terrorism, was subsequently vetoed.

Thinking Like A Terrorist

The insurance industry now had a mechanism in which to establish coverage; however, traditional rating models were soon declared inadequate. Larger insurers began reassessing the independent and internal processes used to evaluate risk. The established, mathematically driven TVAs were found lacking. These TVAs relied on highly complex mathematical equations and actuarial science that was already being employed to assign risk caused by

natural disasters and other catastrophes. While a gale-force hurricane and a truck bomb may have some similarities, they have many more differences. Terrorism introduces a larger set of variables that do not adhere to the laws of Mother Nature.

Many security consultants now approach TVAs from an entirely different direction to tackle the variables and lack of uniformity within the industry. Instead of relying on statistics, actuarial science and historical data to assign terrorism risk to fixed structures, consultants are reverting back to the original building blocks of TVAs: comprehensive physical security assessments. This “boots-on-the-ground” method generally involves a four-pronged approach:

- Comprehensive physical security assessment,
- Existing and potential threat analysis,
- Analysis of past incidents, and ▶

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The overarching concept requires consultants to “think like terrorists.” Consultants must understand and study not only historical attacks and the current threat to the facility (*i.e.*, which companies rent space within the target building?), but also what an actual terrorist would do to cause the most damage, given the target location and likely access to explosive materials.

Real-World Assessments

The process generally involves the following methods:

- **Comprehensive physical security assessment.** Experts determine and test existing levels of security countermeasures used at the target facility, including natural and man-made deterrents (*e.g.*, terrain, alarm systems, access-control systems and closed-circuit television (CCTV), etc.). Close proximity to a fire house and police station may limit secondary injuries resulting from a blast due to a quick response by trained emergency personnel. Security personnel training and proficiency are also factors. If a minor blast ignited a fire, would injury levels increase or decrease based on proficiency of local responders?
- **Existing and potential threat analysis.** Consultants assess current or perceived threats to the property or tenant, including terrorist groups, hate groups or activists that may target individual tenants or the property. This process includes studying forms of attack, methods and equipment historically used by these groups. For example, an animal-rights group is more likely to use sabotage to free lab animals, than a suicide bomb or truck bomb.
- **Analysis of past incidents.** The TVA needs to examine past incidents of terrorism in the area and, specifically, against the client. For example, a planned-parenthood office or a defense contractor would face a greater risk and threats from specific groups of terrorists. ►

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- X-ray all packages, if possible, prior to entry, and inspect all handbags and briefcases.
- Validate vendor lists of all routine and emergency deliveries and repair services.
- Approach all illegally parked vehicles in and around facilities. Question drivers, and direct them to move immediately. If owner cannot be identified, have vehicle towed by law enforcement. ■

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- **On- and offsite event modeling.** TVA consultants analyze potential scenarios and residual effects. For example, if a suicide bomber walked into the cafeteria during lunch with a backpack filled with explosives, how many fatalities and how many injuries would likely result? Would the attack cause significant structural damage? Would the floor-to-ceiling glass windows surrounding the cafeteria limit certain injuries if laminated with a protective coating? While onsite measurements are generally preferred, some practitioners work from building specifications and blueprints. Due to the many in-field modifications and terrain-specific variables that are lost on paper, this latter approach is not recommended.

Classic 'Truck-Bomb' Model

Organizations that do not follow the above process generally use a scenario involving a five-ton truck bomb to model attacks against facilities. This form of generic attack is generally used to create a standard model that can be applied across numerous locations and

industries, while allowing for similar statistical analysis. Practitioners of the real-world method typically discount this model because truck bombs are:

- Too unwieldy,
- Difficult to "weaponize," and
- Not an ideal terrorist attack form in most locations.

Typically, terrorists seek to kill and injure a few easily, while scaring the greater population. They can achieve these goals with greater accuracy and effectiveness by using a few pounds of explosives or automatic weaponry against the most vulnerable part of a fixed target. While the five-ton truck bomb model is useful when attempting to assess or assign risk to numerous facilities in a short period of time, the benefits generally end there.

Next Steps

After completing an analysis using the real-world method, consultants generally assign a probability ranking to various aspects of the situation. Using a predetermined ranking system, a specific number is assigned to:

- Possible facility threats,
- Weaknesses in current security measures, and
- Physical and geographic vulnerabilities.

Rankings are also applied to possible outcomes of a terrorist attack, including deaths, injuries, destruction of physical property, long-term costs, etc.

To ensure appropriate protection, organizations should conduct TVAs at least annually—and again if the threat of a terrorist attack rises or a significant change affects facilities or an organization's activities. Such measures need to be taken seriously and coordinated by a qualified, reputable individual or firm. In today's world, investing in efforts to reduce vulnerability to terrorist attacks just makes good business sense. ■

Don Aviv, CPP, PSP, PCI

Don Aviv, CPP, PSP, PCI, is chief operating officer of Interfor, Inc. and managing director of the Physical Security Consulting Group. He has extensive experience in physical security, risk management, crisis mitigation and investigations.



Human and Mechanical Aspects of Effective High-Rise Fire Safety Programs

introduces four concepts to protect occupants by separation from the hazard:

- "Shelter in Place," when the director decides that occupants will be safest if they remain at their offices and workstations;
- "In-Building Relocation," when occupants are moved from one area to another, even if on the same floor; and
- "Partial Evacuation" and "Evacuation," which in effect remove occupants from the building.

A new and separate certification process is in place in New York City to address the EAP mandates.

Although fire and life safety codes are an excellent formal means of addressing fire emergencies, they are of little significance if the occupants of high-rises dismiss them. Fire drills, seminars and training sessions attempt to inculcate the importance of knowing how to respond to fire emergencies, and occupants should be mindful of the importance of participating in these programs. It is the responsibility of fire safety directors to make every effort to address human behavior in fire and other emergencies, while convincing high-rise occupants of the importance of understanding fire safety and evacuation concepts in the built environment. ■

—Continued from page 20

Resources

Fire Safety Directors Course for Office Buildings, Hotels and Motels Manual, John Jay College of Criminal Justice.

Local Law 5 of 1973: Fire Safety in Office Buildings.

Local Law 26 of 2004: Office Building Emergency Action Plan (EAP).

National Fire Protection Association (NFPA), *Fire Safety on the Job*, BR41C, 2004.

National Fire Protection Association (NFPA), *The Great Escape Challenge*, BR47, 2002.

National Fire Protection Association (NFPA), *High-Rise Evacuation*, BR29J, 2004.

National Fire Protection Association (NFPA), *Firesafety in High-Rise Buildings*, BR29B, 1991.

Elvis Polanco, CPP

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The End User's Role in Integration

Raymond Dean, CPP

Last month's article described how an end-user should go about selecting a systems integrator and what is reasonable to expect from that person and his or her staff. But the design, installation, training and maintenance of a sophisticated security system also require significant involvement by the end user.

Here is a look at a few things an end user can do to make the job of the systems integrator easier and, more importantly, to create the best possible outcome of a successful security system installation.

KNOW What You Want To Accomplish

Information and communication are keys to a successful project. They should not be doled out in dribs and drabs, but rather passed along like a baton in a relay race. And, have no doubt: It takes a team effort to bring a security project to a successful conclusion.

Most end-users do not know what the best products might be for their project, how to properly place or aim cameras to maximize coverage or what the performance differences are between digital and analog systems. But they do know why they decided to install or upgrade security. Was it to control access to sensitive areas? Were there concerns about protecting remote sites? Was there a desire to make security data available to a number of users over the corporate network?

Before even thinking of getting a cost estimate, users should share the reason for the job with the integrator. Let him or her know your concerns and those of your employees, contractors and/or vendors. Talk about any problems

that may have occurred and even about potential situations yet to happen. And do not overlook expected growth of the organization.

When provided with this type of detailed information, the integrator can do a much better job in guiding you to the best possible solution.

APPOINT a Project Manager

Just as it is vital for the integrator to provide one person to act as liaison for the end-user, it is also important for the end-user to provide a single point of contact. The integrator's staff needs one person who can be reached to discuss changes, difficulties or other issues throughout the project. It is important that this person have access to the decision-makers within the end-user organization. Making sure that the integrator knows how to reach the right person for clear and quick communication will help to avoid misunderstandings and save time and money.

Before even thinking of getting a cost estimate, users should share the reason for the job with the integrator.

Depending on the size and scope of the project, you will need to make time for regular meetings and updates—either by phone or in person. This is an opportunity for both you and the integrator to make sure the project is on track. A lack of communication almost guarantees there will be problems.

If the installation will rely on the corporate network to transmit video and other security-related data, it is vital to have a representative from the organization's IT department involved in the project. The IT folks will probably have requirements that go above and beyond what other departments require in a security system. Get them involved early in the project to avoid costly changes late in the installation process. If new computers or workstations are involved, the IT department will want to verify their compatibility with the existing corporate standard. They may require early delivery to verify that compatibility, or possibly need to build and supply the workstations and servers themselves.

Making sure that the integrator knows how to reach the right person for clear and quick communication will help to avoid misunderstandings...

MAKE It Easy for the Integrator's Team to Work

Unless the project is being installed in new construction, there will be some interruption of the daily routine for you and your employees. With good prior planning, disruption can be kept to a minimum. The integrator's team will need access to your facility and places to park their vehicles and store their equipment. Badges and access credentials may also be required. Advise your employees of what is happening so that they feel they are a part of the project and will assist, when possible, to help to get the job completed.

It may be necessary for the installation team to work on nights or weekends to minimize disruptions or just to get the job completed on schedule. If so, make sure any necessary arrangements are made, and make sure this is known

during the planning stage. Failure to plan for overtime or weekend work can negatively impact the budget with additional overtime work orders.

DECIDE Who Will Be Trained to Use the New System

A system has little or no value if the end-user cannot operate it effectively and efficiently. Most integrators realize this and include training to follow the project's installation. It is important to decide who should be included in the training. Do you want one or two members of your staff to work with the integrator and share their knowledge with other employees? Or would you prefer that all employees charged with operating the system get hands-on training directly from the integrator?

SHARE with the Contractor How His Bills Will Be Handled

Very few people are comfortable talking about money. But it is a very important issue for the integrator. He or she may have a dozen or more people involved in your project who must be paid each week. And the contractor also has to purchase the equipment, cabling, consoles and other items needed to complete the job. Any delays in paying bills on time may result in your project being delayed. A contractor not getting paid in a timely manner is the equivalent of you not getting your weekly paycheck on time—not something you would enjoy very often.

Your project manager should probably handle any discussions with the integrator about the billing process. However, if he or she is uncomfortable

with that, provide the integrator with a contact in your accounts payable department.

Think of the process of designing, installing and maintaining your new security project as a team sport. An experienced, well-qualified systems integrator should be able to meet the needs of your organization. But the job will go much more smoothly if your company's employees are also working on the team to make the final outcome a success. ■

Raymond Dean, CPP

Raymond Dean, CPP is president and founder of PEI Systems, Inc., a 32-year-old New York City-based security integration firm. He is a founding member of SecurityNet, a group of independent security system integrators chartered in 1991.

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Blending Security and Business Continuity

and may assign a cost, either business or economic, to each risk. Management needs to understand that an incident that involves total or partial loss of business operations or client services within local or global regions impacts the ability to continue business.

Putting a Plan into Practice

The question to ask senior management is this: "What steps is the company taking to communicate and practice the BCDR plan?" In many cases, management and employees do not understand the strategies involved in selecting practices to minimize business disruption.

According to an article written by Control Risks Group's Business Continuity Consulting Division, "Every year, nearly one in five businesses suffer a major interruption. Designing and implementing solid business continuity plans helps organizations prevent these interruptions from becoming business

critical issues, which could threaten the organization's future viability."

Security and BCDR practitioners must ensure that senior managers comprehend and buy into the BCDR policies and program. This endorsement gives credibility to the plan and encourages participation on behalf of relevant stakeholders. Relevant internal stakeholders in a BCDR plan can vary from human resources, legal, corporate compliance, sales, internal communications, marketing, information technology, media and facilities management. Relevant external stakeholders can be identified as any supply chain vendor who keeps the business operational. Incorporating service agreements or contracts into BCDR plans with external stakeholders helps ensure that a disruption in service will not have a significant impact on the company during a crisis.

Companies also need to ask external stakeholders about any regulations

—Continued from page 13

or mandates with which they or their clients need to comply to continue operating during a crisis. Mitigating foreseeable risks requires close partnership with both internal and external stakeholders.

Scott Watson, CPP, CFE, principal consultant and CEO of S.A. Watson & Associates LLC, states: "The challenges facing business today are truly immense. Meeting these challenges will require executives to move their organizations, and our society, from a mindset of compliance to a mindset of commitment." How committed is your company in developing, maintaining and testing your BCDR plans and ensuring compliance? ■

Kevin Cassidy

Kevin Cassidy is Vice President, Global Head of Security for Reuters. He frequently lectures at the Security Management Institute at John Jay College of Criminal Justice in New York City.



WORKPLACE VIOLENCE

When Domestic Violence Spills into the Workplace

Vincent J. Bove, CPP

A culture of violence plagues America, as evidenced by continued incidents of cruelty throughout the schools, homes and workplaces of our nation. The scourge of domestic violence or intimate partner violence (IPV) affects not only the victims, but also the family, community and workplace.

When it comes to even one life, we must do what is right—not what is convenient, politically expedient or the most cost effective.

If our awareness, planning and action—as an individual, a corporation or a community organization—can save even one individual from suffering, pain or death, then we must do all we can to prevent such a tragedy. When it comes to even one life, we must do what is right—not what is convenient, politically expedient or the most cost effective. In simplest terms, we must learn to care for one another in our time of need.

Domestic Violence in the Workplace

The Partnership Against Domestic Violence (PADV) website defines domestic violence as:

“...hurtful and abusive behaviors used by one partner to control and have power over another partner. These behaviors can include threats, physical assault, forced sex, financial control, isolation, and emotional abuse, like name calling.”

Domestic violence issues can place a liability on employers who do not

take reasonable measures to safeguard employees. Yet, employers have more than a legal concern in preventing violence from spilling over into the workplace. They have a moral obligation to protect employees and to prevent unnecessary human suffering. To this end, an objective assessment of the overall culture of a company—including policies, procedures, and ongoing training and professional development—with regard to domestic violence must be a top priority.

Anyone living under the constant threat of physical or emotional abuse cannot adequately fulfill the responsibilities of life, including their job duties in the workplace, where many of us spend a significant portion of our lives.

In a document titled *Workplace Violence: Issues In Response*, the FBI identifies four categories of workplace violence:

- **TYPE 1:** Violent acts by criminals who have no other connection with the workplace, but enter to commit robbery or another crime.
- **TYPE 2:** Violence directed at employees by customers, clients, patients, students, inmates or any others for whom an organization provides services.
- **TYPE 3:** Violence against coworkers, supervisors or managers by a present or former employee.
- **TYPE 4:** Violence committed in the workplace by someone who doesn't work there, but has a personal relationship with an employee—an abusive spouse or domestic partner.

While Type 1 incidents account for nearly 80% of workplace homicides, this is no consolation to the individuals

who died or were injured in workplace violence incidents as a result of domestic violence that fatally escalated.

Recent Events

Following are a few examples of domestic violence-related workplace incidents:

2 in Miss. Bank Among 4 Dead in Shooting
McCOMB, MS—March 12, 2008 Associated Press

A man fatally shot two people Wednesday in the bank where his ex-wife worked, then fled with the woman and killed her before committing suicide, authorities said.

The others killed were a customer and an employee of the Regions Bank branch in McComb, in southwestern Mississippi.

Portsmouth Students recover after witnessing stabbing; Fifth-graders prepare to return to school Monday
PORTSMOUTH, OH—February 10, 2008 Associated Press

Parents of students at an elementary school where a teacher was stabbed in front of her class said Friday that youngsters are recovering as they prepare to go back to class when the building reopens Monday.

Christi Layne's fifth-grade students at Notre Dame Elementary School in Portsmouth saw Mike Layne barge into her classroom and stab his estranged wife Thursday morning, police said.

Woman shot outside Pa. workplace in apparent murder-suicide
LINWOOD, PA—June 19, 2007 Associated Press

A woman was shot to death as she arrived at work Monday, and her estranged husband was found dead nearby, apparently of a self-inflicted gunshot wound, authorities said.

It is possible that these and many other senseless tragedies may have been prevented, according to Cathy Willis Spraeetz, president and CEO of PADV, “if the employers had asked a simple question, ‘Are you safe at home?’” ►

“Many employers hesitate to get involved in their employees’ personal lives, even though 94% of corporate security directors surveyed rank intimate partner violence as a major security problem in their companies.”

Warning Signs

It is impossible to know with certainty what happens behind closed doors. However, there are some signs and symptoms of domestic abuse and violence (also from www.helpguide.org) that one can look for:

- Frequent injuries, with the excuse of “accidents”
- Frequent and sudden absences from work or school

- Frequent, harassing phone calls from the partner
- Fear of the partner, references to the partner’s anger
- Personality changes (*e.g.*, an outgoing woman becomes withdrawn)
- Excessive fear of conflict
- Submissive behavior, lack of assertiveness
- Isolation from friends and family
- Insufficient resources to live (*e.g.*, money, credit cards, car)
- Depression, crying, low self-esteem

Knowing and recognizing the warning signs is the first step in creating a caring workplace with employees willing to watch out for each other.

Response

Workplace Violence: Issues In Response identifies the united effort that is necessary to cultivate a safe work environment and to prevent domestic violence episodes from escalating. The publication identifies the roles and responsibilities of the key stakeholders:

Employer

- Adopting a workplace violence policy and prevention program and communicating the policy and program to employees.
- Providing regular training in preventive measures for all new/current employees, supervisors and managers. ►

The Cycle of Domestic Violence

Though there are several models of the domestic violence cycle, most involved with identifying and helping victims agree that the abuse follows a pattern that repeats itself until there is intervention, escape or, sadly, tragedy. Here is a basic model of the cycle of domestic violence from www.helpguide.org:

Abuse. The abuser lashes out with aggressive or violent behavior. The abuse is a power play designed to show the victim “who is boss.”

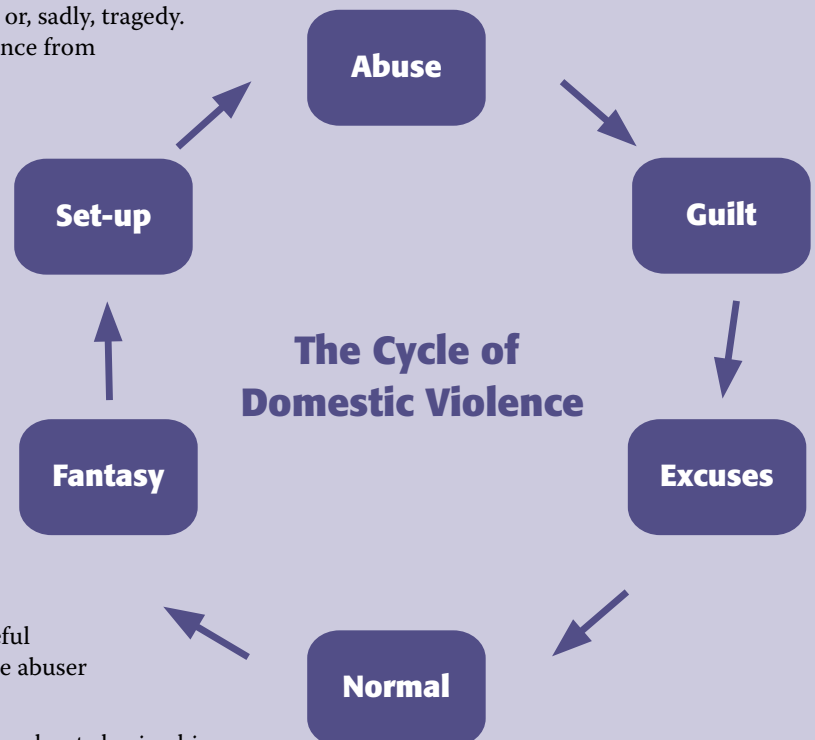
Guilt. After the abusive episode, the abuser feels guilt, but not over what he’s done to the victim. The guilt is over the possibility of being caught and facing consequences.

Rationalization or excuses. The abuser rationalizes what he’s done. He may come up with a string of excuses or blame the victim for his own abusive behavior—anything to shift responsibility from himself.

“Normal” behavior. The abuser does everything he can to regain control and keep the victim in the relationship. He may act as if nothing has happened, or he may turn on the charm. This peaceful honeymoon phase may give the victim hope that the abuser has really changed this time.

Fantasy and planning. The abuser begins to fantasize about abusing his victim again, spending a lot of time thinking about what she’s done wrong and how he’ll make her pay. Then he makes a plan for turning the fantasy of abuse into reality.

Set-up. The abuser sets up the victim and puts his plan in motion, creating a situation where he can justify abusing her. ■



- Supporting, not punishing, victims of workplace or domestic violence.
- Adopting and practicing fair and consistent disciplinary procedures.
- Fostering a climate of trust and respect among workers and between employees and management.
- When necessary, seeking advice and assistance from outside resources, including threat-assessment psychologists, psychiatrists and other professionals, social service agencies and law enforcement.

Employee

- Accepting and adhering to an employer's preventive policies and practices.
- Becoming aware of—and reporting—violent or threatening behavior by coworkers or other warning signs.
- Following procedures established by the workplace violence prevention program, including those for reporting incidents.

Law Enforcement

- Reaching out to employers, especially to smaller employers that do not have

the resources to maintain their own security staff.

- Establishing contact and regular consultation with mental health and social service providers.
- Setting up a system for assisting employers in background checks, workplace site reviews, evacuation plans, etc.
- Assisting employers in developing prevention programs and assuring prompt response to threats or less serious incidents.
- Training officers in threat assessment and, if a department's resources permit, establishing a specialized threat assessment unit.
- Training officers in relevant laws (e.g., harassment and stalking) and response procedures for workplace problems.

Unions

- Supporting employers' violence prevention policies and practices.
- Being a partner in designing and carrying out violence prevention programs.

- Defending workers' rights to due process, but also supporting appropriate disciplinary actions that protect everyone's safety (e.g., sanctions for bringing a weapon to the workplace).
- Cooperating with and contributing to training efforts.

Collaboration is a key component to preventing workplace violence.

Victims of domestic violence silently cry out for help. Our society needs hope: individuals and organizations working together to create communities of trust. Sometimes this hope can be found by asking a simple question—"Are you safe at home?"—and having the courage to listen and respond. ■

Vincent J. Bove, CPP

Vincent J. Bove, CPP, is a nationally acclaimed leadership and security educator with more than 30 years experience as a champion of violence prevention through a reawakening of character and respect for neighbor. He is a former confidant to the New York Yankees and the 2007 Recipient of the FBI Director's Community Leadership Award. www.vincentbove.com



A Look at Domestic Violence

According to a domestic violence fact sheet found on the Partnership Against Domestic Violence (www.padv.org) website, national statistics show that:

- Every 9 seconds, a woman is battered in the United States.
- Nearly 1 in 3 women experiences domestic violence in her lifetime.
- 90-95% of domestic violence victims are women.
- Nearly 5.3 million intimate partner victimizations occur each year among U.S. women ages 18 and older. This violence results in nearly 2 million injuries and nearly 1,300 deaths.
- Estimates range from 960,000 incidents of violence against a current or former intimate, to 3.9 million women who are physically abused by their husbands or live-in partners per year.
- Estimates indicate more than 1 million women and 371,000 men are stalked by intimate partners each year.
- The U.S. Department of Justice reported that 37% of all women who sought care in hospital emergency rooms for violence-related injuries were injured by a current or former spouse, boyfriend or girlfriend.
- Studies of the Surgeon General's office reveal that domestic violence is the leading cause of injury to women between the ages of 15 and 44, more common than automobile accidents, muggings and cancer deaths combined.
- The costs of intimate partner violence against women exceed an estimated \$5.8 billion. These costs include nearly \$4.1 billion in the direct costs of medical and mental health care and nearly \$1.8 billion in the indirect costs of lost productivity.
- In the United States, researchers estimate that 40% to 70% of female murder victims were killed by their husbands or boyfriends, frequently in the context of an ongoing abusive relationship. ■

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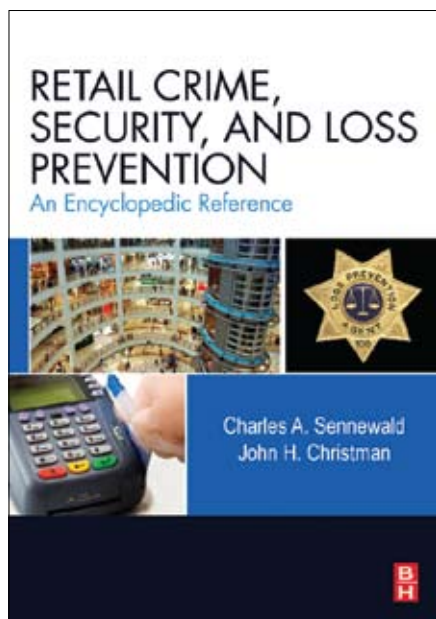
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Women and Minorities in Retail Security Today

Liz Martinez

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ASIS NYC Member Liz Martinez authored the chapter on women and minorities in retail security.

The latter half of the first decade of the new millennium is an optimal time to assess the state of retail security. There are many ways to measure the progress and effectiveness of the field. This section focuses on the opportunities that female and minority workers have in today's retail security arena.

Are there opportunities for women and minorities in retail security today? The answer is "yes." And "no."

There are several reasons why there is not one clear answer regarding this issue. Part of the answer has to do with word definitions. It is pretty clear what the meaning of the word "woman" is. But how exactly are "minorities" defined? And what is meant by "opportunity"?

In business, minorities are generally defined as non-White persons or persons with a disability. Ethnic minorities, such as African Americans, Asians, Hispanics, and Native Americans come to mind. Because of historically limited opportunities in the business world, females as well as those with disabilities are often included when encouraging "diversity" in a company.

In the new millennium, it would be rare to find a hiring manager who flatly refuses to hire someone because the person is ... (fill in the blank). However, giving lip service to diversity or mouthing platitudes such as "We don't discriminate here; everyone is welcome to apply"—even if the manager believes what he or she is saying—is not the same thing as putting out the welcome mat for workers from diverse backgrounds.

Think about it: If you lived in a world in which the people around you were a different race and/or gender, would you feel perfectly welcome everywhere? Or would you need a special kind of a welcome in order to feel as though you belonged?

The security industry is still top-heavy with White males—frequently White male former police officers. Given the fact that many of these top managers began their careers in the 1970s or 1980s, it is not surprising that their idea of "competent personnel" runs to people like themselves—other White males. They are used to working in a heavily

male, Caucasian-dominated world, and they bring that mindset with them to their security careers.

We are all products of our environment and experience, so it often requires a tremendous effort on the part of these managers to make the leap to the belief that other kinds of people can be valuable workers. And it may require a Herculean effort for them to roll out the red carpet to recruit people different from themselves.

...the security world is changing. Many people are becoming security professionals without first having a career in law enforcement.

Add to these factors the reality that many of the top managers spent their police careers arresting minorities for various crimes (just take a look at the inside of any prison or jail, or a peek at the national arrest statistics, and it becomes clear that the majority of incarcerated persons are overwhelmingly members of minority ethnic groups). So it is understandable that, regardless of how much diversity training a company provides managers like these, they are going to stick with what their experience tells them is the appropriate candidate to recruit: someone like themselves.

However, the security world is changing. Many people are becoming security professionals without first having a career in law enforcement. These people, once they make their way into management, will be more accustomed to working side-by-side with women and ethnic minorities. They will know from their own experience that diversity in the workforce is valuable and will look to recruit people who are not necessarily their own mirror images.

The fact is that at the upper levels, there is a growing number of females

in security management—although they are still well in the minority. There is also an increase in the number of ethnic minorities claiming their seats at the head tables, but that number is climbing even more slowly.

Opportunities for females and minorities in retail security abound at the lower levels. Quite a number of women and minorities do work in entry-level loss prevention jobs, but they are not making the trip from the ground floor to the executive suite.

As an illustration of this top-heavy representation of Caucasian men, it is interesting to note that as of 2007, ASIS International's leadership remains overwhelmingly White-male-dominated. (The organization's Retail Loss Prevention Council is about 12% female and 1% ethnic minority, with nary an African-American or other dark-skinned person in sight.)

A lack of upward mobility for women and minority workers is attributable to several factors. Many executives fear having a frank discussion about these issues because they're afraid of sounding prejudiced; nevertheless, certain topics do impact their hiring decisions and judgments regarding who gets promoted.

To put these issues into perspective, it is important to recognize that at the entry level, retail security workers earn only slightly more than minimum wage. Therefore, the type of person who will be drawn to such a low-paying job is often someone without prospects for a better job. That means that employees who have a limited amount of education, a lack of cultural capital, and possibly difficulties with written and spoken English will be the ones filling out the loss prevention job applications.

"Cultural capital" is a term that has come to include academic credentials or qualifications, intangibles such as behavior and attitudes, as well as "linguistic capital," or the manner in which one speaks. People in management tend to be from the middle class or the upwardly striving (if not upwardly mobile) working

class. Workers who were not raised to conform with middle-class behavior or who do not speak or write standard American English are not able to be competitive in the workplace when they are being evaluated on their levels of education, experience, and cultural capital.

Because many ethnic minorities in this country do not bring the same amount of cultural capital with them to the job, they are often passed over for promotion. Their lack of suitable communication skills or the "soft skills," such as appropriate attitudes and ►

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workplace behaviors, may hold them back some of the time. Other times, their lack of upward mobility may be due to acknowledged or unacknowledged prejudices on the part of upper management, as is the case for many females.

Women face different challenges in the retail security workplace. The number of single mothers with children under 18 has more than tripled since 1970...

In addition, when bright, talented members of ethnic minorities with excellent communication skills do enter the loss prevention field, they are often courted away by other, more lucrative industries, where it is desirable to employ a more diverse workforce. And who wouldn't want to trade in long hours and an often thankless, never-ending task for better pay, greater prestige, and more money?

Very often, the members of ethnic minorities who do move up the ranks are first- or second-generation immigrants to the United States. Foreign-born workers, or those with parents or other close ties to the "old country," tend to be more articulate and better educated and possess a greater amount of cultural capital. This fact is borne out by the 2007 study, "Black Immigrants and Black Natives Attending Selective Colleges and Universities in the United States," in which researchers from Princeton University and the University of Pennsylvania found that first- or second-generation immigrants comprise a disproportionately high percentage of the Black student population at U.S. universities. According to the study, Black immigrant fathers were far more likely to have graduated from college than American fathers, reflecting the fact that Africans and Afro-Caribbeans are the most educated immigrant groups, with many originally coming to the United States to pursue a degree.

This idea is also demonstrated on a grand scale, such as with presidential hopeful U.S. Senator Barack Obama of Illinois, who is lauded as the first serious African-American candidate for president. But he is actually biracial, with a Caucasian mother and a father from the African country of Kenya. Likewise, the wildly popular former Secretary of State Colin Powell, a four-star army general who also served as the Chairman of the Joint Chiefs of Staff, is the son of Jamaican-born parents. These icons of Black America, like so many African-Americans in positions of high power and prestige, are not from families with roots in the United States. Instead, they bring with them the manners and skills from cultures that value education and proper deportment.

The upper levels of management are still not populated by as many women as men or as many minorities as Caucasians, but females and minority members do have an opportunity to advance if they are willing to put in the time and the effort.

Women face different challenges in the retail security workplace. The number of single mothers with children under 18 has more than tripled since 1970, going from 3 million to the present number of 10 million. And even when females have a partner, they are often the primary caregiver for their children. So women—especially those who work at lower-paying jobs—wind up taking more time off from work in order to care for their children than men do. Excessive absences, regardless of the reason, make employees less desirable candidates for jobs and promotions. For this reason—legal or not—some managers prefer not to hire women, or to hire

females who they know are free of family responsibilities.

Complicating the issue for women is the fact that they are often competing against males for security positions, which have traditionally been seen as "men's jobs." Security jobs are perceived to be "dirty" jobs, and, as with ethnic minorities, women with college degrees are often heavily courted by other industries that offer more attractive work atmospheres and compensation packages.

Low-paying loss prevention jobs have tremendous turnover, regardless of an employee's gender or background. But once a worker manages to climb above the entry level and into management—or if the worker has the credentials to start his or her career in a supervisory-level job—the prospects for advancement are brighter.

The upper levels of management are still not populated by as many women as men or as many minorities as Caucasians, but females and minority members do have an opportunity to advance if they are willing to put in the time and the effort. While other, oftentimes more desirable, career paths beckon to these talented employees, once they decide to stay in loss prevention, the chances to move up do exist and promotions can be attained.

Women and minorities may, as the adage has it, have to work twice as hard to be recognized as half as good as their White male counterparts, but the opportunities are there for these workers to prove themselves to be valuable members of a loss prevention team and make it to the top. ■

Liz Martinez

Liz Martinez is a member of the New York City chapter of ASIS International and serves on the Retail Loss Prevention Committee. She is a New York State investigator and the author of a non-fiction retail security book, as well as of short fiction.



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LOCAL EVENTS

NYC Chapter of ASIS International Honors Wounded Warriors at Gala Celebration

General Richard B. Myers Delivers Keynote Address

The New York City chapter of ASIS International hosted its first-ever Gala Dinner Celebration Fundraiser, "Our Next 50 Years of Excellence," on Thursday, January 24, 2008, at the University Club in Manhattan.



Jack Lichtenstein (left), Director of Government Affairs and Public Policy for ASIS International, with New York State Senator Vincent Leibell.

The sold-out, black-tie event featured guest speaker General Richard B. Myers, USAF (Ret.), along with special guest John Melia of the Wounded Warrior Project (WWP). Proceeds from the event went to the WWP and the ASIS International NYC Chapter Scholarship Fund.

Melia told the audience of security executives and special guests that the WWP is much like a "front porch," where men and women who are

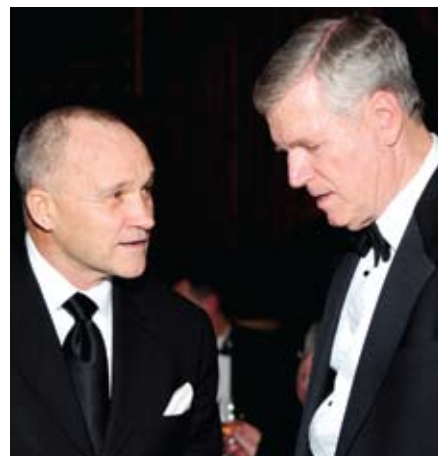
recovering from battle can heal, both physically and emotionally.

He recalled the story of an 85-year-old Alabama woman, who said after her husband returned from World War II, he and his friends would sit on their front porch and exchange stories of wartime experiences while their wives listened. "On those front porches," Melia said, "they watched their husbands heal."

The WWP began with a small group of friends and families delivering backpacks filled with comfort items to soldiers injured in the Middle East, who were recovering at Walter Reid Hospital. Melia said the WWP resembles an alumni association, offering soldiers the chance to reconnect with one another. The organization also gives a national voice to these warriors. "These men and women did not lose their limbs in battle. They gave them in service to this country," he said.

The Honorable Raymond W. Kelly, Commissioner of the New York Police Department, delivered the opening remarks and introduced General Myers, who expressed his appreciation to ASIS for "making this world a better place."

Myers served as Chairman of the Joint Chiefs of Staff for four years, beginning in October 2001, until his retirement in September 2005. During his tenure as chairman, he led the military strategy for the war on terror in the Middle East.



Raymond Kelly (left), Commissioner of the New York City Police Department, speaks with Gen. Richard B. Myers, USAF (Ret.), former chairman of the Joint Chiefs of Staff.



Steve Chupa, former president of ASIS International, stands as gala attendees applaud his long-standing support of the NYC chapter.



Michael Covitt, president of the Sabatier Group, entertains the wife of Gen. Richard B. Myers, USAF (Ret.).

Myers described the violent extremism in the Middle East as “the biggest threat since the Civil War,” and America’s response to these threats has to continue to be offensive rather than defensive. “The further we get from 9/11, the more complacent a lot of us have become,” he added.

“I’m often asked two questions: What are you least and most proud of?” Myers said. He told the gathering he is most proud of the opportunity to represent the men and women in the military in a way that honors and respects what they represent to America. However, he added, the past six and one-half years have not been easy. “We are not engaged in mass on mass warfare. People on the front lines have been asked to sacrifice and have delivered in ways in which every American can be proud.”

Myers also praised the efforts of the WWP and shared stories of his own visits to injured soldiers and the inspiration he found from their bravery. “One young man I visited had his leg amputated and said to me, ‘I was willing to give my life for my country, and all I had to give was my leg.’”

Myers ended his remarks by quoting Omar Bradley, first Chairman of the Joint Chiefs of Staff: “Freedom—no word has ever been spoken that had greater sacrifice. May America ever be as protected.” ■



The NYC chapter held its inaugural black-tie gala on January 24, 2008. The evening’s program started with a color guard presentation.



NYC Chapter Chair Jimmy Chin presents Gen. Richard B. Myers, USAF (Ret.) with a token of appreciation, as Oksana Farber, vice chair of the ASIS Law Enforcement Liaison Council, and others look on.

LOCAL EVENTS

People in the News

Interfor, Inc. announced the addition of **Amy Ajay** as a senior investigator. A former U.S. Central Intelligence Agency (CIA) officer, she has several years of experience in intelligence collection and management. Ajay was a collection management officer in the Near East Division of the CIA's Directorate of Operations.

Paul F. Benne, formerly a security consultant with Chester County Intermediate Unit, joined Syska Hennessy Group as a senior associate and security discipline leader for the company's technology division. Benne will oversee delivery of security-related services for both new construction and existing facilities.

Anthony Celano, chief executive officer of Full Security, Inc. recently spoke and participated in panel discussions at the International Financial Services (IFSA) Risk and Regulatory Conference and at the Coro New York Center – Leadership New York.

SSC welcomes **Patrick J.W. Chagnon** as the new manager of Corporate

Intelligence and Investigation. Before joining SSC, Chagnon served as the Counter-Terrorism Coordinator for the Connecticut State Police and the Connecticut Department of Emergency Management and Homeland Security.

Robert Donnelly is now designing online multi-lingual training courses for national clients of High-Rise Security Protection after selling his FDNY-approved school for fire safety certification preparation.

An audit by **Michael Kessler's** firm, Kessler International, showed significant weaknesses in the way the Clark County Development Services Building Division and the Clark County Fire Department handle complaints related to building and safety code violations in Las Vegas. Kessler was commissioned to perform the audit following a whistleblower complaint filed by a Harrah's property employee.

Global consulting and investigative firm Sutton Associates acquired Veritas Vox, Inc. Founded in 2006, Veritas Vox provides outsourcing consultation

and audit services to help Fortune 500 companies manage their contract security partnerships. Principals **Anthony L. Picciano** and **Forhad R. Razzaque** will assume operational and sales roles, respectively, on the Sutton Associates executive team.

We Want to Hear from You!

Please contact the editor of *Security Director* at sdmag@asisnyc.org to share your accomplishments with fellow chapter members (e.g., awards, promotions, new jobs, etc.).

Duane Pinkney, Chief Executive Officer of Advanced Integration Security, announces the opening of a new sales office in San Jose, Calif. The office will serve West Coast clients and provide regional service and installation support. Advanced provides IP-based security integration solutions. For more information, contact info@ai-security.net or call (800) 880-6855.

Laurie A. Venditti accepted a position as business development manager for the Virage Security & Surveillance Division of Autonomy. Virage Security & Surveillance offers intelligent video analytics by combining security & surveillance solutions and Autonomy's advanced IDOL "Intelligent Data Operating Layer" technology. With a \$4 billion market capitalization, Autonomy holds the largest market share in their technology sector.

Cynthia Webster has been promoted to vice president, investigations at Interfor, Inc. after three years of managing complex investigations involving asset search and fraud in countries around the globe for the company. Prior to joining Interfor, Webster was an auditor with J.M. Huber Corporation. ■

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Tel: (202) 742-6736

SECURITY DIRECTOR

ASIS International / New York City Chapter

TRADE SHOW

Registration

8:00 a.m.

Exhibit Hall Open

9:00 a.m. to 5:00 p.m.

Corporate Travel Security

9:00 a.m. to 11:15 a.m.

VIP Reception

11:30 a.m. to 12:00 p.m.

Person of the Year Luncheon

12:00 p.m. to 2:00 p.m.

Exhibit Hall Cocktail Hour

3:30 p.m. to 4:30 p.m.



Panel Discussion: Corporate Travel Security

2008 Solutions Expo • Jacob Javits Convention Center

May 12, 2008 • 9:00 a.m. – 11:15 a.m.

A group of highly respected security professionals will lead this year's panel discussion on corporate travel security at the 2008 Solutions Expo. Each panelist will deliver a short presentation, followed by a question-and-answer session.

Panelists

Don Aviv, CPP, PSP, PCI



"Areas of Focus for Corporate Travel Security Programs During the Next Decade"

Don Aviv is the chief operating officer of Interfor, Inc. and managing director of Physical Security Consulting Group. With extensive experience in physical security, risk management, crisis mitigation and investigations, he is responsible for day-to-day operations of the company. Prior to joining Interfor, Mr. Aviv was the global security manager for Parametric Technology Corporation, an international software company, where he was responsible for the security and safety of company assets and personnel within 138 field offices globally.

John F. Gobbels



"Stories from the Front Lines: Getting Your Corporate Travelers out of Harm's Way and Rescuing Your Workers from Foreign Countries when They Need to Be Pulled from Precarious Situations"

John Gobbels is vice president and chief operating officer of MedjetAssist, an emergency medical evacuation membership program headquartered in Birmingham, Ala. With more than 21 years in pre-hospital and hospital service and management, he served as the clinical director for STAT MedEvac in Pittsburgh, Pa., the air ambulance arm of the renowned University of Pittsburgh Medical Center (UPMC), and oversaw compliance with the Commission on Air-Medical Transport Systems (CAMTS) and continuing education requirements for all clinical staff. He joined MedjetAssist as the director of transport operations and was responsible for complete oversight of all transport and repatriation operations.

Roseann McSorely



"Creating and Implementing a Corporate Travel Security Program and Getting Buy-in from Your Corporate Travelers"

Roseann McSorely is the managing director, regional head of business continuity management for the Deutsche Bank Americas. She joined the organization in 1998 to oversee trading recovery, and during the past 20 years, she has been responsible for alternate site recovery development, managing the region through many different crises. Following the 9/11 attack, she played a pivotal role in helping the firm recover. In her current position, Ms. McSorely manages all related agendas for crisis management and developing and testing business continuity plans to ensure the safety of the Americas' staff, buildings and information.

Panelists (Cont)

Bruce McIndoe



"Accessing, Compiling and Making Information Useful for Corporate Clients: How We Get It and How We Help You Use It"

As founder and chief executive officer of iJet Corporation, Bruce McIndoe is a recognized leader in the risk management, travel and intelligence industries. He has been a key contributor to the company's strategic growth and its position as a leader in business resiliency with the development of the Worldcue® Global Control Center. Prior to joining iJet, he founded and led CSS, an Inc. 500 and four-time Washington Technology FAST 50 company that developed software for the intelligence community. He also served as a lead architect on one of the most productive intelligence programs in the National Security Agency's (NSA) history.

Tim Meyerhoff

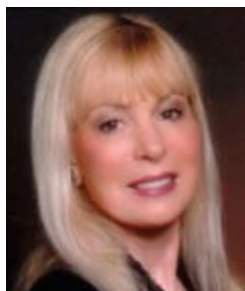


"The Registered Traveler Program: How It Works, What It Can and Can't Do for You—and What's Coming Next"

As director of North American sales for LG Iris Technology, Tim Meyerhoff oversees all strategic direction, product planning and development, global marketing, sales, and service for the US-based global company. Prior to joining LG, he served as the business development manager for Iris Recognition Products at Panasonic in the division of Matsushita Electric, where he was involved in Panasonic's early efforts to bring iris recognition to information security, along with the company's later entries to the physical access-control and selected identity-dependent applications. LG has been a worldwide market leader in this technology since 1999.

Moderator

Erica D. Harrison, CPP



During the last two decades, Erica D. Harrison, CPP, has been involved in executive management in the security industry and has diverse experience in academic and business organizations. She is currently president of AIMS Testing Company, Inc., a publisher of pre-employment screening exams. Harrison serves the New York City chapter of ASIS International as Placement Chairman and Chairperson of the Speakers/Seminar Committee for the annual trade show.

Last year she developed Prevention Pals® Corporation, a 501(c)3 not-for-profit that provides fire prevention education for young people and senior citizens. ■

Frank A. Bisogno: 2008 Eugene Casey Award



Frank Bisogno's relationship with his fellow security professionals was forged in the early 1990s, when he first joined the New York City chapter of ASIS International.

"Frank Bisogno exemplifies the spirit of volunteerism in his dedicated service to our chapter," said Jimmy Chin, chairman for the New York City chapter of ASIS International. "He has given his time and talent at the leadership level and as trade show event chairman since 1999."

Bisogno became involved with ASIS when a colleague told him about the organization. At the time, Bisogno had already spent three decades in the industry, having started his career as a billing and payroll clerk for Wackenhut while attending Pace University.

Today, he manages all New York City operations as vice president of Securitas, yet he still volunteers at the organization that has provided him with close friendships and opportunities to expand his personal and professional circles.

In 2004, Bisogno readily accepted the chance to increase his involvement by becoming the chapter treasurer, saying he was happy to give back to the organization that has helped him so much over the years.

As chairperson of the Trade Show Attendee Committee, Bisogno relishes the chance to provide learning opportunities to colleagues. "We're delighted to recognize his efforts as the Eugene Casey Award winner," Chin said. ■

Michael J. Garcia, U.S. Attorney for the Southern District of New York

2008 ASIS NYC Person of the Year



During his 16-year career as a distinguished federal prosecutor, Michael J. Garcia has participated in some of the nation's highest-profile cases, including the indictment of known terrorists prior to September 11, 2001.

New York City Chair Jimmy Chin said Garcia is well deserving of this year's "Person of the Year" award due to his extraordinary work as a federal prosecutor and his determined dedication to justice.

"We are pleased to honor Mr. Garcia with this special award. On behalf of security professionals throughout the world, we thank him for his tireless and relentless pursuit of the rule of law," Chin said.

In March 2003 President Bush appointed Garcia as Assistant Secretary for Immigration and Customs Enforcement (ICE). When he took charge of the brand-new bureau, he was no stranger to the war on terror. As a federal prosecutor, he helped convict terrorists involved in the 1993 World Trade Center bombing, the 1998 bombings of two American embassies in East Africa, and a plot to bomb 12 American airliners in the Far East.

With Garcia at its helm, ICE was comprised of six integrated law enforcement component organizations: Air and Marine Operations, Detention and Removal, the Federal Protective Service, Investigations, Intelligence and the Federal Air Marshal Service. As the second largest enforcement agency in the government, its 20,000 employees, including 6,000 investigators, engage in a wide variety of border security, air security and financial security operations within the United States and around the world.

During his tenure at ICE, Garcia unveiled a number of high-profile programs, including Operation Predator, an effort to round up child pornographers and illegal-immigrant sex offenders.

"We are pleased to honor Mr. Garcia with this special award."
—Jimmy Chin

With Garcia serving as the U.S. Attorney for the Southern District of New York, his office has led the nation in deposits to the government's various asset forfeiture funds for the past three years. Several high-profile corporate fraud cases, including the Adelphia, Refco and Bayou prosecutions, were among the largest forfeitures in Department of Justice history, totaling in excess of \$1.3 billion to date. Other high-profile cases include corporate fraud, public corruption, fraud in the United Nations Oil-for-Food program, international narcotics trafficking, art and antiquities thefts, and Internet gambling.

Garcia has received numerous awards as recognition for his work including the Attorney General's Award for Exceptional Service, the Department of Justice's highest award, in both 1994 and 1997; as well as the Attorney General's Award for Distinguished Service for his work on the embassy bombing case in 2002.

A Brooklyn native, Garcia graduated from the State University of New York (Binghamton), received a master's degree from the College of William and Mary, and earned his law degree from the Albany Law School of Union University. ■

2008 Solutions EXPO Exhibitors

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ASIS Crime & Loss Prevention Council	112	59	GE Security	207	63
ASIS Crisis Management and Business Continuity Council	123	59	Glasscare, Inc.	234	63
ASIS Educational Institutions Security Council	123	60	Global Security Consulting Inc.	522	63
ASIS Fire & Life Safety Council	125	60	Guardscreen	306	64
ASIS Information Technology Security Council	121	60	Guardsmark	310	64
ASIS International	120	60	GuardTrax Inc.	612	64
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ASIS Law Enforcement Liaison Council	121	60	HID Global	105	64
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ASIS Privacy & Personnel Information Management Council	638	60	I.D. Sales & Associates Inc.	227, 326	64
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Avant Art Architectural Glass, Inc.	422	60	Interior Move Consultants, Inc.	420	64
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Bowles Corporate Services	419	61	L-3 Communications GS&ES	132	65
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Comtran Associates, Inc.	233	61	Morse Watchman	322	66
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A

Access Systems Integration, LLC (Booth 424)

Address: 1 Bethany Road, Suite 40, Hazlet, NJ 07730
 Phone: (732) 739-5656
 Fax: (732) 739-5649
 Contact Name: Jim Tapp
 Contact E-mail: JTapp@asillc.net
 Website: www.asillc.net
 Description: ASI is the region's leading-edge security integrator specializing in IP-based solutions. The company enjoys solid relationships with premier manufacturers of digital recording, access control and visitor-management platforms. ASI provides sales, engineering, project management, training, installation, preventive maintenance and remedial service available 24x7, 365 days/year.

Aggleton & Associates (Booth 503)

Address: 580 White Plains Boulevard, Suite 670
 Tarrytown, NY 10591
 Phone: (914) 524-4110 (NY) (610) 253-5514 (PA)
 Fax: (914) 524-4115 (NY) (610) 253-5515 (PA)
 Contact Name: Dave Aggleton
 Contact E-mail: dave.aggleton@aggleton.com
 Website: www.aggleton.com
 Description: Aggleton & Associates Inc. is an independent security consulting firm specializing in the analysis of security requirements and the development of security system designs and specifications. A&A also provides field services for quality control and acceptance testing; expert witness services; and both product and market analysis for security equipment manufacturers.

Alabama Metal Industries Corporation (AMICO) (Booths 505, 507)

Address: 3245 Fayette Avenue, Birmingham, AL 35235
 Phone: (800) 366-2642
 Fax: (205) 786-6527
 Contact Name: Rhea Richardson
 Contact E-mail: rrichardson@gibraltar1.com
 Website: www.amico-securityproducts.com
 Description: AMICO's award-winning Security Products Department recently launched the new non-conductive and radar-transparent ANC fence system, the Secura Fence System. The system and its patented fittings have been successfully installed nationwide where maximum security is required. AMICO also manufactures Security Mesh and Secura Clips to prevent wall intrusion.

AlliedBarton Security Services (Booths 305, 404)

Address: 330 West 34th Street, 18th Floor
 New York, NY 10001
 Phone: (212) 481-5777
 Fax: (212) 689-7521
 Contact Name: Kevin McDonald, V.P. Business Development
 Contact E-mail: kevin.mcdonald@alliedbarton.com
 Website: www.alliedbarton.com
 Description: AlliedBarton Security Services is the largest American-owned security firm in New York City. Established in 1957, AlliedBarton has developed enhanced expertise in a number of markets, including commercial real estate, higher education, healthcare and other commercial facilities. As a three-time winner of *Training Magazine's* "Top 125," AlliedBarton trains its employees to be prepared for many different situations as well as providing education for future career advancement.

AMAG Technology (Booth 520)

Address: 20701 Manhattan Place, Torrance, CA 90501
 Phone: (310) 518-2380
 Contact Name: Steve Davis
 Contact E-mail: stephen.davis@amag.com
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 Description: AMAG Technology offers an integrated video management solution to its ingenious line of security management systems. Seamlessly integrate video, intrusion panels and building management functions together with AMAG's innovative access-control system to secure buildings or campuses. The open video management platform makes it suitable for small and large applications, and is easily integrated with market-leading DVRs and IP cameras.

American Dynamics/Software House (Booths 427, 526)

Address: 6795 Flanders Drive, San Diego, CA 92121
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 Contact Name: Sherri Goldstein
 Contact E-mail: Sgoldstein@tycoint.com
 Website: www.tyco.com
 Description: American Dynamics CCTV and video technologies has been at the industry forefront with its popular and easy-to-use digital video management system: Intellex®. Tyco International's Software House technologies include the innovative C-CURE 9000 security and event management system and the flagship C-CURE 800/8000 access-control solution with LDAP connection.

American Red Cross in Greater New York (Booth 137)

Address: 520 West 49th Street, New York, NY 10019
 Phone: (212) 875-2060
 Contact Name: James Parker
 Contact E-mail: parkerj@nyredcross.org
 Website: www.nyredcross.org
 Description: ARCGNY is a key humanitarian partner and a vital participant in New York's plans and programs to help the nine million people in the five boroughs of New York City and Orange, Putnam, Rockland and Sullivan Counties prevent, prepare for and respond to emergencies.

Apollo Security (Booth 204)

Address: 50 Broad Street, New York, NY 10004
 Phone: (212) 742-8600
 Fax: (212) 742-1930
 Contact Name: John Enwright
 Contact E-mail: jenwright@apollosecurity.com
 Website: www.apollosecurity.com

ASIS Academic Programs in Colleges and Universities Council (Booth 125)

Contact Name: Jeffrey P. Grossmann
 Contact E-mail: grossmaj@stjohns.edu
 Description: The Academic Programs In Colleges & Universities Council promotes and assists in the development of security education programs at academic institutions, ASIS student membership, and security career programs. More specifically, the Council takes an active role in establishing academic criteria for the next generation of security professional.

ASIS Business Practices Council (Booth 109)

Phone: (410) 341-2745
 Contact Name: Kort Dickson
 Contact E-mail: Kort.Dickson@perdue.com

ASIS Crime & Loss Prevention Council (Booth 112)

Contact Name: Leslie Cole
 Contact E-mail: Les.Cole@att.net
 Description: Establishes and sustains relationships for the common purpose of preventing crime, as well as encourage the exchange effective security concepts and other information between law enforcement, private security, and ASIS. Among other projects, the CLPC will support ASIS in its Business Crime Watch Project, with its stated goal being reduction of crime in the workplace.

ASIS Crisis Management and Business Continuity Council (Booth 123)

Phone: (309) 766-8095
 Contact Name: Donald E. Knox, CPP
 E-mail: don.knox.g0YO@statefarm.com
 Description: The mission of the Council is to promote and educate business and industry on strategic crisis management and business continuity concepts as well as tactical incident response and business recovery operations. This includes understanding of the four underpinning phases of emergency management, which are prevention, preparedness, response, and recovery.

ASIS Educational Institutions Security Council (Booth 123)

Phone: (215) 895-1116
 Contact Name: Bernard D. Gollotti, CPP
 E-mail: gollotti@gmail.com
 Website: www.asisonline.org
 Description: The ASIS Educational Institutions Council is comprised of law enforcement and security professionals dedicated to providing a safe and secure learning environment for all students. This Council identifies best practices and emerging trends in educational institution security, reviews existing and proposed guidelines and legislation, and provides professional development opportunities for school, college, and university administrators and security personnel.

ASIS Fire & Life Safety Council (Booth 125)

Contact Name: E. Floyd Phelps, CPP
 E-mail: phelpsf@sbcbglobal.net
 Website: www.asisonline.org
 Description: Coordinates with ASIS Headquarters and provides education to the membership on issues related to fire and life safety, including the Occupational Safety & Health Administration and other regulatory institutions.

ASIS Information Technology Security Council (Booth 121)

Phone: (703) 880-5212
 Contact Name: James Keith Flannigan
 E-mail: usgmi@att.net
 Website: www.asisonline.org/councils/COMP.xml
 Description: The Information Technology Security Council and its partners deliver a forum to enhance effectiveness and productivity of security practitioners with educational programs and materials that address specific security concerns related to information technology.

ASIS International (Booth 120)

Address: 1625 Prince Street, Alexandria, VA 22314
 Phone: (703) 519-6200
 Fax: (703) 519-6299
 Contact Name: Stephanie Muckler
 Contact E-mail: smuckler@asisonline.org
 Website: www.asisonline.org
 Description: ASIS International (ASIS), founded in 1955, is the preeminent organization for security management professionals, with more than 35,000 members worldwide. By providing members, business, government, and the public with access to a full range of programs, information, and services, ASIS leads the way for advanced and improved security performance.

ASIS International-Commercial Real Estate Council (Booth 630)

Phone: (703) 519-6200
 Contact Name: Stephanie Muckler
 Contact E-mail: smuckler@asisonline.org
 Website: www.asisonline.org
 Description: The ASIS International Commercial Real Estate Council provides a credible and progressive source of information and leadership regarding security, life safety, and emergency preparedness issues affecting the commercial real estate industry.

ASIS Law Enforcement Liaison Council (Booth 121)

Phone: (202) 648-7500
 Contact Name: Richard E. Chase, CPP
 E-mail: richard.chase@atf.gov
 Website: www.asisonline.org
 Description: The ASIS Law Enforcement Liaison Council facilitates an ongoing environment for members to engage in the development, research and implementation of programs and activities, which foster cooperation and partnership between the public law enforcement and private security professions.

ASIS NYC Chapter (Booths 405, 504)

Chapter Chairman: Jimmy Chin
 Contact Name: Fern Abbott
 Contact E-mail: info@asisnyc.org
 Website: www.asisnyc.org

ASIS Privacy & Personnel Information Management Council (Booth 638)

Contact Name: William A. Sharp
 Contact E-mail: nypi@aol.com
 Website: www.asisonline.org

ASSA ABLOY (Booths 431, 530)

Address: 15 Hilee Road, Rhinebeck, NY 12572
 Phone: (845) 242-6525
 Contact Name: Melissa Mazzarella
 Contact E-mail: Mmazzarella@assaabloydss.com
 Website: www.assaabloyiss.com
 Description: The Integrated Solutions Specialist (ISS) and Door Security Solution (DSS) teams work with clients to identify and define the security and safety components needed to safely secure each entry and/or exit point within a client's facility. As certified Physical Security Professionals (PSP), the ISS team will identify the client's assets, assess the risks and propose cost effective locking solutions needed to maximize security and still meet specifications, budgets and codes.

Automatic Control Systems (Booth 111)

Address: 8 Haven Avenue, Port Washington, NY 11050
 Phone: (516) 944-9498
 Fax: (516) 767-3446
 Contact Name: Alex Rothschild
 Contact E-mail: alex.rothschild@automaticsystems.com
 Website: www.automaticsystems.com
 Description: The Automatic Systems Group has a presence in 60 countries and over 40 years of experience and leadership in the entrance control industry. Automatic Systems has become synonymous with high quality pedestrian entrance and vehicle access control equipment, and sets the standard in these critical markets.

Avant Art Architectural Glass, Inc. (Booth 422)

Address: 1495 Schenectady Avenue, Brooklyn, NY 11203
 Phone: (718) 941-4296
 Fax: (718) 941-4297
 Contact Name: Viktor Tsvik
 Contact E-mail: Viktor.Tsvik@avantartglass.com
 Website: www.avantartglass.com
 Description: Avant Art Architectural Glass manufactures custom multilayer laminated glass using a variety of interlayers, including DuPont SentryGlas®Plus for increased safety and security.

Aventura Technologies, Inc. (Booths 127, 226)

Address: 180 Adams Avenue, Hauppauge, NY 11788
 Phone: (631) 300-4000
 Fax: (631) 434-7000
 Contact Name: Jessica Maschi-Perez
 Contact E-mail: JMaschiPerez@ati247.com
 Website: www.ati247.com
 Description: Aventura Technologies, Inc. is a New York-based leading designer, developer and manufacturer of cutting-edge open architecture, including H.264AVC DVR/NVR digital video surveillance solutions, cameras, fiber, UTP transmission products, wireless and accessories. The company's suite of products forms end-to-end security solutions. Aventura has operations throughout the United States, Europe, South America and Asia.

B**BH Security (Booths 131, 230)**

Address: 10 Progress Street, Union, NJ 07083
 Phone: (908) 277-0070
 Fax: (908) 686-2513
 Contact Name: Chris Lindenau
 Contact E-mail: clindenau@bhsecurityonline.com
 Website: www.bhsecurityonline.com
 Description: BH Security specializes in corporate and fire solutions, including CCTV; access control; and fire and intrusion alarm systems. With more than 30 trucks and in-house installers, BH security has provided client-focused quality and service throughout the New York metropolitan area for 30 years.

Boon Edam Inc. (Booth 518)

Address: 402 McKinney Parkway, Lillington, NC 27546
 Phone: (910) 814-3800
 Fax: (910) 814-3899
 Contact Name: Greg Schreiber
 Contact E-mail: sales@boonedam.us.com
 Website: www.boonedam.us.com
 Description: Accessibility and security come together in Boon Edam's wide range of ingenious security products, including security doors, turnstiles and revolving doors. Boon Edam provides a wide range of companies with supplies and products, which are designed to meet individual client security needs.

Bowles Corporate Services (Booth 419)

Address: 555 Eighth Avenue, New York, NY 10018
 Phone: (973) 445-3166
 Fax: (973) 773-1189
 Contact Name: Gary Slodowski
 Contact E-mail: gslodowski@bcs.ws
 Website: www.bcs.ws
 Description: Metropolitan NYC based security firm that has been providing uniformed security officer services for over 15 years. Offices in NYC, LI, NJ, PA, DE, MD and Europe.

Brian T. Dooley & Associates (Booth 510)

Address: 151-15 84th Street Suite 5E, Howard Beach, New York 11414
 Phone: (718) 835-3868
 Fax: (718) 835-4865
 Contact Name: Brian Dooley
 Contact E-mail: brian@briantdooley.com
 Website: www.briantdooley.com
 Description: Brian T. Dooley & Associates is a mergers and acquisitions firm that specializes in the security industry. We represent both buyers and sellers of security companies and we work out exit strategies for each individual seller since there are no two sellers that have identical goals for the sale of their companies.

Brickhouse Security (Booths 527, 626)

Address: 980 Avenue of the Americas, 3rd Floor
 New York, NY 10018
 Phone: (212) 643-7449
 Contact Name: Jason Lazarus
 Contact E-mail: jlazarus@brickhousesecurity.com
 Website: www.brickhousesecurity.com
 Description: Brickhouse Security specializes in GPS tracking, surveillance, home security and family safety. As a global security leader, the company offers state-of-the-art security and technology solutions to government, businesses and individuals.

Building Security Services (Booths 339, 438)

Address: 600 Third Avenue, 8th Floor, New York, NY 10016
 Phone: (800) 762-0029
 Fax: (866) 414-0244
 Contact Name: Joseph Ferdinando
 Contact E-mail: jferdinando@buildingsecurity.com
 Website: www.buildingsecurity.com
 Description: Building Security Services is a regional security provider that provides individual companies with individual services. The company's security forces use computerized time and placement tracking systems in order to rapidly respond to security issues.

BuildingStar Security Corporation (Booths 217, 316)

Address: 65 Broadway, New York, NY 10007
 Phone: (212) 710-7880
 Fax: (212) 785-4049
 Contact Name: Mario J. Doyle, CPP
 Contact E-mail: mdoyle@buildingstar.com
 Website: www.buildingstar.com
 Description: BuildingStar Security Corporation is one of the leading providers of security services in the NY-NJ-CT metropolitan areas. BuildingStar's services include security officers, executive protection, full-scale risk assessments, corporate and criminal investigations, background

checks, certified fire-safety directors and fire guards, concierge and visitor desk services, VIP escorts, vehicular and grounds patrol, and safety seminars.

C**CAP Index, Inc. (Booth 337)**

Address: 150 John Robert Thomas Drive, Exton, PA 19341
 Phone: (610) 903-3000
 Fax: (610) 903-3020
 Website: www.capindex.com
 Contact: Stephen B. Longo
 E-mail: slongo@capindex.com
 Description: CAP Index, Inc. is the world leader in crime forecasting. For over 20 years, the company has provided innovative solutions for Fortune® 1000 corporations and government agencies looking to minimize a broad range of losses, including shortage, general liability, fraud, lawsuits and crimes against persons and property.

CARCO Group Inc. (Booth 104)

Address: 5000 Corporate Court, Holtsville, NY 11742
 Phone: (631) 862-9300
 Fax: (631) 862-0629
 Contact Name: Chuck Campbell
 Contact E-mail: ccampbell@carcogroup.com
 Website: www.carcogroup.com
 Description: For 30 years CARCO has provided its clients with successful risk mitigation services. The company's state-of-the-art technology includes new on-boarding solutions that eliminate paper processes to ensure efficient and compliant hiring. Offerings include electronic I-9 processes, vendor screening, drug testing and due diligence to help clients with USA PATRIOT Act and Sarbanes-Oxley compliance.

Cardiac Science (Booth 332)

Address: 3303 Monte Villa Parkway, Bothell, WA 98021
 Phone: (425) 402-2000
 Fax: (425) 402-2001
 Contact Name: Vance Forte
 Contact E-mail: VForte@cardiacscience.com
 Website: www.cardiacscience.com
 Description: Cardiac Science offers comprehensive solutions for AED implementation in any public or private environment. The company provides Powerheart AEDs and program management services to help businesses protect the lives of employees, customers, students, guests, and the general public.

Comtran Associates, Inc. (Booth 233)

Address: 1961 Utica Avenue, Brooklyn, NY 11234
 Phone: (718) 531-7676
 Fax: (718) 968-1679
 Contact Name: Susan Viviani
 Contact E-mail: sv@comtran-radio.com
 Website: www.comtran-radio.com
 Description: Comtran specializes in two-way radio communications, selling Motorola, Kenwood and Vertex. The company provides sales, service, rentals, installation, consulting, and emergency and disaster-recovery radio communications systems. The company will showcase the new MOTOTRBO™, a digital radio featuring GPS tracking and text messaging.

Control Risks (Booth 531)

Address: 1600 K Street NW, Suite 450, Washington, DC 20006
 Phone: (202) 449-3330
 Fax: (202) 449-3325
 Contact Name: Sara Bracceschi
 Contact E-mail: crnorthamerica@control-risks.com
 Website: www.control-risks.com
 Description: Control Risks is an independent, specialist risk consultancy with 18 offices on five continents. The company provides advice and services that enable companies, governments and international organizations to accelerate opportunities and manage strategic and operational risks. Services include crisis management and response, security consulting, business intelligence and political risk analysis.

Controlware, Inc. (Booth 118)

Address: One Industrial Way West, Bldg. D, Suite F
Eatontown, NJ 07724
Phone: (732) 919-0400
Fax: (732) 919-7673
Contact Name: Larry Greenwald
Contact E-mail: larryg@cware.com
Description: Controlware, leading supplier of networked video solutions, is showcasing Cware, a next-generation open-management platform that boasts open architecture, which enables users to integrate analog and digital components. The company's portfolio includes highly flexible, cost-effective transmission, network design, storage, management, intelligent video analysis, and advanced IP solutions for the most demanding surveillance requirements for both the public and private sectors.

CPFilms (Booth 406)

Address: 4210 The Great Road, Fieldale, VA 24089
Phone: (800) 255-8627
Fax: (276) 627-3032
Contact Name: George Wheeler
Contact E-mail: george.wheeler@cpfilms.com
Website: www.llumar.com
Description: LLumar Safety and Security films hold shattered glass in place should a break occur and reject up to 99% of incoming ultraviolet rays while maintaining optical clarity. The film has a durable, scratch-resistant surface, is available in solar/safety combinations and includes a manufacturer's warranty.

Cross Match Technologies, Inc. (Booth 220)

Address: 3950 RCA Boulevard, Suite 5001
Palm Beach Gardens, FL 33410
Phone: (561) 622-1650
Fax: (561) 622-9938
Contact Name: Scott Clinton
Contact E-mail: scott.clinton@crossmatch.com
Website: www.crossmatch.com
Description: Cross Match is a leading global provider of biometric identity management systems, applications and enabling technologies. These solutions are used to capture and process the unique physical characteristics of individuals to establish and verify their identities. Offerings include fingerprint, palm and full-hand scanners; facial recognition systems; biometric software; iris-scanning technology; document readers; and related services.

D**Day & Zimmermann Security Services (Booth 521)**

Address: 3 Independence Way, Princeton, NJ 08540
Phone: (609) 419-0785
Fax: (609) 419-0787
Contact Name: Marc Bogнар
Contact E-mail: marc.bognar@dayzim.com
Website: www.dayzim.com
Description: For more than 60 years, Day & Zimmermann has delivered premier security services from chemical processing plants and pharmaceutical facilities to high-rise office buildings, corporate campuses and schools.

Deister Electronics USA, Inc. (Booths 317, 416)

Address: 9303 Grant Avenue, Manassas, VA 20110
Phone: (703) 368-2739
Fax: (703) 368-9791
Contact Name: Diane Smith
Contact E-mail: diane@deister.com
Website: www.proxsafe-usa.com
Description: proxSafe® is Deister's latest key-management product line and is a contact-less RFID-based key management/control and safekeeping system. Applications are compatible with access-control systems to be used for property management (residential/commercial), education, transportation, government, institutions, hospitality and gaming.

Designed Security, Inc. (Booths 434, 436)

Address: 1402 Hawthorne Street, Bastrop, TX 78602
Phone: (800) 272-3555
Fax: (512) 321-9181
Contact Name: Curtis Lamson
Contact E-mail: cl@dsigo.com
Website: www.dsigo.com
Description: Since 1982 Designed Security, Inc. has developed and manufactured custom and standard peripheral products for access-control systems. The company offers a complete line of custom-designed turnstiles, tailgate-detection systems and door-management devices designed to enhance access control in commercial, institutional and government facilities.

Diebold Enterprise Security (Booths 113, 212)

Address: 155 Lafayette Avenue, White Plains, NY 10603
Phone: (800) 642-6827
Contact Name: Suzanne Lugo
Contact E-mail: suzanne.lugo@diebold.com
Website: www.dieboldsecurity.com
Description: Diebold Security is a worldwide leader in security systems integration and was named the 2008 Frost & Sullivan's Global Physical Security Systems Integrator of the Year. Their enterprise security team provides scalable, customizable security solutions, integrating multi-site access control, CCTV and communications solutions.

Diligence USA, LLC (Booths 239, 338)

Address: 7 Times Square, New York, NY 10036
Phone: (212) 991-9100
Fax: (212) 991-1901
Contact Name: Geoffrey Mann
Contact E-mail: gmann@diligencellc.com
Website: www.diligencellc.com
Description: Diligence USA, LLC is an intelligence-gathering firm that provides information, analysis and advice to assist clients in confronting difficult business challenges faced in an increasingly globalized environment. Services allow clients to identify, manage and mitigate risks stemming either from the normal flow of business or from unanticipated contingencies. The company specializes in difficult and commercially opaque business environments and geographies.

DMP (Booth 210)

Address: 2500 North Partnership Boulevard
Springfield, MO 65803
Phone: (800) 641-4282
Fax: (800) 743-5724
Contact Name: John Luzzo
Contact E-mail: jluzzo@dmp.com
Website: www.dmp.com
Description: DMP is a privately held, independent manufacturer of innovative intrusion, fire and access-control products that are designed and made in the United States. DMP is the recognized leader of alarm communication over data networks, with products available through professional electronic security companies.

Dortronics Systems, Inc. (Booth 324)

Address: 1668 Sag Harbor Turnpike, Sag Harbor, NY 11963
Phone: (631) 725-0505 or (800) 906-0137
Fax: (631) 725-8148
Contact Name: John FitzPatrick
Contact E-mail: john@dortronics.com
Website: www.dortronics.com
Description: Dortronics is a manufacturer of quality electro-magnetic locks; key-switch and pushbutton controls; delayed egress systems; annunciators; man-trap controllers; and weather-resistant accessories. Custom configurations are available where applicable. Sales and service are provided nationwide.

Drug Enforcement Administration (DEA) (Booth 336)

Address: 99 Tenth Avenue, New York, NY 10011
 Phone: (212) 337-2941
 Fax: (212) 620-6866
 Contact Name: Special Agent Mark Waller
 Contact E-mail: Mark.E.Waller@USdoj.gov
 Website: www.dea.gov
 Description: The Drug Enforcement Administration applies combined resources and efforts of fellow law enforcement partners by aggressively attacking drug trafficking organizations at home and abroad. DEA special agents focus on the most notorious drug traffickers to dismantle their worldwide networks and financial assets by using cutting-edge tools and innovative investigative techniques.

E**EasyLobby, Inc. (Booth 519)**

Address: 35 Highland Circle, Needham, MA 02494
 Phone: (781) 455-8558
 Contact Name: Howard Marson
 Contact E-mail: sales@easylobby.com
 Website: www.easylobby.com
 Description: EasyLobby Visitor Management Systems (EasyLobby's SVMTM 10.0) is a software suite that provides comprehensive enterprise-class visitor registration monitoring, reporting and photo badge printing, along with Web-based pre-registration and centralized administration. EasyLobby SVM 10 also provides employee time and attendance tracking and is tightly integrated with 30 different access-control systems.

Elmridge Protection Products, LLC (Booth 318)

Address: 6615 W. Boynton Beach Boulevard, #320
 Boynton Beach, FL 33437
 Phone: (561) 244-8337
 Fax: (561) 244-8339
 Contact Name: Ira Gurvitch
 Contact E-mail: info@elmridgeprotection.com
 Website: www.elmridgeprotection.com
 Description: Elmridge specializes in life-safety products, including the iEvac Fire Escape Hood, which meets and exceeds the First American Standard for Smoke Escape Hoods, and the All-Ready Complete First Aid System, which includes unique injury-specific care packs and a 22-page color-coded guidebook with step-by-step illustrated instructions.

Everest Handicraft Industry Pvt. Ltd (Booth 537)

Address: Makwanpur, Jamayare V.D.C.
 Ward No. 5, Hetauda Nepal
 Phone: 00977-9841253532

F**Fire Department City of New York (FDNY) (Booth 223)**

Address: Bldg. 401A Fort Totten, Bayside, NY 11359
 Phone: (718) 281-3870
 Fax: (718) 281-3594
 Contact Name: Roland Milette
 Contact E-mail: miletteir@fdny.nyc.gov
 Website: www.fdnny.nyc.gov
 Description: FDNY provides fire safety presentations & literature to businesses, schools and civic associations

Fluidmesh Networks, Inc. (Booths 439, 538)

Address: Ten-10 Post Office Square, 8th Floor
 Boston, MA 02109
 Phone: (617) 381-4219
 Fax: (866) 458-1522
 Contact Name: Cosimo Malesci
 Contact E-mail: cosimo.malesci@fluidmesh.com
 Website: www.fluidmesh.com

Description: Fluidmesh Networks is the worldwide leader in wireless systems for security and mission-critical applications based on mesh networking technology. The company develops top-quality wireless products for security, video surveillance, condition monitoring and data communication in at-risk areas. Founded by a team of researchers and engineers from MIT and the Politecnico of Milan, Italy, Fluidmesh Networks' target markets are municipalities, industrial plants, seaports/marinas, archaeological sites, resorts, theme parks and racing tracks.

F.M. Valenti (Booths 209, 211)

Address: 5 Bourbon Street, Peabody, MA 01960
 Phone: (800) 333-6654
 Fax: (978) 536-2065
 Contact Name: Sean Valenti
 Contact E-mail: sean@fmvalenti.com
 Website: www.fmvalenti.com
 Description: F.M. Valenti is one of the premier manufacturer's representatives in the Northeast, specializing in security, AV and digital signage products. For more than 41 years, FMV has provided sales support to dealers, distributors and consultants. Manufacturers in New York and New Jersey include AvaLAN, IDenticard, Lekson, Omnimount, RGB, SimonsVoss, Stentofon, Tighrtrope, VideoTec and Winsted.

G**Gaffco Ballistics (Booth 114)**

Address: 800 Sixth Ave, New York, NY 10001
 Phone: (212) 967-8839
 Fax: (212) 967-8834
 Contact Name: Thomas Gaffney CEO
 Contact E-mail: sales@gaffco.com or tgaffney@gaffco.com
 Website: www.gaffco.com
 Description: Gaffco Ballistics is a NY based manufacturer and installer of blast, ballistic and attack resistant systems. Their systems and products are utilized by clients globally in a wide variety of applications including financial institutions, government facilities, law enforcement entities and security companies. The company specializes in the design and installation of residential saferooms, and their engineers combine forced entry protection and ballistic protection with premium grade finished materials to create a safe room that not only offers a high protection level but is unobtrusive to the principal.

GE Security (Booth 207)

Address: 12345 SW Leveton Drive, Tualatin, OR 97062
 Phone: (800) 547-2556
 Contact Name: Ken Nelson
 Contact E-mail: ken.nelson@ge.com
 Website: www.gesecurity.com
 Description: GE Security, a leading supplier of security and life safety technologies with operations in 35+ countries and \$1.8 billion in annual sales, offers one of the industry's broadest product portfolios, covering explosives and narcotics detection, intrusion and access control, video surveillance, key management, and fire detection. Client industries include aviation, law enforcement, banking, education, healthcare, mass transit, residential and retail.

Glasscare, Inc. (Booth 234)

Address: 666 Anderson Avenue, Cliffside Park, NJ 07010
 Phone: (201) 943-1122
 Fax: (201) 945-6543
 Contact Name: Mel Neulander
 Contact E-mail: glasscare@yahoo.com
 Website: www.glasscare.com
 Description: Glasscare is a national dealer and installer of MADICO Security & Solar Window Films, including anti-intrusion, hurricane, and blast- and graffiti-resistant films.

Global Security Consulting, Inc. (Booth 522)

Address: 1750 Brielle Avenue, Ocean, NJ 07712
 Phone: (732) 918-0800
 Fax: (732) 918-9051
 Contact Name: James Taylor
 Contact E-mail: jtaylor@deterrent.com

Description: Global Security Consulting provides physical security consulting services to enhance the physical security program and business operations of global clients by employing risk-based assessment and protective solutions that incorporate strategic, operational and compliance fundamentals.

Guardscreen (Booth 306)

Address: 4244 Brainy Boro Station, Metuchen, NJ 08840
Phone: (732) 549-7078
Fax: (732) 494-5083
Contact Name: Fern Abbott
Contact E-mail: fabbott@guardscreen.com
Website: www.guardscreen.com
Description: Guardscreen maintains a comprehensive registry of security officers' employment histories, which provides a single point of contact for prospective employers requiring timely verification and exchange of accurate information. Guardscreen's registry of security officers' employment histories ensures the integrity and accuracy of information exchanged, as well as reducing the administrative and cost burdens for all program participants.

Guardsmark (Booth 310)

Address: 10 Rockefeller Plaza, 12th Floor, New York, NY 10020
Phone: (212) 765-8226
Fax: (212) 603-3854
Contact Name: Bill Kinane
Contact E-mail: KinaneWilliamP@guardsmark.com
Website: www.guardsmark.com
Description: Founded in 1963 by Ira A. Lipman, Guardsmark has become a recognized leader in private security with more than 150 offices throughout the United States, Canada, Puerto Rico, the United Kingdom, France and Singapore. The firm is also the world's largest employer of former FBI agents.

GuardTrax Inc. (Booth 612)

Address: 1828 East Fort Union Blvd. Suite B, Cottonwood Heights, UT 84121
Phone: (800) 372-7068
Fax: (800) 480-0252
Contact Name: Michael C. Petty
Contact E-mail: mpetty@guardtrax.com
Website: www.guardtrax.com
Description: GuardTrax is the supreme suite of cutting-edge technologies that enables security managers to remotely track, monitor and manage their security personnel in real-time at all times. Say goodbye to your Guard Tour wand and see the future of Security Guard monitoring.

H

Henry Brothers (Booths 413, 512)

Address: 17-01 Pollitt Drive, Fair Lawn, NJ 07410
Phone: (201) 794-6500
Fax: (201) 794-8341
Contact Name: Martha Visek
Contact E-mail: mvisek@hbe-inc.com
Website: www.hbe-inc.com
Description: Henry Bros. Electronics, Inc. (HBE) is a leader in the security integration industry, specializing in design engineering and installation of integrated systems comprised of access control, CCTV and digital video recording. Various divisions of the company also enable HBE to service customers in wireless communications and mobile digital video recording.

HID Global (Booth 105)

Address: 9292 Jeronimo Road, Irvine, CA 92618
Phone: (800) 237-7769
Fax: (949) 598-1619
Contact Name: Jim Rawlinson
Contact E-mail: jrawlinson@hidcorp.com
Website: www.hidcorp.com

Description: HID Global is the trusted, worldwide leader in providing solutions for the delivery of secure identity. The company is focused on creating customer value with product, service and know-how solutions for access and identification-related applications. Headquartered in Irvine, Calif., HID Global has over 2,000 employees worldwide who support customers in more than 100 countries. HID Global is an ASSA ABLOY group brand.

IDESCO Corporation (Booths 433, 435)

Address: 37 West 26th Street, New York, NY 10010
Phone: (212) 889-2530
Fax: (212) 889-7033
Contact Name: Joel Hershkowitz
Contact E-mail: security@idesco.com
Website: www.idesco.com
Description: IDESCO is a security systems integration company that provides digital ID badging, printers, ID software and badging accessories; access and proximity control; biometrics for hand and wrist geometry and facial recognition; video surveillance with IP cameras, low-light cameras and DVRs; and consulting, maintenance and training.

I.D. Sales & Associates Inc. (Booths 227, 326)

Address: 88 Sunnyside Boulevard, Suite 308 Plainview, NY 11803
Phone: (516) 349-8881
Fax: (516) 349-8816
Contact Name: Ivan M. Fried
Contact E-mail: ivan@idsalesreps.com
Website: www.idsalesreps.com
Description: I.D. Sales is a manufacturer's representative firm specializing in analog and IP video products and solutions. The company represents Dedicated Micros Fujinon Optics, Hudson Video display solutions, NVT/Network Video Technologies, ONSSI/On Net Surveillance, Pivot 3 Video storage solutions and SONY Security Systems.

Ingersol Rand (Booth 138)

Address: 575 Birch St., Forestville, CT 06010
Phone: (860) 584-9158
Fax: (860) 584-2136
Contact Name: Michael Carney
Contact E-mail: michael_carney@irco.com

Integrity Works, Inc. (Booth 225)

Address: One Empire Drive, Rensselaer, NY 12144
Phone: (888) 456-3944
Fax: (518) 431-7611
Contact Name: Peter J. Canarelli, Vice President
Contact E-mail: pcanarel@hanys.org
Website: www.integrityworksinc.com
Description: Integrity Works provides employment background investigative services by accessing civil and criminal records in every county and state within the United States and internationally. The company verifies employment history, references, credentials and degrees. Integrity Works serves an extensive client base in healthcare, education, municipalities, financial and major corporations.

Interior Move Consultants, Inc. (Booth 420)

Address: 5 West 19th Street, 2C, New York, NY 10011
Phone: (212) 343-8624
Fax: (212) 343-8767
Contact Name: Tracy Tyner
Contact E-mail: ttyner@imcwebsite.com
Website: www.moveconsultants.com
Description: For the past 20 years, Interior Move Consultants, Inc. (IMC) has been relocating hundreds of firms and thousands of people throughout the tri-state area. The business works with small and large employers to complete your transition successfully and cost-effectively. The professionals at IMC provide hands-on project management and use state-of-the-art software to manage every aspect of a business's move, from preliminary planning to post-move settle-in.

International Facility Management Association (IFMA) (Booth 602)

Contact Name: Steven J. La Valley
 Contact E-mail: steve.lavalley@interfaceflor.com
 Website: www.ifmagny.org
 Description: IFMA is the world's largest and most widely recognized international association for professional facility managers. The association's members, represented in 125 chapters and 15 councils worldwide, manage more than 37 billion square feet of property and annually purchase more than \$100 billion in products and services. IFMA certifies facility managers, conducts research, provides educational programs, recognizes facility management degree and certificate programs.

IPVideo Corporation (Booth 534)

Address: 1490 North Clinton Avenue, Bay Shore, NY 11706
 Phone: (866) 797-1300
 Fax: (631) 969-2400
 Contact Name: David Antar
 Contact E-mail: David@IPVideoCorp.com
 Website: www.IPVideoCorp.com
 Description: IPVideo Corporation is a leading manufacturer of quality turnkey IP video surveillance products. IPVideo's products enable business, government and educational institutions to expand, integrate and automate their video monitoring and security operations through the combined power of LAN, WAN and Internet technologies. The technology allows companies to transform outdated analog processes into highly efficient digital systems, providing actionable knowledge for security applications.

J

JVC (Booth 221)

Address: 1700 Valley Road, Wayne, NJ 07470
 Phone: (973) 317-5257
 Fax: (973) 317-5030
 Contact Name: Geoffrey Anderson
 Contact E-mail: ganderson@jvc.com
 Website: www.jvc.com/pro
 Description: JVC is a leading manufacturer of high-quality video security products, including IP and analog cameras, along with network video recorders (NVRs) and LCD monitors. NVRs have embedded Milestone Video Management Software to accommodate applications from residential to large enterprise systems.

L

L-3 Communications GS&ES (Booth 132)

Address: 11955 Freedom Drive, Reston, VA 20190
 Phone: (703) 434-4695
 Fax: (703) 434-6595
 Contact Name: Business Development
 Contact E-mail: gsesinfo@l-3com.com
 Website: www.l-3com.com/gses
 Description: Headquartered in New York City, L-3 Communications employs more than 63,000 people worldwide and is a prime system contractor in aircraft modernization and maintenance, C3ISR (command, control, communications, intelligence, surveillance and reconnaissance) systems and government services. L-3 is also a leading provider of high technology products, systems and subsystems.

LCA Sales Company (Booths 517, 616)

Address: 5 Skyline Drive, Hawthorne, NY 10532
 Phone: (800) 522-7377
 Fax: (800) 933-4789
 Contact Name: Vivian Presedo
 Contact E-mail: vivian@lcasales.com
 Website: www.lcasales.com
 Description: LCA Sales is one of the leading manufacturer's representative firms in the security industry. We specialize in high-quality, state of the art solutions for IP and analog imaging and storage, including network, fiber or wireless transmission solutions. Complementary technologies include video analytics, perimeter protection and access control.

Lenel System International (Booth 108)

Address: 1212 Pittsford-Victor Road, Pittsford, NY 14534
 Phone: (585) 248-9720
 Contact Name: Dave Charles
 Contact E-mail: dcharles@lenel.com
 Website: www.lenel.com
 Description: OnGuard's total security knowledge management solutions seamlessly integrate synergistic technologies using open architecture design standards. OnGuard offers advanced access control, alarm monitoring, digital video, intrusion detection, asset tracking, information security integration, credential production, and employee and visitor management functionality. Individual application modules are available as standalone systems or can be deployed in any combination to deliver a single, seamlessly integrated solution.

Lockman, Inc. (Booth 319)

Address: 105-04 Jamaica Avenue, Richmond Hill, NY 11418
 Phone: (718) 849-7556
 Fax: (718) 849-7739
 Contact Name: Ken Schwartz
 Contact E-mail: ken@lockmansystems.com
 Description: Doors: Hollow metal, kalamein. CCTV: Standard, covert (sales & rentals), digital remote surveillance. Access Control: Proximity cards & tags, biometrics. Locks: Mechanical & electronic (magnets etc.). Parking Lot Gate Operators: Slide & swing. Entrances: Glass & aluminum, custom steel. Intercoms: Telephone entry, hard wired, audio & video. Automatic Door Operators.

M

Metrocom (Booth 437)

Address: 307 Fifth Avenue, New York, NY 10016
 Phone: (212) 532-7400
 Fax: (212) 532-6443
 Contact Name: Bob Colten
 Contact E-mail: bob@metrocomradio.com
 Website: www.metrocomradio.com
 Description: Metrocom provides two-way radio sales and service, in-building communication system specialists, 48-hour turnaround on repairs, and free radio engraving, as well as leasing and rental. Metrocom is an authorized repair center for Motorola, Kenwood and Vertex Communications.

Metro Sales Group LLC (Booth 539)

Phone: (973) 670-4662
 Fax: (509) 753-7527
 Contact Name: William Higgins
 Contact E-mail: bhiggins@metrosalesreps.com
 Website: www.metrosalesreps.com
 Description: Manufacturers Sales Representatives

Michael Stapleton Associates (Booths 213, 312)

Address: 9 Murray Street, 2nd Floor, New York, NY 10007
 Phone: (212) 509-1336
 Fax: (212) 509-1372
 Contact Name: Kenneth McGuire
 Contact E-mail: kmcguire@mikestapleton.com
 Website: www.mikestapleton.com
 Description: Michael Stapleton Associates provides high-level perimeter security for corporations, landmark structures and government facilities. The company emphasizes protection against explosive devices, chemical and biological agents, and high-risk intruders. MSA combines hands-on experts with technology, providing clients with the best possible resources for reducing vulnerability to the threat of terrorism to protect personnel and property.

Mitigation Technologies (Booth 418)

Address: 9220 Rumsey Road, Suite 1, Columbia, MD 21045
 Phone: (410) 309-9447
 Fax: (410) 309-9446
 Contact Name: Amanda Gitschier
 Contact E-mail: amanda@safetydrape.com
 Website: www.mitigationtechnologies.com

Description: Mitigation Technologies is the manufacturer of Safetydrape, a DHS SAFETY Act-approved, specialized blast curtain designed to catch flying window glass propelled by an explosion. The company also provides EMI/RFI shielding, which has been tested by an independent NAVLAB A2LA accredited lab and meets NSA requirements.

Morse Watchman (Booth 322)

Address: 2 Morse Road, Oxford, CT 06478
Phone: (203) 264-4949
Fax: (203) 264-8367
Contact Name: Mary Ellen Orsini
Contact E-mail: maryellen@morsewatchman.com
Website: www.morsewatchman.com
Description: Morse Watchman provides innovative key-control solutions with the new Keywatcher-3 Illuminated. This new design offers user-friendly comprehensive reporting capabilities and enhanced programming. New interchangeable modules allow clients to tailor the Keywatcher to individual needs.

Murdoch Security Group (Booth 320)

Address: 2777 Summer Street; Stamford, CT 06905
Phone: CT (203) 355-3330; NJ (973) 927-3400
Fax: (203) 355-3333
Contact Name: Nick Boelens
Contact E-mail: nboelens@securityservices.com
Website: www.securityservices.com
Description: The Murdoch Security Group, founded in 2004, offers a full range of security services, including security consulting, uniformed officers, investigations and executive protection. The organization serves a diverse client base through its group partners. This unique corporate structure offers personal service from empowered management, while maintaining companywide standards to ensure consistent service levels throughout the organization.

N

Navco Security Systems (Booth 208)

Address: 300 Corporate Court, Suite C
 South Plainfield, NJ 07080
Phone: (908) 753-7706
Fax: (908) 753-7899
Contact Name: Sarah Ford
Contact E-mail: sford@navco.com
Website: www.navco.com
Description: NAVCO provides quality electronic security systems through responsive service and innovative system design, backed by state-of-the-art equipment, highly trained personnel and a continued focus on meeting their clients' needs.

New York Security Systems, Inc. (Booths 103, 202)

Address: 20 Industrial Drive, Middletown, NY 10941
Phone: (845) 692-2000
Contact Name: Allan Markoff
Contact E-mail: info@nyssi.com
Website: www.newyorksecuritysystems.com
Description: New York Security Systems, Inc. offers state-of-the-art video security systems and innovative CCTV solutions for retail, industrial, commercial and institutional businesses. For more than 25 years, the company's team of professionals has been delivering solutions and services to their clients.

New York State Police (Booth 425)

Address: Headquarters, Wards Island, New York, NY 10035
Phone: (917) 492-7126
Fax: (917) 492-7159
Contact Name: Troopers Edin Herrera and Al Vasquez
Contact E-mail: NYCRecruit@troopers.state.ny.us
Description: The New York State Police offers a rewarding and challenging career with numerous opportunities for promotion and assignment to specialized services, such as counter-terrorism, drug enforcement, evidence tech, scuba, k-9, mobile response, and school resource officer. The NYSP provides police services on a statewide basis through preventive patrol, investigating crimes, enforcing traffic laws, and responding to emergencies and disasters.

Nu Flow (Booths 122, 124)

Address: 7150 Carroll Road, Suite 100, San Diego, CA 92121
Phone: (888) 683-5691
Contact Name: Andrew Felsburg
Contact E-mail: afelsburg@nuflowtech.com
Website: www.nuflowtech.com
Description: The Nu Flow group of companies offers innovative green technologies for the rehabilitation of inside infrastructure pipe and water systems. Nu Flow is a global manufacturer that installs linings for drinking water pipes, sewer restoration products, and whole-structure bio water filtration. Lining applications range from domestic water piping, HVAC and drain systems, military fire sprinkler systems, and conduits to underground utilities and lead service piping.

NYC Department of Environmental Protection Police (Booth 423)

Address: 2 Walker Road, Valhalla, NY 10595
Phone: (914) 593-7540
Fax: (914) 345-1840
Contact Name: Inspector Frank J. Milazzo
Contact E-mail: fmilazzo@dep.nyc.gov
Website: www.nyc.gov/dep
Description: The New York City Department of Environmental Protection Police mission is to protect and preserve the water supply for nine million New Yorkers from terrorism, crime, and pollution. The DEP Police ensure the quality of life and economic prosperity of the New York metropolitan region by reducing vulnerabilities, protecting key assets, maintaining surveillance and assisting in the recovery from naturally occurring and manmade catastrophic events.

NYC Police Department, Crime Prevention (NYPD) (Booth 533)

Address: 34 1/2 East 12th Street, New York, NY 10003
Phone: (212) 614-6741
Fax: (212) 614-6746
Contact Name: Lt. Richard Vasquez or Sgt. Stephen Carolan
Website: www.nypd.org
Description: The mission of the Crime Prevention Section is to provide crime prevention services and programs to the citizens and businesses of New York City that include but are not limited to conducting security surveys, lectures, the administration of crime reduction programs and various forms of outreach. These free services not only reduce crime but also reduce the fear and perception of crime by making the citizens and businesses a part of the solution.

NY Police Cadet Corps (NYPD) (Booth 535)

Address: 235 East 20th Street, Room 740, New York, NY 10003
Phone: (212) 477-9218
Fax: (212) 982-1270
Contact Name: Sgt. Chou, Sgt. Larin
Contact E-mail: Sgt.chou@gmail.com, mlarin@sprint.blackberry.com
Website: www.cadet@nypd.org
Description: The Cadet Corps provides qualified college men and women with a chance to experience the challenges and personal rewards of a career in the NYPD. It also offers you significant financial benefits. It can provide up to \$64,000 in total compensation through full-time summer and part-time school year employment for Cadets who complete the Police Cadet Program.

NYS Department of State – Division of Licensing (Booth 134)

Address: 80 South Swan Street, Albany, NY 12210
 AE50B PO Box 22001, Albany, NY 12201
Phone: (518) 474-0397
Fax: (518) 408-2251
Contact Name: Amy Penzabe
Contact E-mail: apenzabe@dos.state.ny.us
Website: www.dos.state.ny.us
Description: NYS Department of State, Division of Licensing Services is committed to maintaining the integrity and competence of the licensees within its jurisdiction. Should a member of the public believe that a licensee has acted in an untrustworthy or incompetent manner, he or she may file a complaint with the Department's Division of Licensing Services.

NYS Division of Criminal Justice Services (Booth 136)

Address: 4 Tower Place, Albany, NY 12203
 Phone: (518) 457-4135
 Fax: (518) 485-7639
 Contact Name: Stephen Lynch
 Contact E-mail: Stephen.Lynch@dcjs.state.ny.us
 Website: www.criminaljustice.state.ny.us
 Description: The New York State Division of Criminal Justice oversees the training of security guards in New York State.

NYS Office of Homeland Security (Booth 235)

Address: 1220 Washington Avenue, Albany, NY 12226
 Phone: (518) 457-8495
 Fax: (518) 485-9197
 Contact Name: Brian Wright, Program Director
 Contact E-mail: OHSCIP@security.state.ny.us
 Website: www.security.state.ny.us
 Description: The NYS Office of Homeland Security coordinates the overall state effort to enhance the protection of critical infrastructure and key resources that may be exploited to cause mass casualties, catastrophic health effects or economic harm.

O**Orsus (Booths 313, 412)**

Address: 1359 Broadway, 12th Floor, New York, NY 10018
 Phone: (212) 594-8255
 Fax: (212) 594-8256
 Contact Name: Gal Oron
 Contact E-mail: gal.aron@orsus.com
 Website: www.orsus.com
 Description: Orsus® is a pioneer in the field of situation management—a new, holistic approach to optimizing situation planning, response and analysis. With its flagship Situator™ product suite, Orsus is focused on developing software, services and knowledge to bridge the gaps between human and physical resources to improve the effectiveness and efficiency of site safety and security.

P**PEI Systems, Inc. (Booths 331, 430)**

Address: 10-09 49th Avenue, Long Island City, NY 11101
 Phone: (718) 937-0500
 Fax: (718) 937-0597
 Contact Name: Raymond Dean
 Contact E-mail: ray@peisystems.com
 Website: www.peisystems.com
 Description: PEI is a security systems integrator that has been providing security systems services to the New York regional market since 1974. PEI is now a wholly owned subsidiary of Niscayah, formerly Securitas Systems US. Through Niscayah, the company provides global services to Fortune 1000 clients.

R**Red Hawk (Booth 110)**

Address: 40 Boroline, Allendale, NJ 07401
 Phone: (201) 327-3700
 Fax: (201) 327-3732
 Contact Name: Linda Haggerty
 Contact E-mail: Linda.Haggerty@redhawk-us.com
 Website: www.redhawk-us.com
 Description: Red Hawk is a leading provider of integrated electronic and physical security solutions across the United States. The company provides custom design, installation and service solutions to protect, empower and provide peace of mind to clients in all 50 states.

S**Secure Access & Digital Systems (Booths 327, 426)**

Address: 38 West Park Avenue, Suite 400
 Long Beach, NY 11561
 Phone: (516) 623-7500
 Fax: (516) 706-5530

Contact Name: Amy Bellise
 Contact E-mail: amy@secureaccessds.com
 Description: Secure Access & Digital Systems, LLC's digital identification products provide secure credential solutions with a complete range of photo ID components, from digital printers to badge attachments. With more than 30 years of experience, the company works for a wide range of organizations.

Securitas Security Services (Booths 205, 304)

Address: Two Campus Drive, Parsippany, NJ 07054
 Phone: (973) 397-6753
 Fax: (973) 397-2491
 Contact Name: Patricia M. Rusak
 Contact E-mail: Patti.Rusak@securitasinc.com
 Website: www.securitasinc.com
 Description: Securitas Security Services offers specialized services for permanent guarding, mobile patrol, special events, consulting and investigations. Securitas is a market leader in guarding services, developing operations for medium and large regional customers, as well as nationwide and global clients.

Securitech Group, Inc. (Booths 231, 330)

Address: 54-45 44th Street, Maspeth, NY 11378
 Phone: (718) 392-9000
 Fax: (718) 392-8944
 Contact Name: Mark Berger
 Contact E-mail: mberger@securitech.com
 Website: www.securitech.com
 Description: Securitech is a manufacturer of effective and innovative control-trim solutions for electric locking. Electrically released trim works with all types of locks and exit devices, including built-in switches for REX, door position and latch position. Securitech also offers code-compliant interlocks and custom design products.

Security Services & Technologies (SST) (Booths 407, 409)

Address: 330 7th Avenue, 22nd Floor, New York, NY 10001
 Phone: (888) 446-7781
 Fax: (212) 481-7423
 Contact Name: Ryan Pryor
 Contact E-mail: rpryor@1sst.com
 Website: www.1sst.com
 Description: SST is one of North America's premier system integrators providing innovative products and services for a wide range of markets, including commercial/office tower, petrochemical, financial, educational, telecommunications, utilities and healthcare. Our suite of services encompasses the full spectrum of security offerings for IP based access control, intrusion, digital video surveillance and monitoring.

Send Word Now (Booth 308)

Address: 224 West 30th Street, New York City, NY 10001
 Phone: (212) 379-4900
 Contact Name: Ken Hannan
 Contact E-mail: khannan@sendwordnow.com
 Website: www.sendwordnow.com
 Description: Send Word Now provides services to businesses, organizations and government agencies to solve the problem of on-demand alerting and response for both emergency situations, as well as for everyday, time-sensitive organizational and business communications.

Sherland & Farrington (Booth 107)

Address: 253 West 28th Street - 2nd Floor, New York, NY 10001
 Phone: (212) 206-7500 x 254
 Fax: (212) 206-7517
 Contact Name: Anthony Petrella
 Contact E-mail: anthony@sherland.com
 Website: www.sherland.com
 Description: Sherland & Farrington is a full service flooring contractor which specializes in the areas of supplying and installing carpet, carpet tile, vinyl flooring, vct, and wood. We also provide the ancillary services that would be required of such projects such as sub floor or surface preparation and self leveling toppings.

Siedle Security Systems (Booth 102)

Address: 750 Parkway, Broomall, PA 19008
 Phone: (800) 874-3353
 Fax: (610) 353-9716
 Contact Name: Karl Lamprecht
 Contact E-mail: info@siedleusa.com
 Website: www.siedleusa.com
 Description: Siedle, a global leader for intelligent intercom systems, providing "integrated" security solutions. Communication to automation systems, CCTV, access control, telephones and LAN/WAN integration are possibilities with Siedle.

Siemens Building Technologies (Booth 222)

Address: 19 Chapin Road B-200, Pine Brook, NJ 07058
 Phone: (973) 396-4285
 Fax: (973) 396-4318
 Contact Name: Larry McCreanor
 Contact E-mail: larry.mccreanor@siemens.com
 Website: www.us.sbt.siemens.com
 Description: Siemens Building Technologies doesn't drive your business. They secure it. As the largest security systems integrator in the U.S, SBT delivers comprehensive solutions that help keep your people, property and assets safe. SBT's solutions ensure business continuity, impacting the bottom line and allowing an excellent return on investment.

SimplexGrinnell (Booth 421)

Address: 2323 Randolph Avenue, Avenel, NJ 07001
 Phone: (888) 447-4027
 Fax: (212) 462-4524
 Contact Name: Kay Lee
 Contact E-mail: kaylee@tycoint.com; kaylee@simplexgrinnell.com
 Website: www.simplexgrinnell.com
 Description: From fire alarm, fire sprinkler and fire suppression to access control, CCTV, emergency communications and systems integration, SimplexGrinnell offers a comprehensive array of life-safety systems and services. With two million customers, 150 local offices and more than 200 years of experience in the fire business, SimplexGrinnell is a leader in fire and life safety.

Smarter Security Systems (Booths 523, 525)

Address: 1515 S. Capital of Texas Highway, #210
 Austin, TX 78746
 Phone: (512) 328-7277
 Fax: (512) 328-7280
 Contact Name: Mark Ellsworth
 Contact E-mail: sales@smartersecurity.com
 Website: www.smartersecurity.com
 Description: Smarter Security Systems has been providing intelligent, high-performance security solutions since 1992. Key product lines include Fastlane optical turnstiles/doorway-control solutions, as well as unique mobile surveillance and perimeter systems. Smarter Security's product lines offer businesses tangible advantages from the latest technology for entry and outdoor security.

Smiths Detection Inc. (Booth 335)

Address: 30 Hook Mountain Road
 P.O. Box 410, Pine Brook, NJ 07058
 Phone: (800) 626-2440
 Fax: (973) 830-2200
 Contact E-mail: USinfo@smithsdetection.com
 Website: www.smithsdetection.com
 Description: Smiths Detection X-ray inspection systems and explosives trace detectors are used to screen visitors, employees, mail and deliveries at commercial and government facilities.

Spada Uniforms (Booth 511)

Address: 25 West 37th Street, New York, NY 10018
 Phone: (212) 888-1835
 Fax: (212) 888-1923
 Contact Name: Sam Mezrahi
 Contact E-mail: spadauniforms@verizon.net
 Website: www.spadauniforms.com

Description: Supplier of a wide range of uniform needs such as uniforms for doorman to uniforms for personnel in the security industry such as suits for an executive appearance, standard blue blazers and grey security pants, security shirts, pants, hats, parkas etc. In addition, they carry all the accessories needed such as shoes, name tags, badges, patches, raincoats, vests, parkas, hats, gloves, etc. Located in Midtown Manhattan, with excellent service, and turnaround times. Expert tailoring and embroidery done on premises.

SSC, Inc. (Booth 237)

Address: 45 Knollwood Road, Elmsford, NY 10523
 Phone: (914) 347-2400
 Fax: (914) 347-2424
 Contact Name: Dan Ocasio
 Contact E-mail: docasio@securssc.com
 Website: www.securssc.com
 Description: SSC, a leader in security in the tri-state area, provides a full range of security solutions using a unique, multi-disciplinary approach that includes an objective examination of existing protective measures and identification of vulnerabilities. SSC offers a complete range of security services, including uniformed security, computer forensics, security consulting, vulnerability assessment, systems integration, investigations, security training, computer and network security.

T**T&M Protection Resources, LLC (Booths 309, 311)**

Address: 42 Broadway, Suite 1630, New York, NY 10004
 Phone: (212) 422-0000
 Fax: (212) 422-3305
 Contact Name: Jack Goldsborough
 Contact E-mail: jack@tandmprotection.com
 Website: www.tandmprotection.com
 Description: T&M provides premium security and related services to leading corporate, institutional and high-net-worth clients. The company specializes in financial services, property management, major sports franchises and organizations critical to infrastructure. T&M services include security consulting, executive protection, investigations, technical security systems, explosive detection and security officer services.

TAC (Booth 323)

Address: 210 Meadowlands Parkway, Secaucus, NJ 07094
 Phone: (201) 348-9240
 Fax: (201) 348-9530
 Contact Name: Greg Mastroserio
 Contact E-mail: greg.mastroserio@tac.com
 Website: www.tac.com
 Description: TAC is a leading systems integrator for building security and controls management. TAC specializes in CCTV surveillance systems, access-control systems, intercom systems and intrusion-detection systems. TAC offers its customers bundled solutions for security and building automation.

TEAM Financial Management Systems (Booth 513)

Address: 407 S. 27th Ave., Omaha, NE 68131
 Phone: (800) 500-4499
 Contact Name: Scott Bonow
 Contact E-mail: scottb@teamfinancial.com
 Website: www.teamfinancial.com
 Description: WinTeam is the only industry-specific, fully integrated labor, financial and operations management system designed specifically for contract security firms with all you need to manage your business effectively. WinTeam contains the following modules: Personnel Scheduling, Accounts Receivable, Accounts Payable, Payroll Human Resources, Job Costing, General Ledger and Fixed Assets.

The Mechanic Group (Booths 408, 410)

Address: 1 Blue Hill Plaza, Suite 530, Pearl River, NY 10965
 Phone: (845) 735-0700
 Fax: (845) 735-8383
 Contact Name: Mike Lehner
 Contact E-mail: mlehner@mechanicgroup.com

Website: www.mechanicgroup.com
 Description: The Mechanic Group offers insurance plans for security officers, security consulting firms, investigation/due diligence, electronic security and background screening industries.

The Wackenhut Corporation (Booth 334)

Address: 19 West 44th Street, Suite 305, New York, NY 10036
 Phone: (212) 921-4600
 Fax: (212) 921-4919
 Contact Name: Aurea Zeiders, CPP
 Contact E-mail: azeiders@wackenhut.g4s.com
 Website: www.g4s.com/usw
 Description: The Wackenhut Corporation is a leading provider of quality, customer-focused security solutions in the United States. The company provides industry-leading integrated security and related services to local, regional and national customers. Wackenhut's primary service divisions include security services, nuclear security and energy consulting services, government services, and consulting and investigations.

TimeKeeping Systems, Inc. (Booth 106)

Address: 30700 Bainbridge Road, Solon, OH 44139
 Phone: (800) THE-PIPE
 Fax: (888) THE-PIPE
 Contact Name: John Dziados
 Contact E-mail: jdziados@thepipe.com
 Website: www.thepipe.com
 Description: TimeKeeping Systems, Inc. is a manufacturer of Guard Tour Management hardware and software, serving a wide range of companies and corporations throughout the United States.

Transportation Security Administration (TSA) (Booth 536)

Address: 230-59 Rockaway Boulevard, Suite 210
 Jamaica, NY 11413
 Phone: (718) 917-3800
 Contact Name: Joseph Morris, FSD
 Contact E-mail: Joseph.M.Morris@dhs.gov
 Website: www.tsa.gov
 Description: The Transportation Security Administration, a component of the Department of Homeland Security, was formed following the tragedies of 9/11. With state, local and regional partners, the TSA is responsible for the security of the nation's transportation systems and oversees security for highways, railroads, buses, mass transit systems, ports and the 450 U.S. airports.

TSS International (Booths 417, 516)

Address: 1210 Northbrook Drive, Trevose, PA 19053
 Phone: (866) 944-2229
 Fax: (267) 699-2010
 Contact Name: Sam Vinicur
 Contact E-mail: svini@tssint1.com
 Website: www.tssint1.com
 Description: Firmly committed to helping logical and physical security companies achieve strong financial results by aligning their people and business strategies, TSS has the specialized experience to help your organization thrive in a convergent environment. Focused on delivering a broad range of solutions for its customers, TSS has established key strategic partnerships with industry leaders who share a dedication to excellence.

Tyga-Box Systems, Inc. (Booth 411)

Address: 501 Fashion Avenue, New York, NY 10018
 Phone: (212) 398-3809
 Fax: (212) 398-3768
 Contact Name: Nadine Cino
 Contact E-mail: nadine@tygabox.com
 Website: www.tygabox.com
 Description: The Tyga-Box System is a patented, economically and ecologically-friendly system of integrated plastic boxes and dollies for office moving, making churn & relocation.

U

Universal Security Systems (Booths 117, 119, 216, 218)

Address: 310 Oser Avenue, Hauppauge, NY 11788
 Phone: (631) 951-0604
 Fax: (631) 951-0717
 Contact Name: Edward Newman
 Contact E-mail: newmane@univsystems.com
 Website: www.univsystems.com
 Description: Universal provides design, engineering, installation and service of CCTV; card access; perimeter intrusion; fire alarm; turnstiles and portals; and vehicle gates and barriers. Skilled IBEW Union personnel perform all electrical and construction work in-house. Universal has four offices to serve the greater New York metro area.

U.S. Coast Guard Auxiliary (Booth 135)

Address: 2005 East 58th Street, Brooklyn, NY 11234-4103
 Phone: (718) 258-7687
 Fax: (718) 258-7687
 Contact Name: Victor Kleinman
 Contact E-mail: YAW21380@optonline.net
 Website: www.uscgabrooklyn.com
 Description: The U.S. Coast Guard Auxiliary is the civilian arm of the Coast Guard. Members are given special training to assist the Coast Guard in many missions and volunteer time, talents, boats, radios and aircraft.

U.S. Coast Guard Sector NY (Booth 133)

Description: U.S. Coast Guard Sector New York's ACR encompasses the part of NY & NJ and as far north as Albany. Meantime security is a key mission for the command.

U.S. Postal Inspection Service (Booth 236)

Address: P.O. Box 555, New York, NY 10116-0555
 Phone: (212) 330-3844
 Website: www.postalinspectors.uspis.gov

U.S. Security Associates (Booth 432)

Address: 1400 Broadway, Suite 2312, New York, NY 10018
 Phone: (212) 867-7500
 Fax: (212) 661-2702
 Contact Name: Keith Oringer
 Contact E-mail: kioringer@ussecurityassociates.com
 Website: www.ussecurityassociates.com
 Description: U.S. Security Associates, Inc., the fourth largest contract security provider, was the first uniformed security company to obtain nationwide ISO 9001:2000 certification and won the Training Top 125 award for 2007 and 2008. USSA's substantial investment in information technology allows the company to manage service quality for its clients.

X

Xcaper Industries, LLC (Booth 321)

Address: 17321 Eastman, Irvine, CA 92614
 Phone: (949) 852-2021
 Fax: (949) 852-2022
 Contact Name: Barry Hall
 Contact E-mail: bwhall@xcaper.com
 Website: www.xcaper.com
 Description: Xcaper Industries produces, manufactures and sells the Xcaper Smoke Mask, the only moist, direct-contact smoke, particulate, gas, and vapor filter available in the world today. Patented worldwide and information available in 31 languages.

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Calendar of Meetings

June 9, 2008

Annual Golf Outing

Location: Sands Point, NY

June 18, 2008

We Know Where We have Been, But Where Are We Going?

Emergency Management Symposium

Time: 9:00 am – 4:00 pm

Location: Metropolitan College of New York (MCNY), 431 Canal Street, New York, New York

Featuring: Paul Butler, an active United Nations Chemical Weapons Inspector; Pamela Mottice-Muller, Director of Emergency Management, City of Beverly Hills; Paul Malool, from

Region II; Shelly Raffle of the Visiting Nurse Service of New York; and Jessica O'Neill, pandemic specialist and MCNY professor.

Overview: Disaster Myths and Dealing with Contaminated Corpses (Public Health); The Government's Role in the Evacuation of Special Needs Populations (Special Needs); and the newly released National Response Framework and Effective Exercise Design Using Non-Linear Branching Table Top Exercises (Education).

The symposium will provide a forum for emergency management and homeland security personnel to exchange ideas and best practices in this emerging and vital field. The one-day event will consist of speaker tracks, vendor exhibits and an informal meet and greet with participants. Also, symposium registrants will receive access to all sessions. Subjects to be covered in the symposium will include Public Health topics; Special Needs issues; and Education/Training.

* Program is subject to change and more guest speakers are to be confirmed.

Please check www.iemsa-mcny.org for up to date information.

Registration: The cost of the symposium is \$35. MCNY Alumni pay \$25 and current students and faculty are admitted free. Payment by cash will be accepted at the door and receipts will be available. However, advanced registration is highly suggested.

Contact: For additional information, contact Patrice Burkes at patrice_burkes@yahoo.com

Please forward this information to others who may be interested in the future of Emergency Management.

September 1, 2008 September Chapter Luncheon

Location: The University Club (1 W 54th Street)

Time: Noon – 2pm

Parking: Central Garage, 17 E 54th Street (\$18.00 if validated by The University Club)

Dress Code: Male members and guests are required to wear jackets, dress shirts and ties. Female members and guests are required to wear clothing meeting similar standards.

Note: The University Club operates a no cell-phone policy in public areas of the club. Please respect others by shutting off all electronic devices.

To make a luncheon reservation via e-mail, please notify **Richard Lieberman** at rlieberman@adt.com.

To make reservations by phone: **Office:** 718 706-3233 **Cell:** 917 921-6300.

You can also view the calendar of Meetings & Events on the Chapter website at www.asisnyc.org.

October 10, 2008 October Chapter Luncheon

Location: The University Club (1 W 54th Street)

Time: Noon – 2pm

Parking: Central Garage, 17 E 54th Street (\$18.00 if validated by The University Club)

Dress Code: Male members and guests are required to wear jackets, dress shirts and ties. Female members and guests are required to wear clothing meeting similar standards.

Note: The University Club operates a no cell-phone policy in public areas of the club. Please respect others by shutting off all electronic devices.

To make a luncheon reservation via e-mail, please notify **Richard Lieberman** at rlieberman@adt.com.

To make reservations by phone: **Office:** 718 706-3233 **Cell:** 917 921-6300.

You can also view the calendar of Meetings & Events on the Chapter website at www.asisnyc.org.

MSA Michael Stapleton Associates

Specialized Security Programs



MSA would like to welcome Mike O'Neil, the first Commanding Officer of the NYPD's Counterterrorism Division to the MSA team. Mike helped develop the NYPD's counterterrorism programs in the areas of intelligence analysis, critical infrastructure protection, terrorism training, and response protocols. Mike was also responsible for the strategic analysis of the terrorist threat facing NYC and the development of strategies and countermeasures to detect, deter, prevent, and mitigate that threat. Mike will lead the MSA team in the development of innovative counter terrorism programs and capabilities that will help our clients meet the security demands of today's threat environment.

For more information about all of our products and services please call Keith Mulcahy, Director of Sales and Marketing, at 212-509-1336 x235 or visit us on the web at www.mikestapleton.com

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