

OCTOBER 2022 Vol. 1



THE OFFICIAL INTERNATIONAL INTELLIGENCE NETWORK Newsletter



**AND THE  
WINNER IS:**



OCTOBER 2022 Vol. 1

# INTELLENET GLOBAL GAZETTE

THE OFFICIAL INTERNATIONAL INTELLIGENCE NETWORK Newsletter



**WHAT'S INSIDE?**

NAME THE NEWSLETTER WINNER

2023 CONFERENCE UPDATES SAVE THE DATE

2024 THINGS TO DO IN THE UK TOUR GUIDE

**AND SO MUCH MORE**



OCTOBER 2022 Vol. 1

# INTELLENET GLOBAL GAZETTE

THE OFFICIAL INTERNATIONAL INTELLIGENCE NETWORK Newsletter

The INTELLENET GLOBAL GAZETTE  
truly depicts the INTERNATIONAL flavor of  
INTELLENET and proclaims our worldly span of  
intelligence and membership.

## CONGRATULATIONS

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“Professionalism Is Our Hallmark”



# INTELLENET GLOBAL GAZETTE

THERE WERE FOUR SUBMISSIONS CONSIDERED FOR THE MASTHEAD OF THE INTELLENET NEWSLETTER. THE SELECTION COMMITTEE WAS MADE UP OF 12 MEMBERS TO INCLUDE THE NEWSLETTER COMMITTEE, SEVERAL MEMBERS OF THE BOARD OF DIRECTORS AND THE EXECUTIVE DIRECTOR.

## ABOUT THE DESIGN

In June 2022, Executive Director Stein shared with me his vision for an updated INTELLENET Logo. As Editor, I took “editorial privilege” and incorporated the logo into the name and as many page headers as possible. In an attempt to stress the branding of INTELLENET, it is my plan to use the new logo as often as possible in conjunction with continuing to stress that INTELLENET is an International association.







INTELNET  
GLOBAL  
GAZETTE

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# WELCOME



By: Frank V. DeAndrea, Jr.  
Editor-In-Chief

We have come so far in just two editions of a revamped newsletter. I was apprehensive to take over the task of a Newsletter for many reasons. 1) The legal ramifications of publication, permissions and all of the laws and rules that go along with it. 2) The protection of the Association. 3) The proper presentation of the Association as an International Network. 4) The betterment of the members. 5) The furtherance of the Executive Director's vision for INTELNET and perhaps the most important fact: 6) The Newsletter is a type of 'brand' by which an organization is judged.

As Kitty Hailey so politely stated:

*"Wow! What a wonderful newsletter. Except it's not! It's a full blown magazine. Interesting articles. Great bios of important Intellenet members and family.*

*Excellent coverage of activities including weddings (congrats Jeff) and re-weddings (congrats Eileen) and accomplishments and so much more. I am very impressed with the professionalism and the exceptionally educational content. All the authors did an amazing job. I am proud to have this magazine represent our association.*

*Thank you to Frank and his team for a superb job. Kitty"*

Thank you to everyone who has assisted to date with submissions, putting up with my incessant nagging to stay on deadline.

I would like to thank Executive Director Jeff Stein for forming the Newsletter Committee. I also need to recognize the members of the newly formed Newsletter Committee as they are assisting with the heavy lifting. The Committee, as I endearingly call them, will be reviewing articles for correctness in grammar and content to ensure submissions are appropriate, professional and fitting to the theme of an International Private Investigation newsletter.

In alphabetical order by last name: William Blake, Leroy Everhart, Kitty Hailey & Lynda J. Bergh Herring.

Without any further ado, I give you, the first edition of

the **INTELNET**  
**GLOBAL**  
**GAZETTE**

Enjoy,  
  
Frank V. DeAndrea, Jr.  
Editor-In-Chief





# DIRECTOR'S OUTLOOK

Greetings Intellenet Colleagues,

I am writing this from my hotel room in Minnesota, while attending / speaking at the Minnesota Association of Private Investigators and Protective Agents Fall Conference & Training Seminar. Thank you, Intellenet Member Tim Braatz, for the opportunity. I am honored as this is also my first time in Minnesota and I am enjoying the hospitality of MAPI and the good people of Minnesota.

In September I attended the Pennsylvania Association of Licensed Investigators (PALI), where I am a past president and have a lot of history. As I think about my attendance at both of these conferences, I cannot help but recall the years of attending conferences all over the United States, and some abroad, and how lucky I am to have met some great people who I now consider close friends. There are many who are not only friends, but colleagues that I have personally met all over the world and who I would not hesitate to contact if I need something in any of their respective areas. This makes my business look good, as it is a reflection on the professionalism of my colleagues. For example, when I talk to clients and tell them, that I have a colleague who is in Bogota Columbia or Paris, or any other location, they are impressed. Honestly, this is not just selling them a line of bull sh\*t, it is the truth. Being a member of Intellenet gives you a return on investment that you can't put a price on. But I can tell you, the return on your investment is much more valuable than you think, when you tell your clients about the strength of your network! This includes the vendors that support our associations as well. I often call upon vendors who I have met along the way for their expertise to help guide me; they are just as important as our members.

Like always, I get to see friends that I don't get to see very often, some maybe once a year or every other year although as we talk, it seems like yesterday when we last spoke. Then there are the new people that I meet. Some new to the business, some young, some who have been in the business longer than me.



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# DIRECTOR'S OUTLOOK

CONTINUED

This evening at the MAPI networking Happy Hour (actually 3 hours), I had the opportunity to meet several new people who I know I can reach out to in Minnesota should I have the need, some in remote areas.

However, even more important, especially for those new to the profession is understanding how important going to conferences in not only in your home state, but other state associations and national associations. I can't articulate how important it is to network and why. Networking is more about building long-term relationships and a good quality reputation over time. This involves meeting and getting to know people who you can assist you when you have a need in the area as well as who you can reach out to in return. Networking is a necessity to grow your business as well as assisting you to have a successful enterprise.

My closing arguments regarding networking are that it is about meeting new people, sharing ideas and learning from your peers. You get back what you put in. Put in no effort, get nothing in return. It is about forming trusting relationships and helping one another toward a common goal. Frequently engaging with your contacts and finding opportunities to support them helps to strengthen the relationship and in return you sow the seeds for reciprocal assistance when you need help to accomplish your objectives.

Sincerely,

*Jeff*

Jeff Stein

Executive Director

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# ASSISTANT Executive Director's POINT of VIEW

In 2010, the amazing Jimmie Mesis hosted the World Investigator's Conference, where I first learned about Intellenet. I was referred to and vetted into this fantastic association by my close friend Kelly Ripa, a fellow Canadian. When I submitted my application to join, I recall asking myself how I could give back to this incredible community of professionals and how I could make my contribution matter. So, when I was offered the chance to take charge of the scholarship auction a few years ago, I jumped at the opportunity and vowed to do my very best.

Currently, serving as the assistant executive director on the board presents a significant challenge for me, one to which I am fully committed and excited to take on. Furthermore, I consider it a real privilege to cooperate with Jim Carino and Jeff Stein as well as the rest of our members.

We've all witnessed a lot of change over the past ten years, and much more so over the past two! Laws vary widely between nations, impending privacy laws are shaking up our sector, new technology has us older folks rushing to keep up, social media has taken on a life of its own, and I haven't even begun to discuss the damage Covid wreaked on our world. But one thing has remained the same: our capacity and commitment to working together as a community to support one another.

As we prepare to celebrate Intellenet's 40th year anniversary this March, it's impossible not to look back and give ourselves a pat on the back. The camaraderie, the support, and the degree of professionalism in which we welcome, and lift each other, should and will duly be celebrated.

The last few years haven't been easy for some of our peers. Even though some investigation and security firms saw an increase in sales during Covid, many of them struggled greatly and some were even forced to close their doors.

Every action I take and business decision I make is guided by one principle I've always held dear:

*In our industry, we are more like colleagues than rivals.*



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# ASSISTANT Executive Director's POINT of VIEW CONTINUED

I can't even begin to express how helpful the association's members have been to me during my most trying times. I pulled up the newsletters from the time I joined this association more than ten years ago as I sat down to write this I couldn't believe it as I read the names of members who joined at or close to the same time as myself. I've had the good fortune to meet some of the best professionals and people in my life over the past twelve years thanks to this incredible community. They have become friends, business partners, my greatest supporters. The faith some of you have shown in me has helped me get where I am today. It's what motivates me to do better and be better, for myself and to others. It is impossible to remain unaffected when such generosity and goodwill are displayed to us. I believe Albert Schweitzer, said it best:

*"The purpose of human life is to serve, and to show compassion and the will to help others".*

As we celebrate our 40th anniversary, we not only celebrate a date but our commitment to our members, their families, the public and to our goals. We truly are an "ALLIANCE" of professional investigators and we do operate as a "CLOSE KNIT" association.

As most of you undoubtedly already know, in addition to taking on the responsibilities of assistant executive director, I will continue to manage the scholarship auction that I hold dear to my heart. The auction is a fantastic opportunity for our members to support the families of individuals who could use a helping hand. It's a simple way for all of us to give back and have fun while doing so. More than ever, we must ensure that this year's auction is the best one yet. I was able to obtain a few intriguing items for the upcoming auction in Orlando.

Many thanks to the members who have already contributed. One of these interesting objects is a book that one of our favourite former Canadian prime leaders has signed. Additionally, we have unique challenge coins, and even a few international authentic police uniform badges. However, members, we require more goods. To make this successful, I rely on your priceless generosity and goodwill. As usual, I have no doubt that I can count on our Intellenet family to provide amazing and one-of-a-kind items to the scholarship auction.

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# ASSISTANT Executive Director's POINT of VIEW CONTINUED

In case you're wondering what you can offer, here are a few ideas:

- Do you know anyone who owns a business or a restaurant and is willing to donate to the cause?
- How about a florist in your town willing to advertise their business by offering a free flower arrangement?
- Do you have a family member who can give memorabilia they no longer care for and wish to see used for a good cause?
- Do any members of your family or friends know celebrities or are themselves celebrities?
- Do you yourself have time to donate to a new member? A free course or a free consult? Tips on your expertise?
- Perhaps you have a vacation property or cottage that you might offer for a week or a weekend?

Members who can donate goods for the auction but are unable to attend the conference in March 2023 should email me so I can give you details on how to go about doing so. We would love to hear from our international members. Do you have interesting objects from your nation, city, or culture that you could share with the group? You may include a story or an explanation to go with it. Where it comes from, what is used for, why and how. How incredible would it be to put them at auction?

For us, it might just be a simple item, but for a young student, it might mean whether they can complete that semester or not. For the parent, it can mean being able to see their child's dream come true. I can guarantee that none of them will ever forget the kindness shown to them. You also won't soon forget how satisfying it was to make such a positive impact.

I look forward to seeing everyone in Orlando.

*Remi*  
Remi Kalacyan

Assistant Executive Director

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# CARIN'S CORNER



Everyday worldwide new threats are emerging and with them new markets for business opportunities. Homicides, kidnappings, carjackings, smash and grab robberies, terrorist acts, organized crime activity including large scale retail thefts, supply chain thefts, active shooters, scenarios in food and medical shortages, workplace violence, marijuana sales and related thefts/break-ins, houses of worship, sexual assaults, human trafficking, property destruction, vandalism and natural disasters (hurricanes, tornadoes, earthquakes, floods) are just a few events that lead to increased criminal actions or natural phenomena. Each represents an opportunity for billable time but each requires a diligent approach whether it be security, investigations or a combination of both.

Are you readying yourself to tap into any of the above opportunities for billable activity?

New marketing opportunities require solid pre-planning. The effective investigator will be well informed not only of the incident/event ramifications but also of the client operation. Essentially you need to be able to “walk the walk and talk the talk” of and with the client and his business. If you do not know the “market” (the criminal act and the client) your efforts will fail. Time tested advice is never give an off the cuff spontaneous response to a question. It could be a set up test.

Case in point. Many years ago, a security consultant responded to an RFP for a security survey. The site had passenger/freight train tracks on one of its perimeters. The client contact asked the consultant in a pre-proposal visit his thoughts on putting sensors on the fence. They were experiencing a problem with an intruder bridging the 6' chain link fence separating the tracks and the property. The consultant responded “great idea and I know a highly professional installer I can sub-contract”. It was a set up question to test the competence of the consultant. The client contact was aware, of course that the trains vibration passing the property would set off the sensors.



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# CARINO'S CORNER

CONTINUED

The consultant did not know at the time he ruined his credibility. He failed to get the contract. Do not hesitate to state to a client that you do not know the answer to a question but that within your network the solution can be found. Let's face it, the investigative and security fields have been so complex that no one individual can possess the knowledge of all things. The client already knows that or your assistance would not be needed.

If this marketing idea potential IS within your comfort zone, make yourself an expert on the subject matter of whatever you are targeting. Check the client's website, determine if any (government, federal, state, local) regulations impact on the business, conduct internet checks, use the Intellenet listserv to tap into members' knowledge and expertise, check your personal library for pertinent, relevant information. Assess the competition to determine if or not competitive.

If the opportunity requires a written proposal and you need assistance, contact Intellenet Hq. That helping hand is a benefit of membership.

All the best,

  
James P. Carino Jr.

Executive Director Emeritus



# FOCI SUBMISSION RULES

Each Issue, two Intellenet Members will be focused upon for their accomplishments in the Law Enforcement /Private Investigative world. One member from the International Membership and one member from the United States.

Members are able to submit other members for future FOCI following these simple rules:

- 1) – NO SELF SUBMISSIONS
- 2) – Any INTELLENET member in good standing may submit any other INTELLENET member in good standing for consideration, regardless of the location of either member.
- 3) – Submission shall include a brief, 1,200 words or less, BIO of the candidate that does NOT list every school, training, or good deed.
- 4) – The BIO should capture what the MEMBER has done that has changed the way INTELLENET or the Private Investigation industry or Law Enforcement does business or capture what makes the candidate worthy of Focus. Think BIG Picture.
- 5) – 3 or 4 candid photos shall be accepted with the submission for publication.
- 6) – Based on the number of submissions, The Newsletter Committee may select the International and United States winner for each quarterly newsletter. Ties shall be broken by the Executive Director.
- 7) – For consideration, please send submissions to [Frank@deandrea.biz](mailto:Frank@deandrea.biz)



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# MEMBER FOCI UNITED STATES



THIS EDITIONS FOCI- UNITED STATES SELECTION  
WAS SUBMITTED BY: SANDY DEANDREA

## EPIC

heroic or grand in scale or character.

### Can a person be epic?

Being epic means pursuing your own definition of greatness; striving to be the best at whatever you do and always setting your standards far above “the standard.” Being epic means always providing a more than fair product, practice, partnership and persona. It is the epitome of greatness. Being epic is a lifestyle.

If someone asks me to show them a picture of epic, I will show them a photo of

## NICOLE BOCRA GRAY

*Vince Lombardi once said: “Gentlemen, we will chase perfection, and we will chase it relentlessly, knowing all the while we can never attain it. But along the way, we shall catch excellence.”*

I think Vince Lombardi was chasing Nicole Bocra Gray. And if any of you know Nicole, you would know, no one catch her because no one can even keep up.



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# MEMBER FOCI UNITED STATES



Nicole has invented her own recipe for success, and it is rather simple:  
In a large bowl combine equal parts:

- Dreams – Determination – Hard work- and Perseverance
- While stirring add a moderate amount of Fairness

Combine equal parts:

- Kindness-Leadership- Devotion-Honesty-Compassion-Empathy

Mix all of the above.

- Cover the entire bowl with Love
- Add a smattering of Sass
- a smidge of Sarcasm
- Bake for 25 hours each day!

Nicole Bocra Gray was born and raised in New Jersey, probably where her sass comes from. She moved to Virginia to start her own investigative firm. Infinity Investigative Solutions was founded by Nicole in 2005 and is a woman-owned business offering investigative, compliance monitoring, training, and consulting solutions. Infinity has offices in New York and Washington, D.C., are licensed private investigators in Maryland, Michigan, New York, and Virginia and is a federally recognized DBE and WBE.

Infinity develops complex cases, provides expert investigative services, construction, and integrity monitoring, and conducts in-depth due diligence using the latest in technology, financial expertise, and investigative experience to ensure the most thorough inquiries and to reduce losses.



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# MEMBER FOCI UNITED STATES



At Infinity cases typically involve corporate intelligence and investigations; judgment enforcement; broker-dealer compliance; witness location and interview; difficult background checks and due diligence; open source/ social media investigations; grants and contract compliance; social engineering; compliance audits; payroll certification; integrity and construction monitoring; and white collar/financial investigations.

In 2018, Nicole assumed the day-to-day leadership responsibilities for Gray Matter Consulting. Gray Matter has been writing and managing grants successfully since 2008 for public sector organizations. Gray Matter has helped secure financing for many municipalities in the areas of public and mental health, community revitalization, juvenile justice reform, youth services, public housing revitalization, substance abuse, and economic development. Gray Matter also specializes in post-award grants management.

Ms. Gray also manages the day-to-day operations for Wellstand Health, a COVID testing firm with private and public contracts all across the US to supply COVID testing services.

If that were not enough, she is also an adjunct professor of Forensic Accounting and White-Collar Crime at Champlain College and has advised both public and private sector clients on integrity monitoring, crypto and cyber-security, and dark web fraud detection.

Nicole is a graduate of Hartford College with a BS in Accounting, and she resides in Alexandria, VA with her husband Keith, her daughter Amelia, and the luckiest puppy in the world, Remington.



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# MEMBER FOCI UNITED STATES



If you did not know Nicole, when you called her, you would have no idea she is an expert juggler balancing multiple tasks at the same time. She runs from dropping her daughter off at school at 8, to an interview at 9, home to a zoom conference call with a client at 1030, to a luncheon for whatever charity she is chairwoman of that particular month at noon, picking up her daughter at school at 2:30, off to another conference call at 3:30, making super at 5:00, a PTA meeting at 7:30, and another Zoom call at 10 pm because it's only 7 pm in California!!!

My husband Frank lovingly refers to Nicole as a Goddess of the Private Investigative world. Frank has his own way of thinking and using analogies but if I were to build the Greek Goddess Nicole, she would be the combination of:

APHRODITE – The Goddess of love and beauty  
ATHENA – The Goddess of wisdom, art, and war  
and  
NIKE – The Goddess of victory

I am blessed to call Nicole my mentor, colleague, and friend. I am thankful every time I am in her company as she is a wealth of knowledge, a genuinely good person and an incredible role model.

I am proud that I get to tell the world just how

**EPIC** she is.



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# MEMBER FOCI UNITED STATES



Seen here is the "Puppy" that would NEVER come into Nicole's house.

2 months ago Remington was a gift for Nicole's daughter. Always wanting a puppy, the surprise, when unveiled, went something like this:

Daughter squealing in surprise:

*"You got me a puppy? You got me a puppy. Oh my God YOU GOT ME A PUPPY! Here, hold my ring pop!"*

ABSENT FROM ALL PHOTOS: Any other member of the Gray family!

So much for NOT wanting a Dog!

Perhaps I shall add Artemis, the Greek goddess of Animals, to my list...



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# MEMBER **FOCI** INTERNATIONAL

THIS EDITIONS FOCI- INTERNATIONAL SELECTION  
WAS SUBMITTED BY: EMAD SHENDY

In the International World of  
Business

## **Laila Saleh**

is unmatched.

The world of international  
debt collection can be very  
hard to navigate.

On its own, international  
debts presents a unique set  
of challenges. Different  
jurisdictions, time zones,  
languages, currencies,  
cultures, and legislations  
contribute to making  
international collections both  
complex and expensive.



Laila Saleh - TCM Egypt



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# MEMBER FOCI INTERNATIONAL



Laila has found a way to not only play this game, but she has also developed a formula to win.

Recognized among her coworkers, peers, and the entire international debt collection community as a pillar of the industry, Laila is a visionary.

Mrs. Saleh worked at IBM Egypt for 36 years at different managerial jobs, and her last job at IBM Egypt before joining TCM Egypt was Accounts Receivable Manager.

In 2003 Mrs. Saleh started with TCM Egypt as the General Manager. The company was struggling to survive. Mrs. Saleh identified the main problem quickly, took the necessary actions, set up strategic partnerships with global associations, promoted the business concept to local clients, and expanded the business to a new horizon.

Mrs. Saleh quickly became the Managing Director and shareholder of TCM Egypt. She oversees the general strategy of the firm and serves as a board member of TCM Group and WAD. She is also an active member of other business associations like the Businesswomen of Egypt 21, FAPI, INTELLENET, FENCA, ABI, IACC, ALQ.



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# MEMBER **FOCI** **INTERNATIONAL**

If you ask anyone who works with Laila, they will tell you that she is fun to work with, supportive and spreads positive vibes. She believes a fun workplace increases the feeling of belonging. Laila is known for her generosity and compassion like celebrating her office team's birthday and exchanging gifts, dining together and alike.

Laila is an inspiration to her staff and a role model for everyone.



**ABOVE: Mrs. Saleh and Emad Shendy, the Deputy Managing Director - celebrating Emad's birthday at work with Pizza!!**



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# MEMBER **FOCI** INTERNATIONAL



**ABOVE: Mrs. Saleh at the office**



**ABOVE: Mrs. Saleh with her  
admin team  
Maha, Basma and Heba**



**LEFT: Mrs. Saleh at the TCM  
Group international meeting**

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# LEGISLATIVE NOTES



Nicole Bocra Gray  
Legislative Liason Chair

As the year winds down, it is clear that not much has been nor will be accomplished to forward issues pertinent to privacy, security, and investigation for the year 2022.

There has been little to no movement on legislation we have been following since the start of 2021, and it is doubtful that this will change in the last quarter of the year.

In response to consumer concerns, data breaches, and privacy violations, 2021 saw a massive call for legislation surrounding digital privacy, data privacy, and security surrounding personal identifying information, as well as transparency regarding content algorithms. The Private Investigation industry had to reconcile the need for transparency and access for investigative and accountability purposes with the need to protect data and personal identifying and financial information.

We have been careful to select which legislation we as an industry support to honor the balance of these two vital components of justice.

We have been following bills introduced in 2021 regarding privacy protection, algorithmic transparency, and data care, all of which have seen virtually no movement since having been introduced. However, we are pleased to report two legislative actions occurred regarding digital privacy and data privacy:

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# LEGISLATIVE NOTES



## CONTINUED

- H.R.847 Promoting Digital Privacy Technologies Act, introduced in the House of Representatives on February 4, 2021, was received in the Senate on May 12, 2022. The bill was read twice and referred to the Senate Committee on Commerce, Science, and Transportation.
- H.R.8152 American Data Privacy and Protection Act was introduced in the House of Representatives on June 21, 2022. Subsequently, the bill was ordered to be amended by Yeas and Nays on July 20, 2022.

We will continue to track legislation pertinent to the Private Investigation industry and to advocate for legislation that supports our industry, accountability, transparency, and the pursuit of the truth.

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# ARTICLE



## Ethical and Legal Considerations for Private Investigators in Today's Digital Age

### By: Sheila Ponnosamy

“In civilised life, law floats in a sea of ethics”. This statement by Mr. Earl Warren, Chief Justice of U.S. Supreme Court (November, 1962) holds so true particularly for private investigators (PIs). It is inevitable that PI work, which largely involves evidence and factual gathering from both public and private sources, will raise legal and ethical questions, especially across international investigations and in today's digital age. How PIs, as professionals overcome these legal and ethical issues, forms the main discussion of this article.

PIs should know the law as most of evidence gathering is used for legal purposes. With the global world and Internet Age, businesses and private affairs are conducted across international borders. PIs are thrown into the realm of international investigations where they have to deal not with just the laws within their own state and country, but the laws of places and countries where their investigation is being conducted.

The foundations of laws in criminal trespass and theft in different countries are clear, as societies have clear rules on their expectations of privacy and ownership of their physical property. However, the lines are blurred when the asset is less tangible in nature. The key asset for clients of PIs is information. Thus, in today's digital age, PIs will need to understand the laws which relate to privacy and information security, particularly as the world embarks on digital technology to store and transmit confidential data as part and parcel of life.

While technology has crept into every facet of organisation and is a worldwide phenomenon, the laws to protect information lag behind depending on the regions in the world. The private investigation industry, while it is licensed in the Western world, remains unregulated in most countries in Asia and other parts of the world.



# Ethical and Legal Considerations in Today's Digital Age for Private Investigators

By: Sheila Ponnosamy



## CONTINUED

When working with international investigations, the question of ethics comes into play as ethics are based much more on cultural norms. The legal systems are also different.

### ETHICS AND LAW

What are ethics? One can define ethics as acting with an awareness to comply with rules, laws, and customs of the society, expectations of people, policies of organisations, and general needs of fellow human beings. Unlike laws which carry a mandate or prohibit certain behaviour by governing authority, ethics are based on cultural norms of the society. Hence difference between countries and each social group etc. Ethics provide a yardstick for PIs to gauge their decisions and evaluate other people's behaviour based on one's own sense of morality.

In private investigation work where, most of the time, PIs have to make assessments of people and situations based on facts gathered, ethics will form the foundation of their professional conduct as PIs often have to make a judgement call on what information to gather, and to what extent they should go about gathering the information for the client to meet their evidence requirements. For instance, in checking on a person's movements, PIs may need to decide if it is necessary to gain access to confidential records such as his phone or bank statements. These records are not available publicly and in some countries, it is illegal to retrieve them.

When conflicted, we, as PIs, need to ask some simple questions:

- What does the law say?
- If the law is silent, then what are the options?
- What are the issues?
- What are the consequences?

When we compromise our ethics and make a poor judgement, we often have to bear the negative repercussions. Our ethics and professional conduct reflect on our integrity and reputation. Can we afford to make this compromise? In PI work, reputation is the bread and butter of getting the business!



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# Ethical and Legal Considerations in Today's Digital Age for Private Investigators

By: Sheila Ponnosamy

**CONTINUED**

## LEGAL CONSIDERATIONS FOR PIS



The most pertinent legal and ethical issue facing PIs is related to breaches in privacy. Generally, this breach will relate to physical trespassing, and gaining sensitive and confidential information of someone – the Subject of investigations.

The laws affecting PI activities can be divided into 2 broad categories:

- 1) The laws relating to the PI's relationship with the public
- 2) The laws relating to the PI's relationship with the client

Pis need to understand the law mainly for their own protection, and also because it impacts on how they conduct their business of gathering facts for the client. They need to ensure that the evidence gathered is legally admissible and therefore adhere to the laws in the process of obtaining information. If they break the law, they will risk not having their licence renewed for them to practice their business.

The conduct of private investigators is regulated by common law and by legislation. The latter will always prevail over common law. Pis can be subjected to criminal (fines and imprisonment) or civil sanctions (pay claims for monetary damages).

At common law, a PI does NOT have any more power in carrying out his activities than a member of the public. This means that:

· Pis cannot enter into homes without permission from the owner for any reason including for process service or repossession of client's property. They will be considered to be trespassing.

· Pis cannot interfere with another person's chattels (personal property). If a PI attaches a tracking device to a person's car for instance, they will be liable under common law relating to trespass and torts. Normally the remedy for such a situation is the client has to be a lawful owner of the property and provide authority to the PI to attach the device if it is necessary.

· Pis are also limited in surveillance as common law offers protection to the public from surveillance of their activities on private property. For instance, Pis cannot be hiding in the room to conduct surveillance. Most of the time, surveillance is only freely conducted at public places where all members of public have equal rights to be there. After September 2001, most countries also have anti-terrorist laws which restrict Pis from taking photographs of government buildings and sites.





# Ethical and Legal Considerations in Today's Digital Age for Private Investigators

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·PIs cannot use listening and recording devices without recording their own voice as most countries have telecommunication laws that prevent third party from taping and recording another person's conversations.

·The laws on privacy of correspondence are not specific in most countries. However, there are laws which restrain the publication of confidential information and also legislation which makes it illegal to steal, tamper with or fraudulently obtain articles in course of post.

·Harassment is not consistently defined in various jurisdictions and countries. However, harassment incorporates the act of causing embarrassment to the Subject. Hence, PIs have to tread carefully when making enquiries with a person's past employer, business associates, or enquire on Subject's financial position so that they are not distressed.

·PIs have to always ensure that their actions and findings do not cause infliction of nervous shock or emotional distress. Negative facts on a person should always be verified before going into the investigator report or the PI can be sued for defamation by the Subject. In the process of gathering information, PIs should also be careful that they do not make any negative implications, which can be a job loss for instance, that affect the Subject.

·PIs are not permitted to pass on information received in confidence in the absence of just cause or excuse such as the interest of public safety. For instance, PIs should only be passing on information to the client that is relevant to their case. The just cause or excuse will depend on the type of information and the source of the client's interest in the information.

·PIs have to adhere to consumer protection laws. These legal provisions prohibit PIs from unconscionable, misleading or deceptive conduct in the course of their business.

·PIs accessibility to information depends on the privacy laws of the country. Many countries in Asia, for example, do not have any Data Protection Acts. The individual's general right to privacy is protected under parts of the common law regarding disclosure of information where the breach of privacy of Subject has caused him or her "damage" in some way, and they can seek legal recourse against the PI by way of civil suits.



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# Ethical and Legal Considerations in Today's Digital Age for Private Investigators

By: Sheila Ponnosamy

 **CONTINUED**



PIs do not have any more rights than a member of the public to access government held information which includes records held by company registry, courts, taxation, credit agencies, department and various authorities. There are normally specific laws which protect personal information stored by government agencies on the access via computer and in person, alteration and use of information.

In countries where there is privacy legislation, such as the Privacy Amendment (Private Sector) Bill 2000 in Australia, PIs have to be careful to conduct their enquiries in a manner that is consistent with the guidelines in relation to the collection, storage and use of personal information.

## **COMMON LAW DUTIES TO CLIENT**

As a service provider, PIs have common law duties to their client which encompass:

### **-THE DUTY TO FOLLOW INSTRUCTIONS BY CLIENT**

All PIs should obtain authority from the client to act on their behalf as they enter into a contractual arrangement when the case is being assigned. PIs can only work within the agreed scope requested by the client. If the client request surveillance to monitor movements, PIs should not be searching for confidential records on the Subject, without the client's knowledge.

### **-THE DUTY TO ACT IN PERSON**

PIs have to take responsibility for the case assigned even if they delegate work to their employees. The PI should be responsible for the report and investigations process regardless of who it is being delegated to.

### **-THE DUTY TO ACT IN INTERESTS OF THE CLIENT**

Other than being paid for services rendered, PIs should not profit from the findings discovered during the investigations. For instance, PIs cannot go to their Subject and reveal to them that they are being investigated in order to extort money from them.

### **-THE DUTY TO TAKE CARE OF THE CLIENT'S PROPERTY**

PIs have to maintain confidentiality of information provided by the client and all photographs or documents should be stored securely.





# Ethical and Legal Considerations in Today's Digital Age for Private Investigators

By: Sheila Ponnosamy



## CONTINUED

### -THE DUTY TO KEEP SEPARATE ACCOUNTS

The client's funds are always secure if a retainer is provided upfront.

### -THE DUTY TO KEEP PROPER ACCOUNTS

Expenses have to be recorded. Accounts can be made available for inspection by client and licensing authority where applicable.

## PRIVACY LAWS

With the advancement in information technology as more and more data are stored electronically and the advent of Internet, the issue of privacy has become the hottest topic in information security and PI work – where research most always require access to available public and proprietary databases.

Technological advancement has enabled the gathering of data from different sources to be stored, merged, sieved and sorted with ease through specialised databases. This technology has allowed people and organisations to collect, swap and sell personal information as a commodity, and the public are seeking government action to protect their privacy.

Historically, the US has been the leader in the development and implementation of privacy and information security legislation to prevent the misuse and exploitation of information and information technology. Many western nations such as the United Kingdom, Canada, Australia and the European Union have developed similar legislation to protect the privacy of their citizens. All countries with Privacy Acts will have similar laws and the implications for PIs remain the same.

In Asian countries, and even the more urbanised nations like Singapore, privacy and data protection is NOT protected under general and constitutional law. This means that conducting investigations in countries with no privacy laws will require the PI to exercise ethics. Ethics will be determined by what is common practice in the society and its culture.

For instance, the use of confidential sources will be more prominent in Asia as that is how accurate information is obtained. Furthermore, most countries in Asia may not have updated and accurate databases due to the lack of available technology, skills and funding.



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# Ethical and Legal Considerations in Today's Digital Age for Private Investigators

By: Sheila Ponnosamy



**CONTINUED**

There will be private sector sectoral privacy laws and industry code of practices such as the:

- COMPUTER MISUSE ACT
- BANKING ACT
- TELECOMMUNICATIONS ACT AND TELECOM COMPETITION CODE

Private investigators in Singapore are being regulated under the Private Investigations and Security Agencies Act (amended in 2006). Investigators who break the law under the provisions of the PISA Act may also be breaching the law under one of the above confidentiality acts where the penalty include both a hefty fine, imprisonment and loss of licence to practice.

## ETHICAL CONSIDERATIONS FOR PIS

### SURVEILLANCE

Surveillance is an accepted legitimate form of investigations in most democratic countries, even with privacy laws. The argument is everybody has a right to privacy but that right is not “an absolute right”. It involves balancing privacy interest with competing interests. From a PI's ethical viewpoint, there are codes of practice and specific legislation on evidence gathering, but it is the court that determines the reasonability and legal admissibility of the evidence obtained.

Most countries will allow surveillance in public places, but not in government buildings nor for the investigator to enter private rooms without permission from the owner to gather the evidence.

In some countries where the political system is based on a less open ideology, surveillance can be an extremely dangerous mode of operations for the PI as it is considered a threat to national security. Hence, it is not uncommon in some parts of Asia and Middle East where surveillance will not be used in the information gathering process.





# Ethical and Legal Considerations in Today's Digital Age for Private Investigators

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## MISUSE OF INFORMATION

The use of confidential sources to retrieve information is less acceptable in countries where there are privacy laws as the general community expects safeguards to protect their information from unauthorised persons. However, in some cases such as fraud investigations and debt recovery, this may be justified by the courts. The PIs when faced with this ethical dilemma should always ensure they are legally covered.

## SUBTLE COERCION

Subtle coercion is unethical practice for PIs, regardless of the legal systems. Here the PIs force co-operation from the subjects of investigations by threats or blackmail – directly or indirectly. For instance, in insurance investigations, the insured or their family may refuse to cooperate with the investigator. The investigator then provides a negative report which will disadvantage them in the claim process, even though the claim may be legitimate.

## INTERVIEWING

Similarly, when conducting interviews, PIs have to ensure that they are not making threats or promises, or offering inducement, to procure information. The PI himself has no legal power and it is the attorney that can provide the legal options.

PIs have to always ensure that an adult is present when interviewing a minor, and ideally, they should have a witness when conducting the interview.

## UNETHICAL REQUEST FROM CLIENTS

Clients may make ethically questionable request and PIs are expected to abide by the law and their ethics to protect themselves. For instance, clients may request PIs to hack into computer systems, steal confidential information such as bank statements, phone records etc. Most countries have laws that will clearly state that such actions are illegal.

PIs should always also question the purpose of the client's need for the information and the implications once the client has that information. For example, a client may want to locate a person. However, is the purpose of locating the Subject to harm him? This is where the PIs judgement and ethics will come into play.





# Ethical and Legal Considerations in Today's Digital Age for Private Investigators

By: Sheila Ponnosamy

 **CONTINUED**



## RAISING THE BAR FOR PIS

Education and training is the only way for PIs to learn and understand the legal and ethical implications for what they do. The education can be in the form of a formal training programme in a classroom setting, or it can be through professional networking with other like-minded peers. All professional PI organisations will have codes of ethics to provide guidelines for PI in conducting themselves in the line of duty. The discussions with other fellow professions from different parts of the country and world will open the mind to learning how other investigators conduct themselves, and how they overcome their problems.

The law in one country may not be applicable to a fellow investigator based in another country and sometimes work can be accomplished legally and ethically through a professional strategic alliance.

The sensitive nature of PI work may be made more difficult by the privacy laws in countries where investigations are legislated. However, there is a strong sense of professionalism among investigators who are supportive of government's role to regulate the industry to lift the standards and image of the industry. This will mean governments will need to provide means of facilitating the benefits provided by PIs such as pre-service training, more active consultation with the industry, and especially productive balance between justifiable requests for information and the interest for personal privacy. This means that while the government can strengthen controls on access to confidential information held by government bodies, they can provide controlled access to PIs to retrieve information for legitimate purposes.

The key stakeholders in privacy laws and information security controls often have competing interests. There needs to be a healthy balance to manage the conflicting interests of investigators and their clients, the public who become targets of the enquiries, and the government who are responsible for law reform and regulation.

It is not always clear whether illegal and unethical conduct by PIs is the result of inadequate controls on misconduct, or it stems from the PIs lack of understanding of the laws regulating their activities. However, through knowledge sharing and professional networking, it is envisioned that the PI professional bar will continue to rise in the eyes of public and governments.



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Sheila Ponnosamy, is the Business Development and Operations Director at Mainguard International (S) Pte Ltd

With over 20 years of experience in managing cases for Mainguard International. She manages the information gathering process from Mainguard's agents in the Asia Pacific region and assessing the client requirements and delivery of service.

Ms. Ponnosamy won the International investigator of the Year award in 2010 for solving a 10-year international kidnapping case where the victim was missing for 10 years, and was awarded the Meritorious Service Award in 2013 for her work in the Board of the Council of International Investigators.

In 2014, she became President of the Council of International Investigators, overseeing the matters pertaining to over 320 members spanning over 7 continents, is on the INTELLNET Board of directors and is a contributor to the INTERNATIONAL newsletter.

Ms. Ponnosamy has been interviewed for multiple news and television articles, is an author of many newsletter and magazine published articles and is a recognized international speaker.

She holds a Master's in Business Management from Edith Cowan University. Ms. Ponnosamy aims to promote a more active presence for women in the Private Investigations world.

Outside her professional life, she has a private mission in rural Myanmar for disadvantaged children who are in orphanages. Along with projects such as upgrading their living conditions and hosting annual Christmas parties, she runs workshops on topics such as Hygiene, Goal Setting and Learning to Say No to build confidence particularly for the young girls so that they do not fall victims to human trafficking.

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# WHO NEEDS AN EXPERT?



## **How enlisting the services of an expert can assist a Private Investigator**

The purpose of the “Who Needs an Expert” column is to provide INTELLENET members with insight into not only the vast array of expertise INTELLENET members can provide, but also to share with the membership how to use these experts to enhance an investigation. What may be an “easy” case for one of us can be something another one of us has never done. Be it a surveillance case, a death investigation, a wrongful conviction, a TSCM Sweep, a financial investigation, elder abuse, or any of a plethora of others, we are all capable of doing some things and can use assistance in others.

Who Needs an Expert will dive into some specifics about a particular field and attempt to enlighten some of us as to an additional toolbox available to assist us with investigations that may cross our desk.

If you are an expert and would like to contribute to this column by sharing something about your expertise and how INTELLENET members can use your services, please reach out to the editor at: [Frank@deandrea.biz](mailto:Frank@deandrea.biz).

If you are a member and have a request about learning more about a particular expertise, please send the editor an email with your request.



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# THIS EDITION's TOPIC FINANCIAL CRIMES

## What's In A Name

### A Forensic Analysis of An Embezzlement

By: Al Ristuccia

In August of 2009, my firm was retained by a company through its attorney to provide investigative support in connection with an alleged embezzlement. The ultimate client, who actually resided outside of the United States, owned parking lot concessions throughout the Los Angeles area. This specific matter pertained to the operation of one of the client's parking concessions located in the basement parking facility of a high-end condominium complex. Owners/occupants of the condominium complex paid a monthly fee to park in this parking facility.

Businesses located adjacent to this condominium complex also rented parking spaces from this parking facility.

The client's attorney provided to me copies of bank records pertaining to a "Rogue" account held in the name of a business entity. This rogue account was opened in December 2001 at a bank that was located directly across the street from the high-end condominium complex. The name of this business entity in which this rogue account was held was remarkably close to the name of our client's business name. The name differed from our client's business name by one letter added to the front end of our client's business name. The principal of the business entity in whose name this rogue account was held and the only authorized signatory on this account happened to be the manager of our client's parking concession located in the high-end condominium complex. This manager of the parking concession was selected to become the manager December 2021.





# **What's In A Name**

## **A Forensic Analysis of An Embezzlement**

### **By: Al Ristuccia** **CONTINUED**

The address associated with this rogue account and reflected on the bank statements was an address maintained at a commercial mail facility (ie the UPS Store) by the manager of our client's parking concession.

The records relating to this bank account that were provided by the attorney included copies of monthly statements, deposit slips, deposited items (checks), paid checks issued out of this account and documents that reflected transfers of funds from and to this account. The bank records related to transactions made during the period beginning on December 2, 2001 and ending July 22, 2009. These records were obtained by the attorney from the financial institution as a result of a release signed by the parking concession manager who was confronted by the attorney regarding the alleged diversion of funds to the rogue account.

Before I continue with the explanation of the analysis of the bank account records, I want to point out that I investigated the name of the business in which the rogue account was held. The name is almost identical to the name of our client's business. It turns out that the manager of our client's parking concession filed with the Los Angeles County Recorder's Office a Fictitious Business Name Statement reflecting his name as the owner of the business in whose name the rogue account was held and is practically the same as our client's business.

I reviewed and analyzed the above-described bank records and created spreadsheets that summarized by month and by year the amounts deposited to this account, as reflected on the monthly statements. My review of the deposited items determined that the deposits to this rogue account consisted almost entirely of checks issued by folks who rented parking spaces at our client's parking concession. Approximately 5,200 checks were deposited to this account during the period for which records were made available. With very few exceptions, the checks deposited to this account were made payable to the name of our client's business and, in some cases, the similar business name in which the rogue account was held in payment of monthly parking fees.

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# **What's In A Name**

## **A Forensic Analysis of An Embezzlement**

### **By: Al Ristuccia** **CONTINUED**

Many of the checks deposited to this account were issued by individuals. Most of these checks reflected in the memo section of the check that they were issued to pay parking fees. Many checks issued by individuals and deposited to the rogue account reflected the address of the high-end condominium complex as the address of the individual issuing the check. I noted that some of the handwritten checks that were deposited to rogue account during the latter part of 2001 and during 2002 may have been altered to reflect the name of the business in which the account was held.

These checks appeared to have been originally made payable to our client's business name, but a letter was added to the client's business name to alter the "Payable To" line to reflect the name in which the account was held. It appears that checks deposited to this account after 2002 were not altered; they were made payable to our client's business and merely deposited. The bank never questioned the deposit of these checks to the rogue account.

My analysis of the deposits made to this account determined that checks in varying amounts totaling \$1,438,564.18 were deposited to this account during the period beginning December 22, 2001 and ending July 2, 2009. I created a spreadsheet totaling 644 pages that reflected the details contained on the checks deposited to this account. I also determined that various checks that were deposited to this account may be unrelated to parking fees. These checks total \$28,364.73. Based upon this analysis, I determined that checks in varying amounts, totaling \$1,410,199.45 representing parking concession payments were diverted from the client's legitimate bank account and deposited to the rogue account held in a name remarkably close to our client's business name and maintained by the manager of our client's parking concession.

My analysis of the withdrawals from this rogue account determined that, during the period beginning February 11, 2002 and ending July 1, 2009, 52 Cashier's Checks were purchased from the bank in which this account was held using funds from the rogue account. I reviewed and analyzed copies of these cashier's checks and





# **What's In A Name**

## **A Forensic Analysis of An Embezzlement**

### **By: Al Ristuccia** **CONTINUED**

I created a separate spreadsheet reflecting the details contained on the cashier's checks. I determined that 14 of the cashier's checks, totaling \$55,715, were made payable to our Client's business. These checks were deposited to the client's legitimate checking account. Some of the cashier's checks were made payable to the name of the high-end condominium complex in which the parking concession was located and appeared to represent rent payments for apartments located in this complex. Some of the cashier's checks were made payable to an investment company, some were made payable to sports related entities, and one was made payable to a title company. A notation on the cashier's check made payable to the title company reflected the name of the manager of the parking concession and his wife, along with the name of the financial institution holding the mortgage on their home. A search of public records indicated that this same financial institution issued a mortgage loan in the amount of \$349,000 when the residence was purchased by the manager of the parking concession and his wife.

I also reviewed checks issued from this account and electronic debits that are reflected on the monthly statements and represented funds electronically transferred out of this account. And, I reviewed transactions paid via a debit card that was associated with this account. The records indicated that payments for home mortgage loans, car loans, automobile insurance, life insurance, grocery store purchases, utility bills, air fare charges, hotel charges, car rental charges, property tax bills, purchases from Best Buy and The Home Depot, purchases from Nordstrom and Macys, and other types of personal expenditures were made using the funds that were deposited to the rogue account.

Through my analysis of the deposits to the rogue bank account I concluded that a net total of \$1,354,484.45 was diverted from our client's business to the personal use of the parking concession manager.

Although the analysis of the transactions involving the rogue account was the main source of information to prove the embezzlement of funds from our client's business by the parking concession manager, other investigative activities





# **What's In A Name**

## **A Forensic Analysis of An Embezzlement**

### **By: Al Ristuccia** **CONTINUED**

were also conducted to support our referral to law enforcement, to also support a parallel civil case, and to obtain freezing orders from a court to freeze the funds remaining in the rogue account and to freeze assets held by the concession manager, such as his home, vehicles, and personal bank account.

In addition, we conducted a title search on the home of the parking concession manager and we conducted research on the vehicles that he and his wife owned. Further, we conducted a general asset search and identified a couple of timeshares that he and his wife owned. They were purchased using funds from the rogue account during the timeframe he was diverting funds from our client's business. We were able to freeze these assets so they could not be placed beyond our reach.

Finally, I made a referral to the Major Frauds section of the Los Angeles Police Department. I provided a copy of my report and associated attachments that included a multitude of spreadsheets and selected examples of checks that were deposited to the rogue account as well as items representing withdrawals from that account (ie paid checks, cashier's checks, ATM card payments, etc.). The matter was then referred to the Los Angeles County District Attorney's Office for prosecution consideration.

The parking concession manager was ultimately charged with California Penal Code violations relating to embezzlement, grand theft, etc. I was set to testify at a preliminary hearing, but the Defendant decided to enter a guilty plea pursuant to a plea agreement offered by the DA's office. I can tell you that the Defendant lost his home, interests in his Timeshares and a few other things as a result of the plea agreement.







# ABOUT the AUTHOR Al Ristuccia

Al Ristuccia is retired from the IRS, Criminal Investigation Division, where he enjoyed a more than 22 year career as a Special Agent and Supervisory Special Agent. During his IRS career, he investigated and supervised the conduct of hundreds of investigations pertaining to criminal tax violations, money laundering and various iterations of financial fraud matters. He was continuously assigned to the Special Enforcement Program that targeted international drug traffickers, money launderers, traditional organized crime figures, and right-wing extremists.

Subsequent to retiring from IRS-CID, he initiated a private investigations practice specializing in serious financial fraud matters. Some of his cases were detailed in the media, including one matter that was featured on 60 Minutes.

He is a Certified Fraud Examiner and has been a member of INTELLENET since 1995.

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By: Robert “Jerry” DeFatta  
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The Board Accredited Investigator (BAI) certification is a professional designation or certification that has been around for many years. Intellenet took on the certification in 2015. To obtain the certification you need at least 10 years of investigative experience. In addition, you must submit a white paper on any investigative topic, pass a written test, and complete an oral interview with a panel of BAIs. The interview is the last step and can be over Zoom or in person.

The white paper can be on any investigative topic you are familiar with, but it must be your original work, and at least 1000 words.

The written test is based on information from four books which can be used as a study guide, along with general knowledge of US and international laws that we feel every good investigator should have a general understanding of.







 CONTINUED

The books currently being used as study guides have all been written by INTELLENET members and are available through the INTELLENET Website. A list of all current study materials and resources is provided at the time of application for the BAI certification.

Currently, the cost associated with the certification is \$285.00 which you pay at the time of your application, then you do not pay any additional fees as long as you maintain the certification by obtaining 20 hours of continuing education credits every year.

Intellenet strives to maintain the highest standards in all that we do and the BAI program is no exception. We are constantly evaluating the cost and requirements of the BAI certification and there may come a time when a small annual fee will be added. We are also currently rebuilding and updating the BAI website and once it is completed it will include a search feature that allows others to search for BAI certified investigators to assist with their investigative needs.

The first step to obtaining your BAI is to complete the application Isn't it time you did it today?

For more information about the BAI Program or to get your application, contact  
BAI Director Jerry DeFatta at:

[Jerry@defattapi.com](mailto:Jerry@defattapi.com)



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# ARTICLE



**I ALWAYS use a retainer agreement...**

**Well, ALMOST Always.**

**Some ideas on the use of a contract or retainer agreement.**

**By: Jim Nanos**

One of the benefits of owning PI Magazine and presenting at the many conferences I attend each year is the opportunity to network and chat with other private investigators. I'm able to both share and listen to various points of view on a multitude of topics related to our profession.

One topic that often seems to come up is the use and preparation of a contract or retainer agreement. For the purpose of this article, at least for the first portion, let's think of contract or retainer agreement as one universal document. I'll break the two down a little further along.

Often in our profession the terms "Contract" or "Retainer Agreement" are viewed as being interchangeable and used to generally define the scope of an investigation, what you'll be charging for the service you'll be providing and how you'll be funded or paid.

It's also your "legal authority" to be conducting an investigation. You don't want to be accused of stalking or harassment and without some form of signed agreement, if things go bad, and sometimes they do, your "client" may deny having hired you!

I have seen retainer agreements and contracts as short as one paragraph and as lengthy as ten pages! Now given if the scope and overall investigation is complex and multi-faceted, then we could expect a much longer, more thorough and complex document. However, I have seen the basic "surveil Johnny for four hours and write up what he does" type of investigation with a ten-page agreement.



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**CONTINUED**

Yes, we need to cover our bases and properly detail the scope of the investigation but listing what we will do in all weather and lighting conditions possible may be a little extreme!

I like to think the retainer agreement I use is very thorough and is about four pages. The overwhelming majority of the document is the standard jargon we like to call “legal mumbo-jumbo” with the truly “important stuff” being the defining of the scope of the investigation, what I will charge and how I’ll get paid. I add some extras in when, for instance, a GPS tracker is being used. I’ll add a disclaimer with specific language that says the client is the owner of the vehicle or has authority to grant permission for a tracker to be used and I’ll attach both a picture of the car as well as a copy of the actual vehicle registration showing the owner’s name.

For the purpose of this article, lets define a contract and retainer agreement. Remember – this is “my” definition as I see it and how I think it applies to the PI world. I am sure there are many who will disagree with me, but this is my article, so I get to set the rules!!!!

In easy to get your arms around PI terms, a contract is a legal document that is a legally binding written agreement between two or more parties. They are enforceable in a civil court of law as long as they follow specific contract laws as defined by your particular state.

I like to think of a contract as “I will do this” type of document. I prefer to use and in fact use the title “Retainer Agreement” when preparing these types of documents.

A retainer agreement is better defined as a work-for-hire type contract. The distinguishing feature is the client or customer pays in advance for professional work to be performed later. I detail the scope of the work to be performed AND more importantly, what and when will I be paid.

So as the articles title implies, “when” do I “use” a retainer agreement? That’s a tough question to answer. There are never any absolutes in life and certainly not in the PI world! I generally would advise a newly minted PI to “always” use a retainer and “always” get paid or funded in advance.



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**CONTINUED**

But I don't "always" do that and occasionally break my own rules!

If I'm working for a civilian (non-attorney or other professional company ie, other PI, workers-compensation adjuster/firm) I always complete a retainer and have the case pre-funded IN FULL BEFORE I START THE WORK.

Also remember, BEFORE you exhaust your pre-funded retainer amount, notify the client you will need additional funding. I generally do this when I've exhausted 80% of the funding.

PI TIP: If this happens several times over several clients/cases, re-evaluate how you are setting your retainer amounts. You're probably underestimating the case's anticipated costs. Telling a client you can do the case for \$3,000.00 and having to come back for another round of funding - well that could be bad for your professional reputation and may be viewed as bad business.

Get a signed or electronically signed (Adobe Sign is ok in my book) retainer agreement. Don't rely on an email or "verbal agreement." Get into the habit of completing a stand-alone retainer agreement/document and put it in the case file. Yes, these documents are "discoverable" and the use of a good, high quality retainer agreement goes a long way to establish your professional credibility from the onset of a case.

I have had the misfortune of being "retained" by a client who ordered up and authorized investigative and surveillance services and then did not pay for the service. Civilian clients, especially in civil matrimonial case, often order well above what they can pay for! Regardless of whether it's a four-hour "watch Johnny" case or long-term case, complete a retainer and have the case funded in advance!

Many of us have also had the misfortune of having a client pay on a credit card, only to have him or her "dispute" the charge after the case. Without a clear, well written retainer you're almost certainly going to lose that one.

Side note: My retainer states if I have to fight a disputed charge, I bill the additional hours incurred on another invoice.



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**CONTINUED**

On the flip side of the retainer coin, if the work requested is from an attorney or other professional company ie, another PI, workers-compensation adjuster/firm, etc., I don't always get a retainer or funding up front. There is one exception to this rule and that is, if the work is for an attorney but is being paid directly to me by the client and not "through" the lawyer's office, I always complete a retainer and secure funding in that case.

This is where someone usually says something along the lines of "Attorneys always get funded up front and work from a retainer – why shouldn't they (attorneys) fund us in the same manner?" Yes- I agree. You'd be hard-pressed to find an attorney to handle a divorce or criminal defense case on a "promise to pay"!

I have been completing more work for law firms recently than civilians and the reality is if I demanded payment in advance from these attorneys, I would probably stand the risk of losing that attorney as a client. Now of course if there is a technical service such as imaging and forensically examining a phone, a good attorney should respect the need for this to be funded and not expect you to "front" those types of professional fees.

If you ever have a "complaint" filed against you with your state's regulatory or compliance authority, in generalities, if you have a good retainer agreement and a final written, quality Report of Investigation detailing what you've done during the case, you'll be fine.

I know in a perfect PI utopia world every case would be funded 100% in advance of the work, but we all know we don't live or operate a business in that world, so here are a few takeaways:

- Develop or obtain a good retainer agreement as a base document to use.
- Don't over complicate your retainer – no 20 page documents.
- "Always" use a retainer agreement, at least with civilians.
- Always get 100% funding before you start your case.
- Replenish your retainer when exhausted before the end of the case.

If you have any questions or comments, please don't hesitate to contact me.



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# ABOUT the AUTHOR Jim Nanos

Jim is a twenty-eight year veteran of the Wildwood New Jersey Police Department retiring with the rank of Sergeant. As a law enforcement professional, Jim's assignments have included many years as a Detective as well as working undercover on some of the largest narcotics investigations and operations in the area and many major case investigations.

Jim also is a former State Investigator with the New Jersey Department of Homeland Security and preparedness handling many sensitive investigations.

Jim is the President of the New Jersey Licensed Private Investigators Association He also serves on the board of national associations of private investigators including the National Council of Investigation & Security Services (NCISS).

Jim also served as a National Board member and national instructor for the National Association of School Resource Officers (NASRO) and has instructed a variety of school safety and security courses across the country to hundreds of sworn law enforcement officers. Jim has served as a consultant to school districts, conducting security plan reviews and active shooter/threat management response.

Jim has been called upon as an expert witness in narcotics investigations, surveillance operations and best practices for private investigators in local, state, federal and civil court cases.

He is also a Chief Petty Officer (CPO/E-7) military reservist, non-commissioned officer with the United States Coast Guard and has been deployed on three occasions including to the recovery efforts after the WTC attack in 2001: providing security at Camp X-Ray, Guantanamo Bay (GITMO) Cuba and overseas during Operation Iraqi Freedom.

Jim Nanos is the owner of PI Magazine and a licensed professional investigator in New Jersey owning Apple Investigations. Jim speaks and present regularly at conferences and offers a mentoring service for new investigators.

**Contact Jim at [Nanosj@AppleInvestigations.com](mailto:Nanosj@AppleInvestigations.com) or 609-534-4555**



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# SPEAKER BUREAU

By: Eric Douglas De Van

President

De Van and Associates

<https://devanassociates.com>

The members of the Intellenet Education and Training Group, Speakers Bureau, are highly trained private investigation and security management professionals with many years of education and practical experience in their areas of expertise. Each speaker has made training and educational presentations to numerous professional associations and corporate entities. Additionally, many of the speakers are court qualified expert witnesses.

Whether you need one or several speakers for your conference or program, the seasoned professionals on this Speaker Bureau list can help. The speakers are listed by name, location, and subject matter. In support of these speakers, Intellenet can assist in developing a conference or seminar, simply email [Intellenet@intellenet.org](mailto:Intellenet@intellenet.org) for collaboration assistance.

Each presenter on the list is an independent consultant with whom you should contact and negotiate the specifics of his/her unique presentation. With that being said, the education and training programs are the exclusive property of the author and may not be copied in any format without the prior written authorization of the author.

If a preferred subject matter does not appear in the list, please contact Intellenet for the development of a presentation to meet your needs.

While Intellenet makes the list of these highly trained professionals available to you, each presenter listed is an independent consultant to negotiate the specifics of all presentation opportunities.



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# SPEAKER BUREAU

OCTOBER 2022

SPEAKER BUREAU

FEATURED SPEAKER

Eric Douglas DeVan

[Eric@devanassociates.com](mailto:Eric@devanassociates.com)



Eric Douglas De Van has been a member of Intellenet since 1996. He has been a presenter and assisted with several of the Intellenet Conferences. Mr. De Van's passion for learning and providing instruction gave birth to S. P. I. C. E. (School for Private Investigator Continuing Education). S. P. I. C. E. not only uses Intellenet members as presenters, speaks, and subject matter experts, but Eric De Van's instruction includes Report Writing, PI Administration, Locating Witnesses, Accident Investigation, and Ethics. Mr. De Van provides half, whole, and two day, virtual and in-person conferences. These conferences are approved for continuing education credits in Minnesota, Tennessee, North Carolina, and South Carolina. Mr. Eric's wit, energy, and presentation style is well-reviewed by attendees.

The flagship company, De Van & Associates, specializes in executive level background checks, criminal defense, liability and casualty claims, accident investigation, location witnesses and surveillance. The company's mantra is, "We measure success by the clients we keep." This creed has set a standard for client relations and satisfaction.

De Van & Associates' sister company is Drone Pilot Carolina. DPC focuses on drone images and videos for reconnaissance, criminal investigations, accident investigation, search and rescue. Mr. De Van is an FAA licensed drone pilot and offers FAA Knowledge Exam test prep courses to help participants pass the aviation exam

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# SPEAKER BUREAU

OCTOBER 2022  
SPEAKER BUREAU  
FEATURED SPEAKER  
**Eric Douglas DeVan**  
[Eric@devanassociates.com](mailto:Eric@devanassociates.com)

 CONTINUED

required for legal and safe flight operations.

Eric De Van has started preliminary research in targeting policing using drone technology as a tool for crime prevention and enforcement.

Eric De Van has a bachelor's degree in Criminal Justice from West Chester University and a master's degree in Criminal Justice from Anderson University. Mr. De Van is published in PI Magazine as well as other newsletters in topics from Executive Protection to The Use of Drone for investigations. Eric De Van serves on the Board of Intellenet, the Intellenet Protective Services Board, and is the Speaker Bureau Chairman.

If you are interested in becoming a member of the INTELLENET Speakers Bureau or if you are aware of an event or agency that is looking for a speaker, check out the INTELLENET Speakers Bureau Page on the INTELLENET Website and contact Eric De Van at [eric@devanassociates.com](mailto:eric@devanassociates.com)



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# ARTICLE THE POLICY ETHICS By: Kitty Hailey

It has been my honor to be able to discuss and instruct on Ethics for Investigators over the last 20 years. I did not discover or invent ethics. They have long been a part of our lexicon; discussed and debated by scholars over time. I did codify them for the purpose of verbalizing for our profession those tenets of decency and fairness that would best epitomize the work of a good investigator. Putting words and context to the values upon which we agree has been a pleasurable burden for me. It has provided me with the opportunity to examine my own standards and compare them to the norm. I have had to take a long and hard look at my own values and apply them in a manner that was not prejudicial or biased toward others. Writing the first Code of Professional Conduct twenty years ago made me a better investigator. It heightened my own sensitivity and opened my eyes to the vast differences in culture and practice that make up our community.

I needed to recognize the role of business practices in investigation. It became incumbent upon me to search diligently for agreed upon principles that guided our profession. In short, I had to investigate my own ideals and motives in order to present a fair and unbiased codification of rules that could and should apply across the board to all investigators. I needed to find people within our community to fact check me and my opinions. Some of them have passed on since that first writing but their guidance was invaluable. (Thank you Burt Falbaum and Buddy Bombet for your wisdom).

I came away with an understanding, a definition of ethics as applied to our profession. It is simply those actions which we, as a group, agree upon that allow us to perform our work with fairness to all, respect for all and honesty applied to all. To all investigators. To all members of the public. To all witnesses and clients with whom we interact.



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# THE POLICY

## ETHICS By: Kitty Hailey

### CONTINUED

In my 50 years as a practicing professional investigator, I have witnessed unthinkable acts of criminality, incivility, larceny, violation of privacy and false testimony all on the part of practicing investigators. When I began in this field the term “gumshoe” was synonymous with “Investigator who sneaks around, peers in windows and hangs outside sleazy bars to obtain evidence against someone.” To describe the private investigative world as the wild west would be doing a disservice to Billy the Kid. It was far worse. At least Mr. Kid identified as an outlaw. Most investigators did their dirty work under the guise of “work.”

As professional law enforcement, military, intelligence agents and experienced leaders of our “protective” services transitioned from their former careers to become private investigators in a second (or third) life, they influenced additional changes that reinforced my own values. My generation, those that preceded and followed me, can take credit for creating a professional private investigator. This PPI has outlived and outshined the gumshoe of yore. We (you and I) have taken our world out of the gutter and placed it among the most respected fields of endeavor. At one time there were laws on the books in the United States that equated “Private Investigator” with “Prostitute” and declared their words were simultaneously invalid and not to be believed.

We have changed that! You and I. Together we perform excellent work, serve our communities and protect our citizenry. While viewed by many who glamourize our work based upon their own stunted view from the CSI effect, we know who we really are. Our popularity grows as honest podcasts, real literature, professional books and instructional materials espouse our worth. Most of us will never have the luxury of a team of make-up artists and special lighting to make us “appear” to be superstars. But we know in our hearts that the work we do has saved lives, redirected the course of history and enabled average citizens to make informed decisions based upon facts, observations and information.

With this introductory article for THE POLICY I wish to take a moment to thank all my Intellenet family around the world for upholding the best standards, abiding by the most ethical principals and proving that my book is merely a mirror of what we do at the highest levels of practice.

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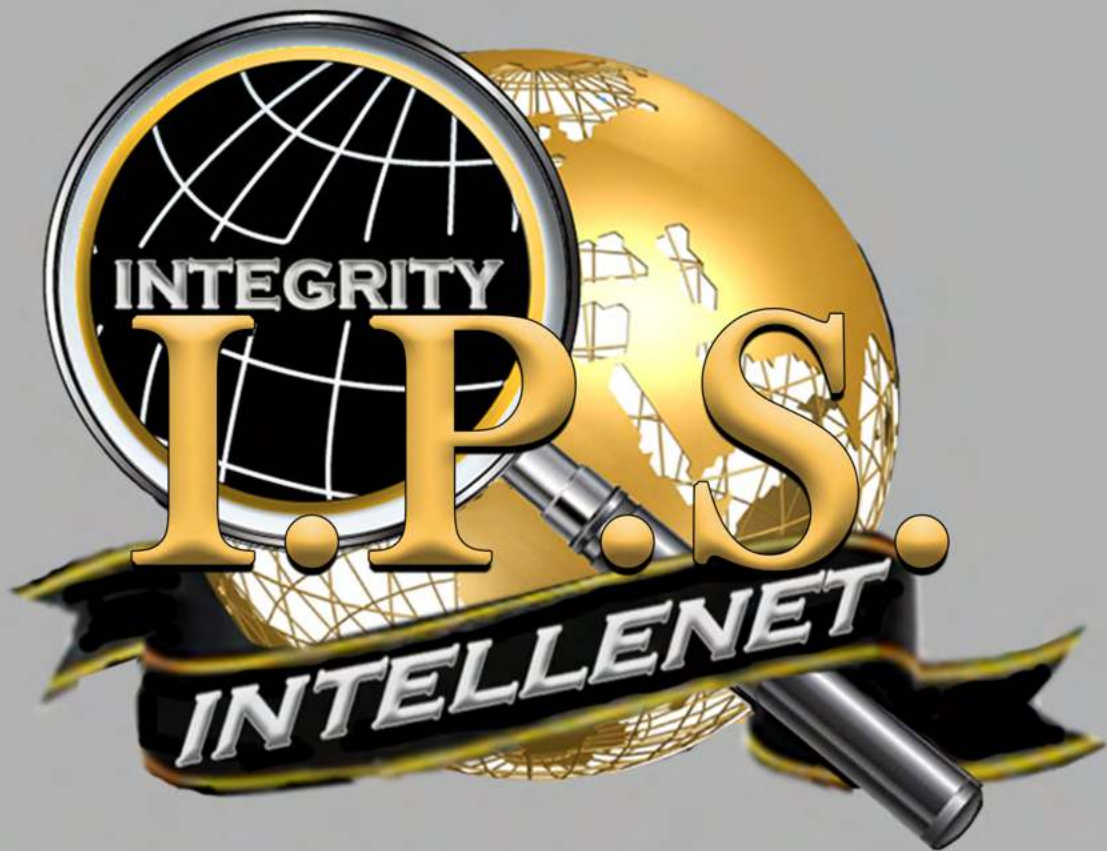
# ABOUT the AUTHOR Kitty Hailey

Kitty Hailey, CLI is an investigator of long standing. Although her area of concentration is criminal defense, civil rights and wrongful convictions she has become known in the profession as The Ethicist. Twenty years ago Kitty authored the seminal book on ethics for Investigators. The Code of Professional Conduct: Standards and Ethics for the Investigative Profession is now in its 4th revision and will be available by the first of the year in digital format. Kitty can be reached for questions, guidance or comment via her website: [www.kittyhailey.com](http://www.kittyhailey.com) or by calling her at 215-574-8127. She is the recipient of numerous awards for writing for investigators and gladly holds the Buddy Bombet Lifetime Achievement Award as one of her most cherished possessions.



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**Executive Protection - Armed or Unarmed Assignments**  
**By: Nathan Goode IPS Committee Member**  
**CEO - NGI Investigations Inc.**  
**[nginvestigations.com](http://nginvestigations.com)**

Let us address the question we hear a lot in this industry. Do I work armed or unarmed Close Protection assignments?

First, we can cover some misconceptions that are perpetuated in the industry. Bodyguards should always be armed; I am licensed to carry with my CCW permit; the firearm can deter an attacker; and I can travel with my client and they can solve issues when they arise.

Traveling with firearms within the United States and especially, internationally can be a legal and logistics nightmare. For example, what if your client needs you in a state in which you are properly licensed to act and carry and then their needs and schedule require them to go to another state or even, internationally? Now you are not with your firearm and the question of how and where and is it legal should arise in your mind.



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So many in this industry believe they must be armed or it makes them better able to protect their Client if they are armed. The fact is, going to the firearm has such a small chance of adequately protecting your client. The legal and logistical planning involved, many times far outweigh the benefits of being armed. We hear all the time, “I did PSD in the Middle East.”

Those are very unique and much different circumstances. What if you are somewhere domestically or internationally and actually have to use your firearm? There will be a lot of explaining, paperwork and exposure to you, your incident and of course, for your client.

To mitigate much of the needs for being armed, we conduct proper Due Diligence and Vulnerability Assessments on all of our clients, up front. Then, if selected we will work with them, we require a mandatory Advance to be conducted on all travel locations and venues they need to be in. Yes, this may not always be the norm but we set these expectations up front. Finally, the detail with a minimum of 2 people will have our resources to handle the protective intelligence side alongside the team in the field. This is the scheduled interval of monitoring events, locations and areas in which the client and team are actively present.

If the assignment requires an armed agent and it is outside your primary jurisdiction, the best course of action is to engage a local vetted agent to assist with the detail.

Rick Carpenter, Chairman of the IPS Committee can be reached at:


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# ARTICLE



## Why You Should Document EVERYTHING

### By: William F. Blake

The following was reported in LPM Loss Prevention Magazine and should be a warning to all business owners: Tragedy hit one of the nation's largest pharmacy chain stores in June when a 28-year-old employee stacked bins in front of a breakroom security camera before allegedly killing a 17-year-old coworker, leaving blood everywhere according to the store manager's 911 call after discovering her body.

Compounding the blow to the retailer, from both a prevention and liability perspective, were statements in news reports by the local police that the victim had previously complained to management about her coworker's unwanted advances and expressed her desire to work different schedules. Another store manager told police that the alleged killer "appeared to be acting jealous" a few months prior to the murder when the victim's boyfriend visited her at work, according to local news reports.[1]

The above is an expert witness' dream if engaged by the plaintiff's attorney. There are additional potential billable hours, such as a separate private investigator to assist in developing information for the plaintiff's attorney, reviewing policies and procedure of the company concerning required conduct in the workplace, and developing a physical security program.

[1][1] Seivold, Garret, Brutal Breakroom Killing Underscores Need to Document Concerning Behaviors, LPM Loss Prevention Magazine, August 2022.



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# Why You Should Document

## EVERYTHING

By: William F. Blake  CONTINUED

Some companies still fail to train their personnel on appropriate record keeping. When a lawsuit happens, these deficiencies come to light—and what might otherwise be readily provable with appropriate record keeping becomes much more difficult to prove.[1]

If your company provides security advice, you should identify in detail what advice was provided to the client, including the location and specification of cameras and related security devices. If the client declines an enhanced option because of the cost, the security consultant will be able to show, among other defenses, that they offered a more secure and reliable option to the customer that was declined. Generic descriptions such as “door” are not adequate and should be reasonably descriptive as “front door,” “foyer door,” etc.

Similarly, a security company should adopt practices and procedures to memorialize what is offered to customers and what they declined to purchase. In many cases, a customer will claim that they would have purchased anything and everything to secure their business as if cost was no impediment.

### **Examples of actions that should be documented**

#### **Intimidation**

- An employee reports to a supervisor, “A coworker has been intimidating me with ‘in your face’ behavior. He stood over my desk in a manner I find menacing; he has crowded me out in an elevator; and he makes gestures at me that scare me.”
- An employee reports to her supervisor that a coworker has been picking on her for several weeks and she is afraid something serious will happen. She says the coworker has been making statements such as, “You took credit for my work and you’re spreading rumors that I’m no good. If you ever get credit for my work again, it will be the last time you take credit for anybody’s work. I’ll make sure of that.”





# Why You Should Document

## EVERYTHING

By: William F. Blake

CONTINUED

### Veiled Threats

● A supervisor calls the Human Resources office to say, “One of my employees said this morning that he knows where my kids go to school. I know that doesn’t sound like much, but if you saw the look in his eyes and heard the anger in his voice, you’d know why I need your help in figuring out what to do.”

### Frightening Behavior

● A supervisor reports that one of his employees is making other employees in his office uncomfortable, although he has not engaged in any actionable misconduct. The employee was recently divorced and has gone through a rough time the past two years. He has made it clear he is having financial problems that are causing him stress. He is irritable and aggressive in his speech much of the time.

● Several employees report to their supervisor an unusual situation involving a visiting worker from another store location. Throughout the day, she remarked that “the government” was tracking her, monitoring her thoughts, and tampered with her computer to feed her evil thoughts.

### Disruptive Behavior

● An employee reports to his supervisor that some of his coworkers are behaving in a way that is disruptive to him. He also thinks it could lead to further problems in the store. He says his coworkers “tease” each other. They say things to put each other down, hit and push each other for “fun,” and participate in a variety other “playful” activities. It doesn’t appear as though all of his involved coworkers find the “horseplay” funny.

The above examples are just a few of the possible indicators of potential problems in the workplace. Having documentation of such events can help prevent a tragedy giving those who are responsible for workplace safety and security, justification for the implementation and utilization of safety and security measures.

Failure to have such documentation may result in costly litigation.

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# ABOUT the AUTHOR William F. Blake

Mr. Blake, a native of Vermont, is a graduate of Michigan State University, East Lansing, Michigan, with a Bachelor of Science degree in Police Administration and a Master of Science degree in Foundations of Education from Troy State University, Troy, Alabama.

He is a retired Chief Warrant Officer of the U.S. Army where he served as a Military Intelligence Special Agent and a Criminal Investigation Division Special Agent in supervisory and management positions.

While a member of the U.S. Army, he was responsible for designing and implementing a revised and expanded curriculum for the criminal investigation course attended by members of the Department of Defense. As a military instructor for seven years, he was responsible for instruction in investigative, administrative and management subjects to investigators, managers, and senior military officers.

Following retirement from the U.S. Army, Mr. Blake was employed as a security officer with a hospital and as a Security Manager and Investigator for a major bank. responsible for physical security, guard force operations, and investigations. He served as a Regional Security Manager with responsibility for 35 locations.

Mr. Blake has more than 60 years' experience in civil and criminal investigations, bank security, executive protection, loss prevention, disaster recovery planning, counterintelligence operations, security risk analysis, and security training.

Mr. Blake is a member of Intellenet ([www.intellenet.org](http://www.intellenet.org)) and has been a presenter of security management and private investigation courses at numerous local, national, and international conferences and seminars.

Mr. Blake is a Certified Protection Professional (CPP) and a Certified Fraud Examiner (CFE).

He is the author and editor of several books and countless articles.

He can be reached at: [www.blakeassociates.org](http://www.blakeassociates.org)





# YOUR INTELLENET BOARD

When Colonel Jim Carino designed INTELLENET, it was built with a vetting requirement allowing only the finest investigators in the industry. The ones who already stood the test of time. The process to become a member alone allows for recognition, notoriety, and provides bragging rights.

Within the organization still there are men and women who continue to rise even higher. They are driven by many things, but what is common is their desire for the organization to succeed.

The YOUR INTELLENET BOARD column will attempt to shed light on the women and men who make up the board of directors. This does not include the Executive Director, Vice President, Secretary, and Treasurer, as based on their organizational exposure, information on these officers is readily available.

I believe you will be pleasantly surprised at the incredible talents YOUR INTELLENET BOARD holds. The entire board is worthy of each of our admiration and thanks for taking time to go above and beyond and spend much personal time, effort, and even money to better this organization.

THANK YOU, TO EACH OF OUR DIRECTORS,  
FOR YOUR COMMITMENT TO A GREATER GOOD.



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# YOUR INTELLENET BOARD Member at Large Kelly E. Riddle

Mr. Riddle is the President of Kelmar Global Investigations and has more than 42 years of investigative experience. He earned a Bachelor of Science degree in Criminal Justice from the University of North Alabama. He was chosen as the “PI of the Year” by the National Association of Investigative Specialists and the PI Magazine named Mr. Riddle as the “#1 PI in the United States”. He has been designated an expert in surveillance, insurance investigations, nursing home abuse and computer investigations. He was chosen as “One of the Top 25 PI’s of the 20th Century.”

Kelly obtained his Texas Certified Investigator designation (less than 50 in TX.) Mr. Riddle is also the past President (2010-2012) for TALI - the Texas Association of Licensed Investigators; Board of Directors (2007-2010) for TALI as well as being on the Board of Directors for the Freedom of Information Foundation of Texas. Kelly is on the Advisory Board for FAPI - the Florida Association of Private Investigators and is on the Public Relations committee for the Council of International Investigators. Kelly is also on the Board of Directors for the Intellenet Board Accredited Investigator certification and the Membership Chair for the San Antonio Chapter of ASIS. He is a Founding Board Member and Board Advisor for the non-profit organization “Can You Identify Me.” Mr. Riddle is on the Board of Directors for the National Council of Investigation and Security Services and the National Association for Missing and Exploited Children. He is also Region 4 Director for National Association of Legal Investigators (NALI). Kelly was the recipient of the 2013 Investigator of the Year award, the highest recognition presented by the Texas Association of Licensed Investigators. Kelly was named one of America’s Top PIs of 2022 by PI Magazine.



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Mr. Riddle is the author of 14 books and has published more than 40 articles. Kelly has been the guest speaker at more than 850 events and has been featured in newspapers, magazines and on national TV, radio and podcast programs. Kelly was also presented the NALI Editor-Publisher Award in 2004.

Prior law enforcement experience includes being a member of the SWAT team, a Training Officer, Emergency Medical Technician, Evidence Technician, Arson Investigator, Juvenile Specialist and Traffic Investigator.

Mr. Riddle is the Founder and President of the PI Institute of Education, as well as the Association of Christian Investigators with more than 1500 members in the U.S. and 19 countries. Kelly is the Founder of the Coalition of Association Leaders comprised of past and present board members from state, national and international associations.

Mr. Riddle is a member of TALI,NAIS,INTELLENET,NALI,FAPI,CALI,ASIS,NCISS,USAPI,ACI,PICA,WIN,CII,NLLI,CTIP, CLEAR,IOPIA,TIDA,ASSIST,ISPLA

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# ARTICLE



## VPN Myths and Realities By: Christopher Salgado

VPNs are all the craze for... anyone, especially for cyber investigators. Among this fantastic and modern craze, the number of VPN providers seems to be rising. So, how do you know which VPN is the best for your needs? Are you good-to-go with your current VPN? Are free versions just as reliable as the paid versions? Do you even really need a VPN? What truly is a VPN? Is there a risk in not using one? Let's examine each of these concerns.

While many of you know what a VPN is, I'd like to overview it to ensure that we're all starting on the same step.

A VPN is a Virtual Private Network. A VPN is a tool that basically allows you to navigate the internet using a private connection. This process masks your identity and encrypts your data, making it difficult for third parties to track you and your activity. It also helps to prevent your data from being syphoned by prying eyes. While you can deploy a VPN on your private network to segment your normal internet usage from your more covert activities, a VPN is especially helpful when utilizing a public network, should you find yourself doing this for some reason. (You really shouldn't ever use a public network, BTW!)

A good visual of the VPN process is the overstated tunnel example. Envision yourself accessing a website covertly through the metaphor of a tunnel. The tunnel is the VPN privacy effect; the origin of the tunnel is the VPN's IP address (your spoofed IP address (more on this later)); the tunnel's end is your intended website. If all goes well, your tunnel should effectively allow you to travel from your VPN location to a website and back without being spotted.

Now that we've laid the groundwork on VPNs, do you truly need one? Given that many PI operations aren't seated behind a fortified cyberwall of safety akin to a corporate client's, it's critical that all effective, relevant and reasonable security tools and methods are adopted to safeguard both our own assets as well as those of our clients'. Why is this?



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# VPN Myths and Realities

## By: Christopher Salgado

### CONTINUED

In January of 2022, Forbes reported that 43% of cyberattacks targeted small businesses. These small businesses span the gamut of industries. Even more concerning is the statistic that only 14% of such small businesses are adequately structured to defend themselves from these attacks, per the same Forbes article.

<https://www.forbes.com/sites/chuckbrooks/2022/01/21/cybersecurity-in-2022--a-fresh-look-at-some-very-alarming-stats/?sh=60b5afe06b61>

We must remember our professional obligation to secure the property and information of our clients. In short, it's not only us and our property or data that's on the line but also that of our clients.

Even dismissing the eye-opening stats above, consider this more personal example. Your client is a Fortune 1000 company. A cyber attacker ropes you in on a phishing scam. Your activity is now being monitored to ascertain what you do and who you do business with. The attacker's reconnaissance mission successfully identifies your status as a service provider for that Fortune 1000 company. Armed with this information, the attacker springboards from you to your client who is a company with deep pockets. Alas, you have become the injection point for an upcoming cyberattack on your client.

As the above example showcases, even if you're not interested in heightening your level of security – for whatever reason – there is a real threat that you may open a door exposing your client. Many investigators who work insurance cases likely already understand this. A cyber attacker may not possess an immediate interest in you but they sure may likely be interested in your larger clients. These days, cyber attackers are investing significant amounts of time conducting reconnaissance to understand their upcoming targets. Their intent is to gain as much advantageous information on targets as possible to enhance the odds of their success and heighten the amount of their ROI. Without the necessary OPSEC to thwart such attacks, we play right into their hands and smoothen out the wrinkles in the pathway to their success. As such, it is imperative that PIs adopt the onus to be vigilant in deterring bad actors from engaging them directly or their clients via any security blind spots.

Getting back to your consideration of a good VPN, let's review what VPNs are not. There seems to be plenty of myths about the security that a VPN offers. Let's demystify some of that confusion.

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# VPN Myths and Realities

## By: Christopher Salgado

### CONTINUED

Getting back to your consideration of a good VPN, let's review what VPNs are not. There seems to be plenty of myths about the security that a VPN offers. Let's demystify some of that confusion.

A VPN is not an internet connection. Additionally, while VPNs are not primarily anti-virus software, some offer anti-virus elements as a bundled service. Be careful with those, however. Some have been deemed ineffective, exposing you to online threats, including malware and ransomware. The primary function of a VPN is to disguise your internet travel from your location to the intended website. It does not traditionally include anti-malware.

Lastly, a traditional VPN does not erase your digital footprint. You can still be tracked by third parties and hackers. However, the inevitable dossier on your online activity will not be applied to you, personally, but to your VPN profile. This still allows you to be masked and your true privacy remains intact. The idea that a VPN deletes your online activity or makes you untrackable is probably the biggest myth that I've heard thus far. As you can imagine, it may be the most dangerous.

We've discussed what a VPN is and what it isn't. before we review the dangers from the obvious consideration: free versus paid VPNs, let's quickly highlight the difference between incognito mode, private browsing or secret mode and VPNs.

Incognito mode et al., per the above, ensures that no website cookies are stored on your used device. They do not mask your IP address and can allow your online activity to be viewed by others. Incognito mode and other similar modes do not offer the same protection as a VPN. A VPN encrypts your data and disguises your identity during your internet usage.

Regarding free VPNs and paid VPNs, simply put, you get what you pay for. Some free VPN services have been confirmed to be faulty, not deliver what they offer and even be dangerous to you! According to a Commonwealth Scientific and Industrial Research Organisation (CSIRO) study, a good percentage of free VPNs intentionally do not encrypt your traffic even though they claim to.

(<https://research.csiro.au/isp/wpcontent/uploads/sites/106/2016/08/paper-1.pdf>)



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# VPN Myths and Realities

## By: Christopher Salgado

### CONTINUED

Other studies found that a large percentage of free VPNs possessed significant security issues that can lead to exposing your data. Imagine that... You're engaged in an investigation under the belief that your VPN is protecting you but, in fact, it is not. Depending on the skillset and deviousness of your subject, this technical misstep can have dire consequences to you and/or your client.

Additionally, some free VPNs have been caught maintaining logs on their customers and selling their information, which is counterintuitive to a VPN, considering that VPNs are tasked with disguising you and your information versus collecting it for the highest bidder.

While I cannot directly answer which VPN is best for you since needs may vary, I can highlight effective capabilities that your VPN should possess. Hopefully, this can assist you in adopting one of the better VPNs on the market. Of course, all of the information embedded in this article is simply my opinion. To each his - or her - own.

A note regarding my below thoughts on VPNs. I'm focusing on paid VPNs versus free ones due to the aforementioned concerns with some free VPNs.

First and foremost, good VPNs must have a killswitch! A killswitch is a technical shut-off component, should your VPN go down. This also includes if your internet is spotty and bumps you from your VPN. If your VPN has a killswitch, your internet will be switched off if either of these situations occur. Your connection then remains blocked to your device until encryption is restored or you disable the killswitch. Devoid of this feature, should either situation surface, your VPN will fail and your real IP address and online activity will become exposed. Not only will your immediate internet activity be exposed but your entire online history during your current session can be exposed. As you can see, this is very troubling and can become very problematic. Also, when assessing the VPN, ensure that the killswitch is actually used. Some VPNs have been caught offering a killswitch only to not actually follow through with this. The best option is to review the intended VPN and even test the killswitch when using it.

Another good offering by a reliable VPN is to have options of where you want your IP location to originate from. Some VPNs have more options than others.



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# VPN Myths and Realities

## By: Christopher Salgado

### CONTINUED

For instance, if you're looking to obtain information on a Brazilian-based subject, you may want to choose a Brazilian-based location for your VPN. Such a strategy can allow you to search region-restricted information. It's also a good practice to vary up the region of your VPN's IP address, depending on your investigation. This can ward off bad actors from identifying your multiple visits to their site.

Obtaining a VPN with a zero-log policy is also beneficial. In short, a zero-log policy means that your VPN doesn't store data about your online activity. Of course, some VPNs have been found logging your information when they claim to offer a zero-log policy. To this, I say "caveat emptor". Be diligent in your selection process and research the intended VPN before your purchase it. To wrap this up, when shopping for a reliable VPN that will actually do what it's meant to do, which is safeguard your identity and data, ensure that your selected VPN offers (1) a zero-log policy, (2) encryption and (3) a killswitch. A greater option would be one that offers the above plus both computer and mobile phone options. (EX: One that is compatible with Windows/macOS and Android/iOS.)

I'll conclude by saying that regardless of the effectiveness of your chosen VPN, it is critical that you ensure proper use of the VPN. Don't log into personal profiles when using a VPN, don't download concerning attachments and don't click on suspicious links. Make sure to research a VPN before you purchase it. Lastly, if you make it a habit to act as if you're always being watched when online – even while using a VPN – you may avoid errors, including one that can place yourself into the crosshairs of your skilled subject.







# ABOUT the AUTHOR Christopher Salgado

Christopher Salgado is a former investigator at Facebook and is CEO of All Points Investigations, LLC, a global cyber and physical investigative firm serving Fortune-listed corporations, including a Fortune 20 corporation; law firms and other entities through various investigations. He is an expert social engineer and has been a trusted security and investigations leader for 20 years in corporate risk, brand protection, supply chain, surveillance and SIU investigations. He is also a member of the London Speaker Bureau. Christopher has presented on cyber and physical investigations to various companies, law firms and law enforcement, including the FBI, Homeland Security Investigations, ICE, Customs and Border Patrol and the DEA as well as members of Interpol, Europol and the European Commission. Christopher was a keynote speaker at CrimeCon 2022 where he spoke on romance scams.

He is Founder of AGGOSO™ Training, a comprehensive OSINT training program for investigators, corporations, law firms, journalists and those desiring to upskill their OSINT/cyber investigative skillset.

Any questions or comments? Contact him at  
[csalgado@allpointsinv.com](mailto:csalgado@allpointsinv.com).



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# NEW MEMBERS



Intellenet - New Members since July 14, 2022. Publication in alphabetical order by last name:

Thomas Combs - Victor, ID  
Edward Culver - Pittsfield, MA  
Jason Cohen New York, NY  
Anthony Dominicis - Maryville, TN  
Gerard Easley - Savannah, GA  
Darrin Giglio - Mineola (NYC), NY  
Keith Hollen - Charlotte, NC  
Robert McCarter - Knoxville, TN  
Christina Siess - Lexington, NY  
Bradley Smith - Dallas, TX  
Richard Williams - Enfield, CT

WELCOME BACK TO: Carrie Kerskie - Naples, FL

Carrie was reinstated in Aug-2022 after taking time off since 2017 to focus on other business opportunities. Carrie specializes in Identity Theft and is soon to write an article for the Newsletter. (She just does not know it yet!)

Nothing feels better than knowing an individual trusts you with their membership not once, but twice! To all of the members who TRUST INTELNET, thank you. To all of the members who took time off for other reasons and decided to return and TRUST INTELNET again, a DOUBLE THANK YOU.

Your FAITH and TRUST in INTELNET is greatly appreciated.



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# SAVE THE DATE



INTELLENET



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## 2023 INTELLNET CONFERENCE & INTELLENET 40TH ANNIVERSARY!!!

MARCH 27 - 30 ROSEN CENTER -  
ORLANDO, FLORIDA

[HTTPS://INTELLENET.ORG/ANNUAL-  
CONFERENCE/](https://intellenet.org/annual-conference/) BOOKING INFORMATION!!!

Join us as we gather for our annual conference and help us celebrate this incredible 40th anniversary milestone. While we understand circumstances around the globe vary, the conference team is hard at work planning yet another amazing event!

The Rosen Centre in Orlando, Florida is a wonderful venue and there is much to do in this area. Stay tuned for more details.

We have a terrific group of speakers & topics lined-up and we look forward to seeing all of you in person where we can learn together, network, enjoy seeing old friends, make new friends and have a fun time celebrating our 40th year!

Plan to arrive Sunday March 26 as conference check-in begins at 0800 Monday.



INTELLENET



# 2024 TOUR GUIDE

## AN INTERVIEW WITH PETER GALLO

Editor Frank DeAndrea speaks to Peter Gallo, a British expat in New York, on what things to do in Europe after the 2024 Conference in Dublin, Ireland.

**FD- What do you think we can do in Ireland, in addition to attending the conference in 2024?**

**PG** - The short and simple answer to that is “just about anything you want.” It strikes me as a waste to fly 7 hours across the Atlantic and not to take the opportunity to see more of Ireland, the UK or indeed anywhere in the rest of Europe that appeals to you. There is a lot to see in Ireland - not just the Guinness Brewery. It is a beautiful country with some charming little country villages; think of John Wayne and Maureen O'Hara in “The Quiet Man” (without the big punch-up) and I am sure many Intellenet members will have Irish ancestry and have a special connection with the country, but it is conveniently located on the left-hand edge of Europe, so it is a short hop from there to any number of other places.

**FD - Where else can we go?**

**PG** - If you'd like to see a bit of Scotland, you can fly to Glasgow or Edinburgh – both being about an hour and a bit in the air - from there you could hire a car and drive up to Loch Ness, see the monster, look at the pretty highland scenery, play golf in St Andrews if you like. Edinburgh has a Castle, a royal palace and a whole lot of history, so there is much more for visitors – but it is a shorter drive from Glasgow up to Loch Lomond or the Trossachs if you are interested in the scenery – and it is closer if you care to start with visiting a whisky distillery:

<https://www.glengoyne.com/visit-us>

It really depends on what you are interested in.

The UK is chock full of castles, country houses and cathedrals if you like to visit historical buildings. Take a look at the National Trust website:

[www.nationaltrust.org.uk](http://www.nationaltrust.org.uk) (or the National Trust for Scotland: [www.nts.org.uk](http://www.nts.org.uk)).



# AN INTERVIEW WITH PETER GALLO

## CONTINUED

**FD - Do you recommend one castle in particular?**

**PG** - Not really, Edinburgh Castle is well worth a visit, you can see the Scottish crown jewels there, but Stirling Castle is impressive too.

In England, I could be persuaded to do a detour to see Highclere Castle – which is not really a “castle”, but most people will be very familiar with it if they watched 'Downton Abbey' because that was the house it was set in.

(<https://www.highclerecastle.co.uk/>)

Some people might like to visit Winston Churchills house;

[www.nationaltrust.org.uk/chartwell](http://www.nationaltrust.org.uk/chartwell)

**FD - Could we visit Buckingham Palace?**

**PG** - Yes and no.

It is the official residence of the King, and he works from home, so he will not want a bunch of INTELLENET members traipsing around his house when he is trying to get stuff done, so it is only open to visitors when the Royal Family is away in Balmoral for the summer, so it will not be open to the public in March or April.

You can however visit Windsor Castle: [www.windsor.gov.uk](http://www.windsor.gov.uk) and a lot of others, like Kensington Palace (where Princess lived) [www.hrp.org.uk/kensington-palace](http://www.hrp.org.uk/kensington-palace) and the Tower of London [www.hrp.org.uk/tower-of-london/](http://www.hrp.org.uk/tower-of-london/)

**FD - What else do you recommend seeing in London?**

**PG** - What do you want? I thought we should do a walking tour round the crime scenes of the infamous Jack the Ripper murders: [www.jack-the-ripper-tour.com/](http://www.jack-the-ripper-tour.com/).

After that, we can repair to the Prospect of Whitby

([https://en.wikipedia.org/wiki/Prospect\\_of\\_Whitby](https://en.wikipedia.org/wiki/Prospect_of_Whitby)) for a pint. That pub was opened a hundred years before the pilgrims arrived at Plymouth Rock. I worked in London for a short time (in 1990) and lived nearby so I went many times, but my “local” was another pub, not far away; the Town of Ramsgate

([https://en.wikipedia.org/wiki/Town\\_of\\_Ramsgate](https://en.wikipedia.org/wiki/Town_of_Ramsgate)) which is much more modern. Benjamin Franklin was already somebody's grandfather when it opened in the 1750s. I have not been back there in over 30 years but it will not have changed much.





# AN INTERVIEW WITH PETER GALLO

## CONTINUED

For me, the “Holy Trinity” of places to see in London are:

- (1) the Imperial War Museum, [www.iwm.org.uk/visits/iwm-london](http://www.iwm.org.uk/visits/iwm-london)
- (2) Churchill's War Rooms [www.iwm.org.uk/visits/churchill-war-rooms](http://www.iwm.org.uk/visits/churchill-war-rooms), and
- (3) HMS Belfast [www.iwm.org.uk/visits/hms-belfast](http://www.iwm.org.uk/visits/hms-belfast)

but I very much want to visit Bletchley Park, just north of London, to see how we cheated during the war by reading the German's mail. <https://bletchleypark.org.uk/>  
Another place on my own 'Bucket List' is the museum explaining the work of the Western Approaches Tactical Unit, where young ladies (late teens/early 20s) figured out how to defeat the German U-boats in WW2:

<https://www.liverpoolmuseums.org.uk/derby-house-western-approaches-command-centre>. That is in Liverpool, which you can reach by the overnight ferry from Dublin, and where of course, where the Beatles came from.

That may interest some of the more “musically mature” members who might like to visit the Beatles museum: <https://liverpoolbeatlesmuseum.com/>

**FD - So you think its worth staying on a few days after the conference?**

**PG -** Absolutely. Stay a week, or two if you can. I can suggest a million and one things to do or places to go in Europe – but asking me for suggestions of things to do over there is a ridiculously open question. It is a lot easier to tell me what you would LIKE to do or see and I can try to answer a specific question.... like what would you need to do if you wanted to run with the bulls in Pamplona.

The answer to that is simple; JUST TRAIN TO RUN FASTER THAN THE BULL..... but that festival is not until July. It is, however, FREE to enter if you are interested, and Spain is a short flight from Dublin.

You can go on a river cruise down the Rhine, visit a French vinyard, ride a steam train in the Scottish Highlands [www.westcoastrailways.co.uk](http://www.westcoastrailways.co.uk) sit in the Public Gallery in the Houses of Parliament, visit the Eiffel Tower in Paris or the Louvre Museum. You can play golf in St. Andrews. You can go to see Stonehenge, or ride a gondola in Venice.

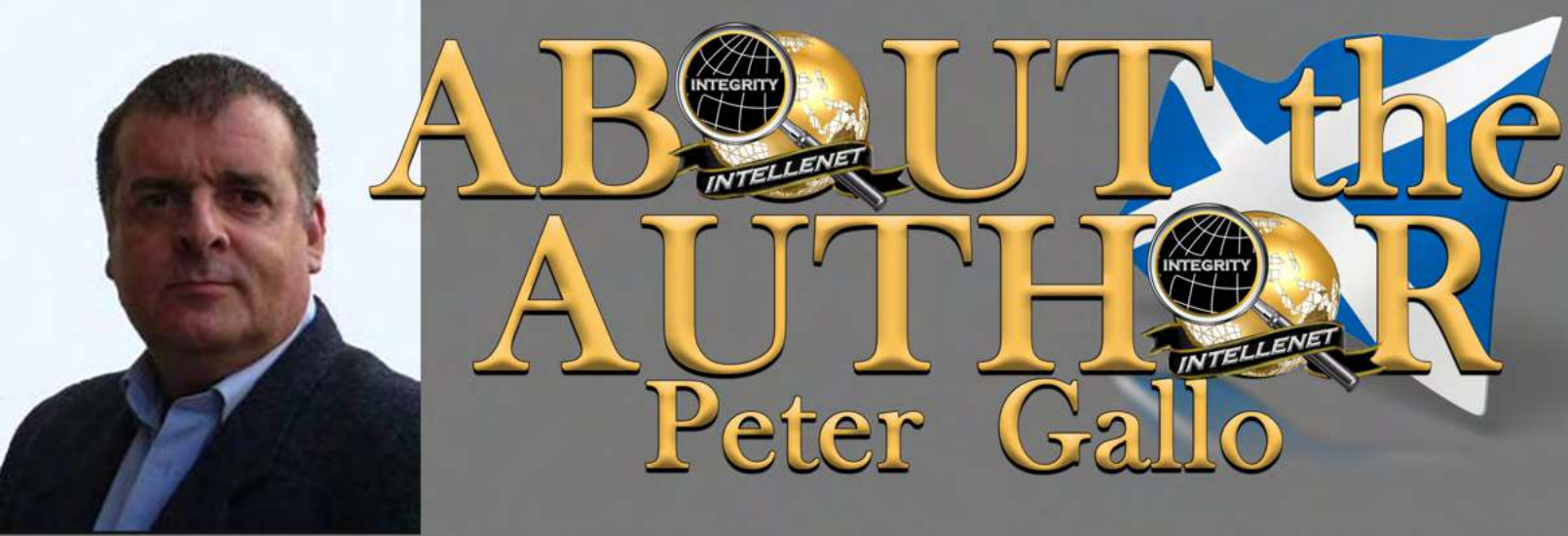
You could fly to Rome, it is less than 3 hours if you want to go to the Vatican.

**What are people interested in? WE'D LIKE TO KNOW!**

**FD-** Thinking of attending the 2024 Conference? If so and you have suggestions for excursions we can put together, Please contact Peter at [peteragallo@protonmail.com](mailto:peteragallo@protonmail.com)  
He is the unofficial travel guide for all things UK. Thank You Peter!







Peter Gallo is a qualified lawyer admitted to practice in Scotland, Hong Kong and New York. He has an MBA and an LLM in International Criminal Law.

He spent 19 years as an investigator based in Hong Kong, working on investigations in some of the most corrupt countries in Asia and was a leading authority on the identification and detection of money laundering.

In 2011, he was recruited by the United Nations, as an investigator in the Office of Internal Oversight Services, Investigations Division in New York; the office that is supposed to investigate corruption, fraud and other criminality in the Organization. After his insights and personal experiences there, he became an outspoken critic of the UN, particularly about the manner in which corruption is covered up.

He was one of the founders of the group 'Hear their Cries' which was established specifically to fight the United Nations abuse of 'privileges and immunities' to protect UN staff members accused of child sex offences.

He has been quoted extensively in the international media and appeared on television in a number of countries worldwide. His recent book, 'Neither Protection nor New' is a critical analysis of the U.N.'s policies on Sexual Exploitation and Abuse.

Peter is an INTELLINET member, and a BAI. He lives in Westchester County, New York.

Peter can be reached at: [\\_peteragallo@protonmail.com](mailto:_peteragallo@protonmail.com)



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# 2024 TOUR GUIDE

**Editor's Note:** As you may have noticed, when an INTERNATIONAL Author contributes an article, I hang the flag of their nation on the corner in the article. In keeping with my International recognition, I asked Peter to please tell me what country he was from so I could properly adorn his article with the appropriate flag.

I often find humor in my conversations with Peter, not because he is silly, but because I ask stupid questions. Here is his answer to my oh so stupid question.

**FD- Can I consider you an international author?**

**If yes, Please tell me what flag would best represent you?**

**PG- Dear Sir,**

I have a dual British



and Italian nationality



, although I live in the USA



I was born in Scotland,



spent most of my adult life residing in Hong Kong



where I sang in the Welsh



Choir,

drank Philippine



rum,

ate Indian



food

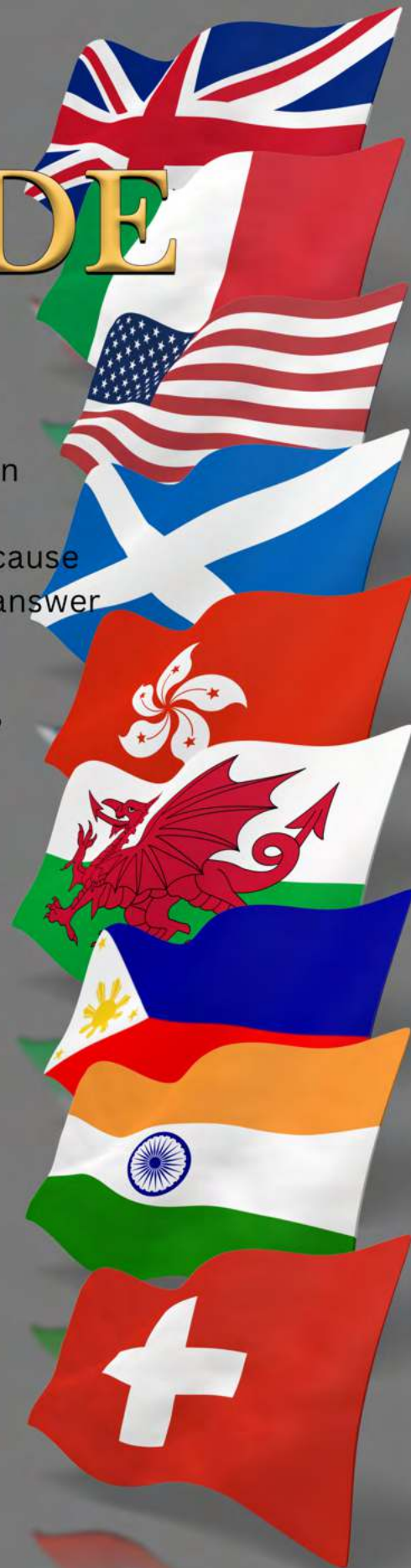
and shot with the Swiss



Rifle Association.

Sorry, what was the question again?

**FD- I believe that explanation perfectly qualifies Peter as an "International Man of Mystery" and will allow him to serve as the Unofficial UK Travel Planner spearheading the "What can we do in Scotland" discussion.**





# ARTICLE

## UNDERSTANDING ASEAN

By: Sheila Ponnosamy

### What is ASEAN?

ASEAN is the Association of Southeast Asian Nations which is a political and economic union of 10 member states in Southeast Asia, which promotes intergovernmental cooperation and facilitates economic, political, security, military, educational, and sociocultural integration between its members and countries in the Asia-Pacific.

Established in 1967, it started out with 5 key founding members: Indonesia, Malaysia, Philippines, Thailand, and Singapore.

Today, ASEAN nations also include Brunei Darussalam, Cambodia, Laos, Myanmar, and Vietnam. Papua New Guinea is an observer.





# UNDERSTANDING ASEAN

By: Sheila Ponnosamy

CONTINUED



## **What is the business interests in ASEAN?**

According to the research by the Institute of South East Asian Studies, ASEAN as a trade bloc is one of the top 5 economies in the world, with its GDP set to exceed US \$4 trillion by 2025 (HKTDC Research ASEAN: Market Profile, 2021, ISEAS) . Its current exports total US \$1.3 trillion, with predicting exports to rise to US \$2.8 trillion by 2025, making ASEAN the world's fastest-growing trade bloc (from the research of Price Waterhouse Coopers), and is in the centre of the world's largest free trade agreements including CPTPP and RCEP.

From research done at the by the Hong Kong Trade Development Council, ASEAN is the largest digitally enabled population in the world with its eCommerce forecasted to grow to US \$88 billion by 2025. In 2020 alone, 40 million people in Southeast Asia came online for the first time.

Growing interest and expectations in South East Asia (SEA)  
Emerging from the global pandemic, the economies of SEA are primed for growth. All of the 1,500 companies who have operations in SEA that participated in a survey conducted by Hong Kong Shanghai Banking Corporation, there is a strong expectation and high confidence in doing business in the region.

- 89% plan to expand into new markets within SEA over the next 2 years
- 55% plan to increase organic growth in the region over the same period
- 61% believe that their organic growth in the region will increase by 20% or more over the next 12 months.





# UNDERSTANDING ASEAN

By: Sheila Ponnosamy

CONTINUED



The opportunities in Southeast Asia are due to its:

- 1) Demographics: a growing population, a growing workforce and a growing consumer class.
- 2) Digitisation: home to a fast-growing population of digital natives, and rapid digital innovation by companies.
- 3) Dynamism: the entrepreneurialism of Southeast Asians has produced a vibrant startup scene that rivals any other in the world.

## **What does this mean for private investigators?**

- 1) They need to understand the ASEAN countries so that they can serve their global clients who expand into the ASEAN regions.
- 2) There are opportunities to create strategic alliances with fellow investigators in ASEAN as the work in ASEAN countries is expected to grow.

Although ASEAN is often referred to as a bloc, it is made up of 10 diverse countries – each with its preferences and requirements. What works in one market need not necessarily work in another. Every country has its own opportunity and challenges.

The ease of doing business in the ASEAN Countries differs, and also the perceived role and expected scope of work of private investigators.

Like all business expansion, research on market feasibility and understanding the culture of the country is the first step towards a successful venture. With the help of local knowledge, insights and partnerships, informed decisions can be made and risks are mitigated. Regardless, with an business venture despite all theories on success, experience remains the best teacher of all!

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# ABOUT the AUTHOR Sheila Ponnosamy



Sheila Ponnosamy, is the Business Development and Operations Director at Mainguard International (S) Pte Ltd

With over 20 years of experience in managing cases for Mainguard International. She manages the information gathering process from Mainguard's agents in the Asia Pacific region and assessing the client requirements and delivery of service.

Ms. Ponnosamy won the International investigator of the Year award in 2010 for solving a 10-year international kidnapping case where the victim was missing for 10 years, and was awarded the Meritorious Service Award in 2013 for her work in the Board of the Council of International Investigators.

In 2014, she became President of the Council of International Investigators, overseeing the matters pertaining to over 320 members spanning over 7 continents, is on the INTELLENET Board of directors and is a contributor to the INTERNATIONAL newsletter.

Ms. Ponnosamy has been interviewed for multiple news and television articles, is an author of many newsletter and magazine published articles and is a recognized international speaker.

She holds a Master's in Business Management from Edith Cowan University. Ms. Ponnosamy aims to promote a more active presence for women in the Private Investigations world.

Outside her professional life, She has a private mission in rural Myanmar for disadvantaged children who are in orphanages. Along with projects such as upgrading their living conditions and hosting annual Christmas parties, she runs workshops on topics such as Hygiene, Goal Setting and Learning to Say No to build confidence particularly for the young girls so that they do not fall victims to human trafficking.

Ms. Ponnosamy can be reached at: Email: [sheila.p@mainguard-intl.com.sg](mailto:sheila.p@mainguard-intl.com.sg)

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# PHOTOS



## SPECIAL RECOGNITION

The Photos Page is normally reserved for photos and short captions about members across the globe. However, it is only fitting when a member receives a Lifetime achievement award, we provide special recognition.

*Congrats!*

**BRUCE  
HULME**

Distinguished Career Award

2022 Society of Professional Investigators



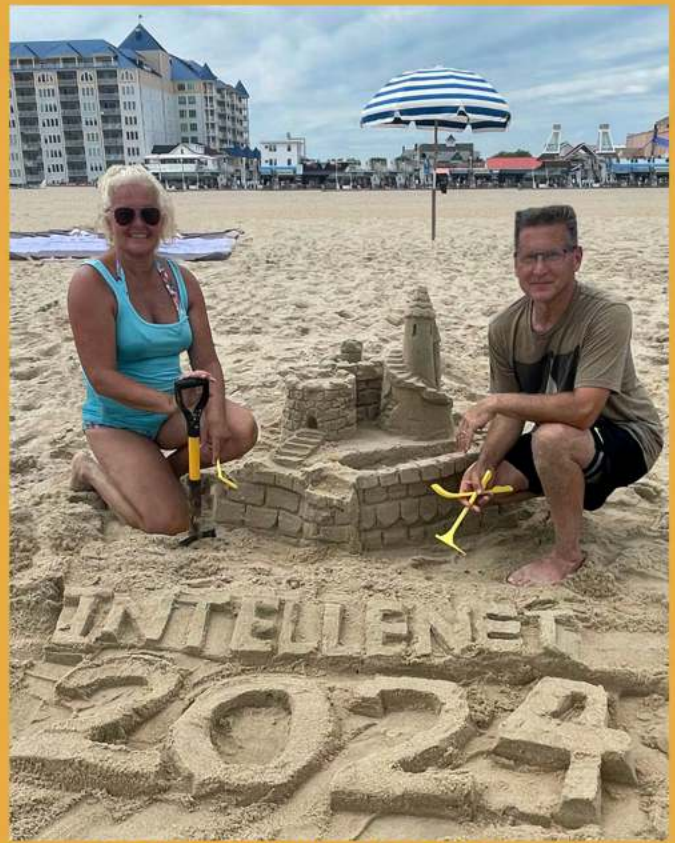


# PHOTOS



SUBMITTED BY: Jeff Stein

Bruce H. Hulme, CFE, BAI Receives SPI Distinguished Career Award Sept 15, 2022



SUBMITTED BY: Frank DeAndrea

Sandy and Frank DeAndrea build a sand castle in anticipation of touring the United Kingdom at the INTELLENET 2024 Conference (Yes the sand castle is real!)



SUBMITTED BY: Reggie Montgomery

Jim Carino (L) and Reggie Montgomery (R) at a INTELLENET conference from as Reggie said: "A year so long ago I can't remember."



SUBMITTED BY: Michael Kidd

ABOVE: INTELLENET MEMBERS Michael Kidd (Left) and Jim Carino at the recent PALI conference in Hershey Pennsylvania.



# PHOTOS



SUBMITTED BY: Tim Bratz

ABOVE: INTELLENET MEMBER and Minnesota Association of Private Investigators & Protective Agents (MAPI) President Tim Bratz (Left) presents INTELLENET Executive Director Jeff Stein with a thank you plaque at the Fall Training Conf. at Treasure Island Casino & Resort on Sept. 28th & 29th. Jeff provided TIPS alcohol training.



SUBMITTED BY: Eric DeVan

ABOVE: Our own Eric DeVan Presenting Drone Training at South Carolina Chief of Police Association. September 29-October 1 2022



SUBMITTED BY: Frank DeAndrea

LEFT: Five years ago the Pennsylvania Association of Licensed Investigators created the "Jim Carino" Investigator of the Year Award. To date, every recipient has been an INTELLENET Member. WOW! Left to Right: John Sancenito, 2021 award winner; Christopher Finley, 2019 award winner; Eileen Law, the first recipient: 2018 Jeff Stein, 2020 award winner; Bill Everman, 2022 award winner.





# PHOTOS



SUBMITTED BY: Frank DeAndrea

ABOVE: INTELLENET MEMBERS discussing business at the Hershey Lodge during the 2022 PALI annual conference Left to Right: Dennis Eberly (PALI's treasurer) Robert Rapack (not an INTELLENET member), Jim Carino & Eileen Law Stewart.



SUBMITTED BY: Anonymous

ABOVE: INTELLENET Member Sandra Stibbards (CA) presenting at GSX in Atlanta on 2 different days. Sandra is absent from photo due to "work requirements for anonymity"



SUBMITTED BY: Lynda Bergh Herring

LEFT:, Lynda J. Bergh Herring, and my husband, Scott Herring, on September 16, 2022, when we gave a presentation on Asset Investigations In A Nutshell at the CLLA (Commercial Law League of America) Western Region Conference.



# PHOTOS



SUBMITTED BY: Frank DeAndrea

ABOVE: INTELLENET MEMBERS attending the PALI conference in Hershey PA. Left to Right: Rudy Muller, Frank DeAndrea, Sandy DeAndrea, Eileen Law Stewart, Peter Gallo, Jim Nanos.



SUBMITTED BY: Frank DeAndrea

ABOVE: It seems Everyone wants their photo with Jim Carino. This is the Editor's 15 seconds of fame and hoping that perhaps OSMOSIS can occur in Human's.

## MISSING FROM PHOTOS

Photo submissions from ALL PI Agencies represented by the Membership of INTELLENET are welcome and would be a great enhancement to the newsletter. Please consider submitting items of interest from your organizations or on an individual basis.

If you are an officer of a State or International Organization, please consider submitting a photo or two of INTELLENET Members or yourself, performing PI "Tasks" throughout the year.





# INTELLENET GLOBE TROTTING

INTELLENET MEMBER David R. Ollivier of Blackstone Investigative Group, LLC and Blackstone Security Group, LLC is the featured Agency Profile in the current issue of PI Magazine - Check it out

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INTELLENET MEMBER Christopher Salgado presented AGGOSO™ (AGGressive Open Source intelligence Operations) at FAPI's annual virtual conference. Arctic-Con 2022 (Alaska's Information Security Conference) and at the 2022 annual conference for the Iowa Association of Private Investigators.

While in Alaska, he also presented on "Social Engineering: The Dangerous Nexus between the Cyber and Physical Worlds"

Chris also authored an article for the October issue of PI Magazine: "Economy Got You Down? - A Business or Investment Fraud Opp' Will Pick You Up - So Be Careful!" (A warning on dangerous online investment scams)

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This year at the annual PALI conference held at the beautiful Hershey Lodge, Hershey Pennsylvania, six of the speakers were INTELLENET MEMBERS (In Alphabetical Order):

Frank DeAndrea - It's NOT Rocket Science! How to Investigate Police Policies and Procedures and Why Cops Do What They Do

Sandy DeAndrea - Follow That Car! The art and science of Surveillance and Counter Surveillance - How to see and not be seen!

Peter Gallo - Transnational Organized Crime Investigations

Cynthia Heatherington - Financial Open Source Intelligence Investigations

Eileen Law - Pick A Title! How To Begin Publishing Your Own Book

Jim Nanos - Pre-Surveillance Site Assessment

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INTELLENET MEMBER Kevin McClain provided Criminal Defense & Google search training via Zoom at the Minnesota Association of Private Investigators & Protective Agents (MAPI) Fall Training Conf. at Treasure Island Casino & Resort on Sept. 28th & 29th..

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# GLOBE TROTTING



CONGRATULATIONS to INTELLENET MEMBER Scott Fulmer who was recently named Director of Region 4, for NCISS, the National Council of Investigations and Security Specialists.

CONGRATULATIONS to INTELLENET MEMBER Shannon Tullouss for being named an Adoption Advocate in this year's Best Adoption-Friendly Workplace by the Dave Thomas Foundation for Adoption.

Long-time INTELLENET MEMBER Larry Gurwin has published "The Insiders," a book he co-authored with Holly Hughes, a veteran writer and editor of young-adult fiction. They used the pen name Hogan Chandler and to their knowledge, it is the first novel about a teenage detective who investigates white collar crime, specifically insider trading. His newest book is available from Amazon.

If you have an item of interest for the newsletter, please forward your pictures or Globe Trotting escapades to the Editor:

[frank@deandrea.biz](mailto:frank@deandrea.biz)



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**INTELLENET IS  
ALWAYS LOOKING FOR  
A FEW MORE GOOD  
MEMBERS!**

Know of a colleague who has a specialty or would be a great asset to the INTELLINET Association?

Consider discussing with them being a sponsor and recommending them for consideration for membership.

INTELLENET is always seeking quality applicants from the United States and abroad. In the fourth quarter of 2022 and into 2023 INTELLINET is looking to increase membership Internationally as well as maintain a sufficient level of members across the United States.

If you feel you know someone who would benefit from membership, and/or if you feel the membership would benefit from someone being a member, contact the Membership Co-Chairs Ari Morse and Jim Carino, email: [membership@intellenet.org](mailto:membership@intellenet.org)





# SECRET RECIPE



## PUMPKIN PIE

PHOTO AND RECIPE BY: FRANK DEANDREA, JR.

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# SECRET RECIPE

## INGREDIENTS

ONE UNBAKED 9-INCH PIE CRUST    ½ TEASPOON GROUND GINGER  
2 EGGS - BEATEN    ¼ TEASPOON GROUND CLOVES  
¾ CUP GRANULATED SUGAR    15 OZ 100% PURE PUMPKIN PUREE  
½ TEASPOON SALT    12.5 OUNCES EVAPORATED MILK  
1 TEASPOON GROUND CINNAMON

IN A SMALL MIXING BOWL ADD ALL DRY INGREDIENTS AND MIX WELL

IN A LARGE MIXING BOWL BEAT THE EGGS

ADD THE PUMPKIN TO THE BEATEN EGGS AND MIX WELL

ADD THE DRY INGREDIENTS TO THE PUMPKIN MIX AND MIX WELL

ADD THE EVAPORATED MILK SLOWLY AND MIX WELL

POUR MIX INTO PREPARED PIE CRUST

BAKE AT 425 DEGREES FOR 15 MINUTES

REDUCE HEAT TO 350 DEGREES AND BAKE 40 -50 MINUTES LONGER

COOL ON RACK FOR 3-4 HOURS THEN REFRIGERATE

# ENJOY!



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# THANK YOU

I was not sure where I wanted to go with the first of what I hope to be many, thanks you's that I would write at the end of a newsletter. Then I read the editorials Jeff and Remi wrote. Being the editor of this newsletter is surreal for me. Everyone has a hero/heroine. a person who you admire or idealize for courage, outstanding achievements, or noble qualities. Often the change throughout your life. From your parents as toddlers, to comic book figures as a child, through ancient Gods and Goddesses in grade school, right through real life individuals as an adult. **Merci**

When you move into a particular profession, you begin to take on heroes and heroines from your own vocation. From when I first learned of INTELNET, it became my "Hero!" I was amazed at the caliber of individuals that adorned its ranks. Truly the God's and Goddesses of an industry, all rolled into an association that had the betterment of society as an agenda item. **Danke** **ਤੁਹਾਡਾ ਧੰਨਵਾਦ**

INTELNET was my Justice League, packed full of the worlds Who's Who of private investigations. Then, suddenly, like a dream come true, I was a member. I remain proud of being a member to this day. **Go raibh maith agat**

When I was asked by Jim Carino if I would consider being the editor of the newsletter, I was not afraid of being able to put together a newsletter. What I was afraid of was being able to put together a newsletter worthy of INTELNET. I am not in the habit of letting people down so what I lack in my amount of knowledge, I make up for in the amount that I care. **Cảm ơn** **Ngiyabonga** **धन्यवाद**

If I have successfully arrived at my destination, that being creating a newsletter worthy of INTELNET and the members it represents, it is not by mistake. It is because I have big dreams and a cast of incredible individuals who also support the newsletter and INTELNET as a whole. **Grazie** **Tack** **Bedankt**



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감사합니다



Dziękuję Ci

"When you successfully arrive at your destination, the first thing you should do is take care of the horse you rode in on." – Frank DeAndrea

It is important that I recognize and say "Thank you" to the people behind me being "Editor-In-Chief." **Go raibh maith agat баярлалаа**

First and foremost- Thank you to my wife, the greatest Investigator I know, Sandy DeAndrea. If not for you, nothing. If I succeed at anything, it is out of the desire to make you proud. **Diolch Takk skal du ha شكرا لك**

A giant thank you to the Newsletter committee who have come together quickly and shown their worth in already countless ways in making this newsletter a success. Kitty Hailey, Leroy Everhart, Lynda J Bergh Herring and William Blake. If there were ever four individuals who were wondering why they "signed up" for a committee after working with me, it certainly is the four of you. I appreciate all of your input and replies to my more than three-hundred emails on this edition alone. Your work truly is the reason this newsletter is of the caliber it is. **Cảm ơn الف شكر**

Thank you to all of the contributors. As you know firsthand, I send out weekly "reminders" to make sure you stay on deadline with the submission of your articles. Your willingness to take valuable time out of your day to add quality content is cause for both thanks and praise. **ありがとうございました Kiitos**

Finally, a special thank you to Jeff Stein and Jim Carino for believing that I was capable of filling such an important role in the INTELLENET association. I hope to succeed in your expectations of what an INTERNATIONAL NEWSLETTER should be. Thank You can be said in so many ways. But there is a big difference between saying it and meaning it. **Dhanyavaadaha Gracias**

In as many languages as I can find, I say "Thank You" to all of you as the Membership of INTELLENET for the privilege of being the INTELLENET Global Gazette Editor-In-Chief. **Thank You**

"Time and tide wait for no man." I shall do all I can to further INTELLENET through the newsletter. Until the next edition, be well, do good, and stay safe.

*Frank*



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