



THE SECURITY BEACON

JANUARY 2014

BOSTON CHAPTER OF ASIS INTERNATIONAL

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2014 ASIS BOSTON CHAPTER LEADERSHIP

Ashley N. Ditta, MS, CHPA
Chairperson
aditta@partners.org

Alexis Rossetti, Vice Chairperson
arossetti@usisecurity.com

Jim Healey, Treasurer
jhealey@usssecurityassociates.com

Shannon Roddy, Secretary
sroddy@rsiginc.com



www.asis-boston.org

Editorial: Howard Communication Associates
Design: MSG Design

PROFILING: THE KEY TO UNDERSTANDING CRIMINAL BEHAVIOR

By David C. Sawyer, CPP

When Massachusetts State Police announced that they had fired Kate Corbett when it was discovered that the analyst who worked at a state drug lab did not have the degree in chemistry that she had claimed, some people seemed surprised that this fact was not discovered when she was hired and a background check was conducted.

News reports indicated that Corbett actually earned a degree in sociology from Merrimack College. She apparently had taken some courses in chemistry but she did not earn a degree in that discipline. No one has publicly challenged her competency and, unlike another highly publicized case concerning the very same lab, Corbett is not accused of falsifying any records. [CONTINUED ON PAGE 3](#)

SECURITY EXPO 2014

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April 11, 2014 • Holiday Inn, Boxborough, MA



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Place

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Hours

7:30 am – 3:00 pm

For registration information, contact Expo Co-Chairs Jim Stankevich, 603-847-3080, or Jim Healey, 781-953-0905, or email expo2014@asis-boston.org. Register online today at www.asis-boston.org/expo/exhibitor.htm.

CHAIRPERSON'S MESSAGE ASIS BOARD STARTS ANEW IN THE NEW YEAR



I am honored to be your 2014 ASIS Boston Chapter Chairperson and look forward to another successful year. My thanks to the outgoing Chairperson, David Corbin, who has continued the great traditions of the Chapter while being innovative and creating new ones of his own. I aim to uphold the high standards he has set forth through his strong leadership and continue to enhance the professionalism of not only our chapter but the entire security field. Dave has been a great mentor to me since we first met during graduate school at Northeastern University and I know that he will continue to guide me through my tenure as Chairperson. I look forward to building on the excellent foundation he and our predecessors have built.

I also want to thank the newly elected Board for eagerly taking on this journey with me. I look forward to working closely with Alexis Rossetti, Vice Chair, Shannon Roddy, Secretary, and Jim Healey, Treasurer. I believe our individual strengths complement each other well and I look forward to what we will accomplish together in the upcoming year.

I would also like to thank the wonderful volunteer board, for without their hard work and dedication we would not be able to provide the breadth of knowledge through speakers at our monthly meetings, generous sponsorships, and both fun and educational special events throughout the year. Thank you!

I would like to thank Jennifer Goba who is beginning her second year as Assistant Vice President to Region 5F. Without Jenn offering to drive me to and from the monthly meetings, I would never have had the opportunity to become involved. She welcomed me in immediately and put me to work. Her guidance and mentorship have allowed me to continue to grow and I look forward to continuing to work together in the upcoming year to help the chapter accomplish its goals.

Lastly I would like to thank Bonnie Michelman who is the reason I am a security practitioner. My first taste of security was an internship at Massachusetts General Hospital's Special Investigation Unit and from my first day, I was hooked. I was mesmerized by the ever changing landscape of the hospital environment and the constant challenge that environment creates. Ever since that first day in a hospital security department, I continue to be empowered by the difference a security professional can make in the overall fabric of an organization and the integral part it plays in providing excellent, patient centered care.

I very much look forward to what the year ahead holds for our chapter. And I thank you for allowing me to be a part of this remarkable profession. Happy New Year!

Sincerely,

Ashley N. Ditta, MS, CHPA,
Chairperson, ASIS Boston

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READ ANY GOOD BOOKS LATELY?

Write a review of a book you've read about security or a related subject and submit it to *The Security Beacon* for an upcoming issue. Book reviews should be 250-350 words in length. Questions? Email ASIS Boston Communication Committee member **Rich Zupan**.

ASIS BOOK REVIEW
THOMAS JEFFERSON: AN
INTIMATE HISTORY

*Book Review by Mark H. Beaudry,
PhD, CPP*

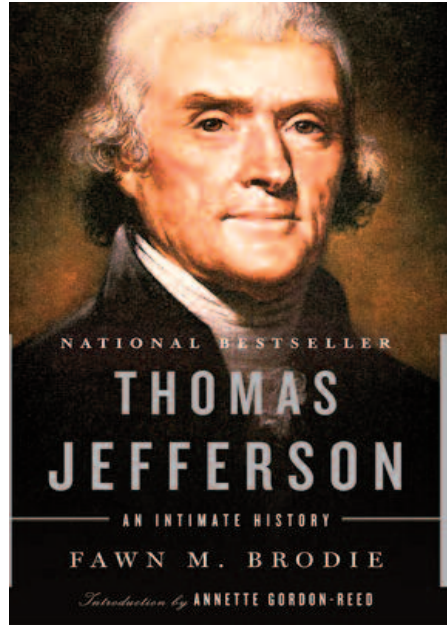
Author: Fawn M. Brodie

During school vacation last spring, I visited Monticello with my family. What I found most surprising was just how little I actually knew about Thomas Jefferson other than his being the author of the Declaration of Independence.

So I visited the gift shop/bookstore and purchased my first biography of the third US President. It has proved to be a worthwhile read. There is a lot in this book for which to commend the writer, Fawn M. Brodie. Throughout Brodie's biography of the third US President, she outlines his many roles as founder of the University of Virginia, purchaser of the Louisiana Territory, and so much more.

The book offers a fresh look at what Mr. Jefferson may have been like and it captures the people that influenced his life, such as his mentor, George Wythe, and his father-in-law, John Wayles.

Brodie, formerly a noted biographer and professor of history at the University of California, Los Angeles, gently guides the reader through Jefferson's many triumphs and accomplishments as well as his bouts of depression. She also imbues Jefferson with warmth, passion, and humanity by describing him as a direct and honest man, and sets forth a convincing case that Jefferson was the father of children by his slave Sally Hemings.



This book cuts a wide swath from Jefferson's birth, his alleged affair with Hemings, through his retirement, and the demise of Monticello. It also pulls together virtually every conceivable attribute such as Jefferson's impeccable education, his training as an accomplished violinist, his love for books and reading, the books he collected, and the personal libraries he established and lost. Brodie discusses Jefferson's exceptional writing and how his subsequent views against slavery in the original composition of the Declaration of Independence were omitted against his will. Finally, the author examines the fondness Jefferson showed and the role that he played in the lives of his daughters and grandchildren, and how deeply he was affected by the loss of loved ones.

This insightful biography provides a powerful lens into Jefferson's complex relationships and notable accomplishments throughout his lifetime.

Contributor Mark H. Beaudry, PhD, CPP, is a longtime ASIS Boston member and a member of the ASIS International Crime Prevention and Loss Prevention Council.

PROFILING:
CONTINUED FROM PAGE 1

So, if she was competent in her job and isn't accused of any wrongdoing, no harm, no foul, right?

Not so fast.

In that other highly publicized case, another analyst, Annie Dookhan, was recently sentenced to prison for falsifying lab results. In an apparent effort to make herself appear more productive, she testified that substances seized in criminal cases were illegal narcotics without actually performing the tests. Thousands of convictions were brought into question because of her and, in fact, many people were released from prison when their convictions were overturned.

In this latest case, if Corbett testified that she had a degree in chemistry in criminal trials, it could open the door to legal challenges and more cases could be overturned as a result. So, it really does matter when people are hired based on false claims made on job applications and in interviews. This case demonstrates well the importance of background checks that are designed to verify the information that is appropriate to the job being filled.

So, why didn't the background check discover this alleged lie?

The answer is quite simply because no one checked with the school.

When someone says, "But we did a background check," that does not necessarily mean that criminal records, driving records, credit history, professional licenses, academic credentials and previous employment history have all been verified.

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FEBRUARY**7**

IAHSS Boston Breakfast Meeting
Tufts Medical Center

12 - 13

Maine Chapter of ASIS International
presents Training Opportunity:
EOC's Roile in Community Cyber
Security Mgt.
Coast Guard Base
So. Portland, ME
Visit www.asis-maine.org

16 - 18

5th Annual Middle East Security
Conference & Exhibition
Dubai, UAE

24 - 25

CPP/PSP Review
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24 - 27

Physical Security: Introductory
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Crisis
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munication
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Arlington, MA
Cost: \$10/Person
Register online at www.asis-boston.org

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ASIS Webinar: Organizational Re-
silience – An International Perspective

MARCH**11 - 12**

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13 - 14

New York City Security Conference &
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17 - 20

ASIS Assets Protection Course™:
Principles of Security (APC I)
Seattle, WA

19

ASIS Webinar: 26 Safe School
Standards

APRIL**7 - 8**

Enhanced Violence Assessment and
Management
Denver, CO

9 - 10

Active Shooter
Denver, CO

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Holiday Inn Boxborough
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For information, online registration,
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LOOKING AT POLICE FROM A DIFFERENT POINT OF VIEW



by Andrew MacInnis

When many people think of a police officer, they usually have a very clear image in their minds. Pressed uniform, aviator sunglasses, and a dry personality. But other than watching fictional television shows or movies, what do we actually know about what police officers do, or better yet, what skills they possess and use everyday that can enhance your business's success?

For well over a decade, in order to become a police officer, a Bachelor's Degree is required due to the highly competitive job market and the increased legal liability to municipalities. So for starters you have an educated person who also has been subjected to a lengthy background check conducted by trained criminal investigators who have given your candidate the "All Clear."

Flexibility is key

You also will be looking at a person who is well rounded and well trained in a multitude of disciplines such as interpersonal communication, report writing, sales, crisis management, and, of course, complex law and legal issues. Since the candidate is well trained, that also makes him or her "trainable." And since a police officer's day is never the same, he or she also needs to be adaptable and prepared for anything.

We all have nuances within our businesses to which new employees must be molded. What better candidate for this shaping than an individual who possess the ability to be trained, flexible and well organized?

Fitting in

Another question arises. "What about their personality?" One misguided statement comes to mind: "I don't think their type of attitude will necessarily fit in here..." We all know that people have a wide array of personalities and police officers are certainly no different. Given the nature of their profession, they appear to be more reserved and authoritative, but that's because they operate in a highly visible field, and represent not only themselves and their department, but their entire profession. Another way to look at it is they are polished professionals.

I also hear another question. "Wait a minute, did I read 'sales' is a skill police officers possess?" Yes, you did and I'll explain why.

Driven to succeed

What are some of the traits you look for in a successful salesperson? Driven to meet and exceed goals, the ability to use critical and creative thinking to close deals, and the ability to be liked and trusted by the customer? Police officers need to show a certain level of activity and achievement and are judged by their superiors accordingly, just like any other professional. For example, if an officer is given the task of targeting traffic concerns such as speeding vehicles along a particular road, they create awareness in the motoring public just by being visible. In the chance that the police officer pulls over a car for speeding, it isn't an automatic ticket in most cases. Officers do have the ability to use discretion. A good officer might say to a person with little to no history of traffic violations, "The reason I stopped you was because you were going a little too fast, and we have received a number of calls from residents with children in the area saying that speeding vehicles are becoming a problem. We just want to

remind everyone to watch their speed and make sure everyone is safe."

The police officer has used his abilities to influence behavior in order to achieve the goals set out by the department and satisfied key stakeholders. Police officers are also placed in high-pressure situations where the safety of everyone is paramount. They might find themselves in the middle of a heated argument or a "hostile negotiation" where they have to listen to both parties and help direct peaceful resolution through experience and sometimes, creativity. Through salesmanship, the officer has achieved a goal of the department and done so in a resourceful way.

Different image

Let's recap here and look at what kind of candidate a police officer would make for your organization. An educated, well-rounded, polished professional who can be trained to do a number of tasks, and who has honed her skills in the art of interpersonal communication and independent problem-solving. Now think back to that original image you had in your head when you thought about who this police officer was when you saw her résumé. A little different? I thought so.

Now give that officer an opportunity to shine (just like her boots).

ASIS Boston member Andrew MacInnis holds a Bachelor's degree in criminal justice from Northeastern University and is pursuing a Master's degree in justice studies from Southern New Hampshire University. He is a police officer in the Hollis, New Hampshire Police Department

Photo by Kim Komenich, San Francisco Chronicle

PURPLE HEART HERO'S AMAZING SALUTE

By Amanda Muñoz

There are still stories that touch our hearts and renew our sense of American pride.

The story of Joshua Hargis is one that has to be shared. A young Ranger with the 3rd Battalion, Josh was deployed to Afghanistan's Panjwai district on a High Value Target (HVT) mission, where so much went wrong.

According to the account listed on Guardian of Valor, as the unit went in to question a man they found on site, a woman wearing a suicide vest appeared. She blew herself up, killing several of the soldiers instantly and wounding others. As rescue forces arrived to help the wounded, 13 more explosives went off, increasing U.S. fatalities.

Joshua was among the wounded and was first evacuated to a base hospital in Afghanistan. After he was stabilized, Army officials conducted the Purple Heart ceremony at his bedside, to award him for his sacrifice in action.

The photo above symbolizes everything that is strong, courageous, and exceptional about our nation's servicemen and women. To the right is the touching account of Josh's ceremony, as shared by his wife, Taylor, on her Facebook page. [CONTINUED ON PAGE 7](#)



I received this picture today along with a letter from the commander of the team Josh was a part of on the night of his injuries. A letter to explain to me what kind of man I have the privilege of being married to. He explained to me what happened and what was going on in the picture.

“Josh was seriously wounded as you know, and survived for almost two hours after his injury before arriving to the hospital. Josh was immediately pushed through a series of surgeries and emerged hours later into an intensive care unit here at our base in Afghanistan.

Despite being in intense pain and mental duress, Josh remained alert and compassionate to the limited Rangers that were allowed to visit his bedside. Prior to Josh being moved to Germany for his eventual flight to America, we conducted a ceremony to award him with the Purple Heart for wounds received in action.

A simple ceremony, you can picture a room full of Rangers, leaders, doctors, and nurses surrounding his bedside while the Ranger Regimental Commander pinned the Purple Heart to his blanket. During the presentation the Commander publishes the official orders verbally and leaned over Josh to thank him for his sacrifice.

Josh, whom everybody in the room (over 50 people) assumed to be unconscious, began to move his right arm under the blanket in a diligent effort to salute the Commander as is customary during these ceremonies. Despite his wounds, wrappings, tubes, and pain, Josh fought the doctor who was trying to restrain his right arm and rendered the most beautiful salute any person in that room had ever seen.

I cannot impart on you the level of emotion that poured through the intensive care unit that day. Grown men began to weep and we were speechless at a gesture that speaks volumes about Josh's courage and character. The picture, which we believe belongs on every news channel and every newspaper is attached. I have it hanging above my desk now and will remember it as the single greatest event I have witnessed in my ten years in the Army.”

HERO'S SALUTE,
CONTINUED FROM PAGE 6

Since Taylor's post, Josh's picture and story have gone viral online. With the mainstream media's incessant focus on the latest Washington calamity, it can be difficult to remember that we are still at war - that men and women are injured and dying every day to protect our great nation. It's amazing that although Washington can't do its job, and even let military death benefits go unpaid, our brave servicemen and women continue to give their all to serve the American people. That's the difference between perceived power and real strength.

Simply saying thank you doesn't do justice to the sacrifices of military members and their families. No words can describe our nation's gratitude.

But thank you, Hargis family, not only for your dedication and sacrifices but for allowing us to celebrate the true American spirit in a time when we so desperately need it.

*Reprinted from www.Townhall.com.
Amanda Muñoz is an editorial contributor for Townhall.com. Follow her on Twitter at @AmandaAMunoz*

PROFILING:
CONTINUED FROM PAGE 3

There just isn't one central place to go where all pertinent information can be confirmed. That doesn't mean that it's a difficult task to accomplish, just that you need to decide what's important and go to the appropriate source to find what you're looking for.

It wouldn't have taken much effort to contact the college and verify that the applicant had, in fact, earned a degree and in what subject.

There is no single definition for a background check.

The right questions

A quality screening company will work with an employer to help determine the information that's pertinent to the position for which the applicant is being screened and make that part of the screening package. Criminal records can be an important element of any screening package but they aren't the only thing for which employers should be looking. If an applicant lies to you about having a degree, it may not mean that drug dealers will be let out of prison. It could, however, mean that the applicant may not have the expertise they need to perform the essential functions of the job. It could mean embarrassment to your company if the falsification is discovered publicly. Or maybe it just means that you hired someone with a character flaw that will manifest itself in other areas of the job over time.

The next time you hear someone say "But we did a background check," you should think, "Yes, but what did you check?" Conducting a background check is like doing a puzzle. You need all the pieces in place before it's complete.

ASIS International member David C. Sawyer, CPP, is president of Safer Places Inc., a background screening company specializing in pre-employment screening, security consulting and tenant screening based in Middleboro, MA.

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