



INTELNET *News*

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Mark Your Calendars Now!

**Intellenet's 30th Anniversary
Conference
Philadelphia, Pennsylvania
April 24-27, 2013**

***This Will Be a
“Must Attend” Event!***





Carino's Corner

by

James P. Carino, CPP, VSM
Executive Director, Intellenet

With the passing of Gary Brown in July, Intellenet lost a treasure.

Gary's roots with Intellenet began as a Charter member. When it became prudent to establish a board of directors Gary was one of the earliest to be asked to serve – a position he held until his death.

I first met Gary circa 1973 when he reported in to HQ AFOSI as the Directorate AFOSI Source Control Officer. Without getting into details, his office and mine, the Criminal Directorate, worked closely on such matters as finding non-OSI special agent resources to use in undercover roles in a number of cases and in other capacities that will go unmentioned, other than to note their significant importance in the successful completion of investigative and special operations.

Gary had many positive attributes. In the roughly forty years I knew him I never heard him speak a harsh word of anyone. In both public and private emails I received there was a common theme. He had that unique ability to develop a one-on-one relationship with people making everyone feel worthy, comfortable and important. From the professional side, his ability to assess a person's competence, guilty involvement/knowledge or not, personality characteristics and traits never ceased to amaze me and clients alike. His acumen as a handwriting and statement content analysis expert had him often sought out by the print and broadcast media for that specialized expertise in a number of high profile cases.

As a tribute to Gary, Robert Dudash shares the following article (pages 3-10) from the July 1993 edition of the AFOSISA newsletter, which profiles Gerald R. "Gary" Brown, MGA, the person and the professional.

As I indicated at the top, Intellenet, the country and the world have lost a true professional and a true gentleman. To say he will be missed seems kind of trite and an understatement. But never have such words been so true. ♦♦♦



Eugène François Vidocq

Vidocq Society Honors Jim Carino and Fred Bornhofen

By Jeff Stein

At its annual awards dinner on September 30, members of the [Vidocq Society](#) of Philadelphia awarded Fred Bornhofen, who serves on Intellenet's Emeritus Advisory Board, as Man of the Year and Intellenet founder and Executive Director Jim Carino with the Halbert Fillinger Lifetime Achievement Award. As many of you know, the Vidocq Society is an elite group of crime solving specialists who volunteer their time and expertise in solving cold case homicides and unsolved deaths. The society's members (VSMs) honor Eugène François Vidocq, the famous 18th century French detective.

Jeff Stein, LPI, CCDI (jstein@elpspda.com), is an Intellenet board member and president of the [Pennsylvania Association of Licensed Investigators](#).



5249 Duke Street, Suite 400

Alexandria, VA 22304-2907



GERALD R. "GARY" BROWN, MGA

GENERATING NEW INSIGHTS THROUGH HANDWRITING ANALYSIS

by Joe Foye

Warning: If you read this entire article, it will change forever the way you look at handwriting.

Handwriting analysis (H.A.) is on the ascendancy in all economic sectors as a key tool for investigators who have been stumped by clueless crimes. Heretofore total strangers now emerge: (1) as viable suspects in crimes, (2) as people displaying personality traits which make them suitable or unsuitable for key slots on organizational charts, (3) as potentially generous (or stingy) jurors in large lawsuits, or (4) as individuals with personalities potentially harmful to children placed under their care.

These and hundreds of other applications of this recently refined tool are now drastically altering all previous economic, political, legal, and social compacts. A brand new conception of what is possible now permeates current and prevailing thought, transforming former skeptics into True Believers in H.A. A former skeptic-cum-True Believer is Gary Brown.



WHO IS GARY BROWN, MGA? (MGA stands for Master Graphoanalyst). First and foremost Gary is a handwriting analyst. It consumes most of his time. And, like many men and women who have been around the racecourse a few times, Gary is a man of action, of many resources, of many parts, and many wiles, and a man of self-deprecating wit. He resembles a beneficent Friar Tuck absent the cassock but not the charm or chubbiness. He becomes singularly animated in discussing his favorite topic: Handwriting Analysis.

He is a single, white male, born in Eugene, OR, 53 years ago. He holds a B.A. in political science from Texas Christian University at Ft. Worth, where he was a distinguished AFROTC graduate. He completed the USAF Squadron Officers' School (in residence), and a Pentagon Seminar Program of the Air Command and Staff School. He also possesses an M.S. degree in general studies (specializing in investigative techniques), from George Washington University in D.C., obtained by completing a course of studies which GWU and OSI jointly designed specifically for the first class of 20 OSI agent attendees (which included General Beyea).

Retired Special Agent, OSI

Gary retired as a Special Agent in 1984. Remarkably, he spent 18 of his 21 Air Force years in OSI; the other three he served with the Special Investigations Center of the Defense Investigative Service (1974-77). He also graduated from the Defense Language Institute (Chinese) while assigned to OSI in Washington, DC.

Gerald R. "Gary" Brown, MGA

An investigator ahead of the curve?

by Joe Foye

Imagination

There is an old Latin phrase which offers hope to all: "Fortis Imaginatus begat Casum" or "A strong imagination begets the event." I hope you, the reader, will patiently read on to discover what bearing *imagination* has on the matter here under discussion; it is presented in this preface to make a major point.

Images & Imagination

When the Apollo II mission was in the planning stages prior to take-off on July 20, 1969, fine minds turned to the universe and let their imaginations soar in wonderment. Would traces of life be discovered? Would it be a stepping-off place to more remote planets?, etc. Others, believers in the green-cheese theory, would not even believe the moon-shot had taken place, assured that it was all contrived, a simulation acted out by U.S. astronaut Neil A. Armstrong, and Air Force Colonel Edwin E. Aldrin, Jr. on a back lot at MGM, Universal, Paramount or some other motion picture studio, for the real purpose of bilking people out of (tax) money. After all, such stupendous efforts ultimately presented to the taxpayer an invoice containing a dollar sign followed by a few numbers and a whole lot of zeros — millions and millions of dollars.

Most rational people are now convinced that the mission did, indeed, take place and that signs of life were not evident. How did these two men and the hundreds of scientists who examined their findings (from moon rocks, soil samples, etc.) arrive at this conclusion? The answer to this question is paramount for it tells us something about our own imaginations; and the answer is, moreover, remarkable for its simplicity: life leaves easily-identifiable imprints. And they found none.

Those of us who are True Believers in the Almighty *see* God's handiwork in shady brooks, expanses of desert, moun-

tain forests, along the seashore and all over creation. In fact, the tranquility we experience in these "Gardens of Eden" derives in part from this recognition, for we *see* a supernatural imprint, all the more pronounced in the absence of man's imprint. And since all men seek the supernatural, vocal and printed protestations to the contrary, this insight is highly illuminating for the consolation we get from it.

Human imprints and those of nature sometimes exhibit similarities. Most of us recall the circles in the wheat fields of England a few years back because these phenomena were given world-wide television coverage. Why? What made them unique was their manifest design in the presumed absence of man, hinting at a supernatural source, adding mystery and intrigue for our imaginations to digest. If legitimate, we wondered, what message was this supernatural imprint conveying to us?

As it turned out, the men who made the circles came forward and admitted it was all a hoax. But the whole affair evinced our interest in and quest for evidence of the unknown and, what is more, made manifest in our imaginations the unique separation of man and nature in the images they convey. If an automobile had been found in those wheat fields, of course, it would have been obvious that mere man had been there because, to our knowledge, only *Homo sapiens* builds automobiles, and the car's presence would have aroused little or no interest.

Uniqueness of human imprints

Human beings exhibit many manifestations of uniqueness among themselves in a more personal sense. Fingerprints are one example. No two human beings have identical fingerprints, whose imprints always show discernible variations, however slight. By comparing two left thumbprints, a fingerprint expert can declare with certainty: these are (or *not*) from one and the same person!

Imprints and the Lie Detector

In a different yet analogous sense, if a man takes a polygraph examination, the lines penned on the graphing paper by the machine render to the examiner far different images which, nevertheless, also impart one or more messages: (1) the examinee is truthful, (2) the examinee is untruthful, (3) truthfulness in answers to some questions could not be determined, (4) the charts were inconclusive.

In these lie detector tests, as most investigators know, a man or woman is strapped to a machine, which records in graphic form on chart paper, changes and variations in that person's physiological reactions (i.e. breathing pattern, blood pressure, pulse rate, and resistance to a small electrical current) to questions asked by the examiner. (Note: OSI has always held that the lie detector examination is not infallible, despite agreement among many examiners that the examinee may beat the examiner but *never* the machine).

Another example are voiceprints unique to the person talking.

Imprints and Handwriting

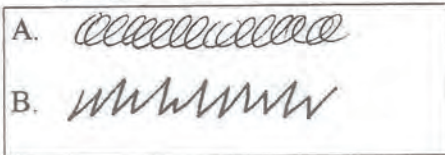
If these examples are all true, doesn't man project in his handwriting, a decipherable imprint just as genuine as those made by his fingerprints, voiceprints or other recorded physiological reactions? True, a fingerprint and graphic data are different imprints. But they are unique to the man who made them! And, with respect to handwriting, aren't the images produced just as unique beyond their obvious linguistic meaning (which is also taken into account), and possessed of similar evidentiary character traits perceptible to an expert H.A.? Our subject, Gary Brown, who is one, is willing to bet a paycheck with his affirmative answers to these questions. What gives him this assurance, we shall discuss in a moment.

First, take this test — see what you think!

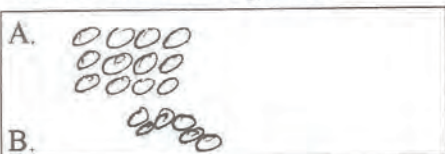
What do these imprints tell you?

The space here allotted cannot contain even a broad sweep of the science of H.A.; however, taking the following test should give you a taste for the techniques Gary uses (and the results may reveal that you know more about the subject than you think):

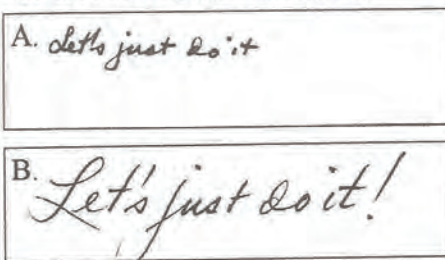
1. Is A or B more aggressive, considering scrawl?



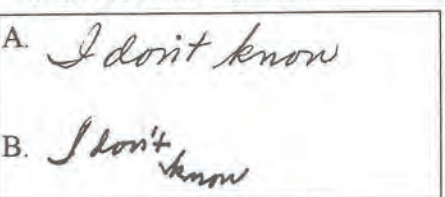
2. Is A or B more organized?



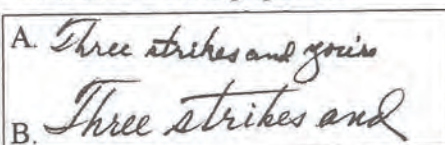
3. Is A or B more venturesome?



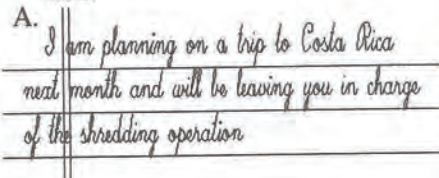
4. Is A or B the moodiest?



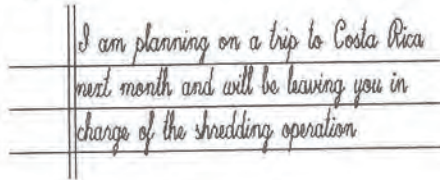
5. Is A or B more gregarious?



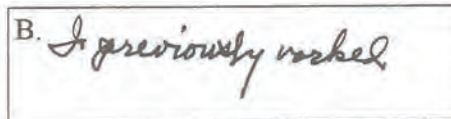
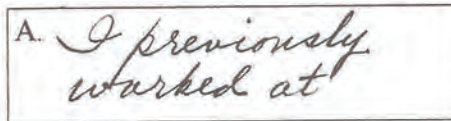
6. Is A or B more likely to ignore the rules and regulations of an organization?



B.



7. Is A or B more likely to be on drugs?



Answers: 1B, 2A, 3B, 4B, 5B, 6A, 7B.

Note: The writing in question 6, made by computer, it is not that of Ollie North; however, a sample of his writing on a lined tablet showed the same disregard for the left margin, crossing over it as though it did not exist.

Most would agree that the foregoing answers speak for themselves, as Gary has discovered in hosting seminars to groups of executives and professional men and women all over the U.S. He sparks his presentations with tests similar to these, albeit making them a little more complex and interesting. The major point he makes is that we laymen already infer from the writer's pen a great deal about his character and personality based on such things as: (1) the placement of writing on a page, (2) the formation of the script itself, and (3) the contents of the message. And we do this without having had any specialized training.

And, when you think about it, doctors of psychiatry and psychology do something similar with the great variety of tools they use in their practices. They might, for example, ask a battered child to make stick figures of the family members, or they might show ink blots to a psychotic for his interpretation. The difference is that these doctors describe it as "therapy" in their practices, whereas Gary employs the term "handwriting analysis."

Note: There is a distinction between a *document examiner*, as one who analyzes a questioned document to determine if the writing was made by one and the same person, and a *handwriting analyst*, who makes a personality assessment of the person based on his writing.

Gary's early years

Gary's roots are solidly planted in the fertile soil of Oregon's Willamette Valley. He was born in Eugene, where his father was a Baptist minister. He attended high school in Portland's bedroom community of Beaverton, where he participated in baseball and basketball. He won school honors as the best field-goal kicker, but did not participate with the football team because he "did not like doing pushups in the mud" (no guts no glory).

This was in the mid-50s and the Russians had just launched Sputnik. Congress was up in arms about the poor quality of high school curricula (yes, even then), and they visited Beaverton High School, and described a "model" curriculum — it was the one at Beaverton H.S., rated as one of the top high schools in the country, at a time when Oregon was number one in the U.S. Gary graduated in 1959. He and another student won partial church scholarships to Texas Christian University, where Gary joined the AFROTC honor guard and color guard, whose commander was Tim James, son of Betty Grable and Harry James. In his freshman year he and James went to the Mardi Gras in New Orleans to march in the parade, serving as the King's Honor Guard. Gary and James put blank cartridges in their rifles and, as they passed the NATO reviewing stand, they simultaneously pulled off a round. It was a time of tension in New Orleans and the local cops came to attention and reached for their own weapons, expecting trouble. "It was not one of my more mature acts in college," Gary comments. No one ever discovered the source of the gunfire. One of Gary's fraternity brothers was Robert Lilly of Pendleton, Oregon, now a member of the NFL Hall of Fame.

Gary the Bowler

Gary has had a lifelong interest in bowling, starting in high school when a pretty girl invited him to join a team. During his last Air Force assignment (in Stuttgart, Germany), in 1983, he won the 7th Corps "team," "singles," and "doubles" in all events. Much to the displeasure of the Army brass, two of the top three bowlers were members of the Air Force. He went on to finish 3rd in the All-Europe Masters Tournament.

Special Agent, OSI

Gary was commissioned a second lieutenant out of AFROTC in 1963 and was immediately assigned to OSI. After completing the OSI Academy, he served in the Atlanta detachment (1963-65) and then in Japan in SCO & CI analysis. He returned and took over in Milwaukie (as Detco from 1966 to 1968), attended the Defense Language Institute (in Chinese) was once more sent abroad, to the Philippines, where he resumed his SCO work (1969-71).

After this assignment he returned to Washington, D.C. and served in the SCO shop at AFOSI Headquarters (1974-77). He was then assigned to the Defense Investigative Service for three years (1974-77) under Member Bernie O'Donnell, who recalled a "special" Gary participated in Saigon: "Of all the teams I ever worked with, this was the best. We were hidden away in an old monastery and the going was rough. Gary was kind of a quiet guy, and humorous with an off-beat sense of humor. He was a great favorite of all the people on the team, a tireless worker, and a great joy to be with under very trying circumstances."

In recalling the Saigon "special," Gary related that many Vietnamese were "fleecing" the U.S. by charging

exorbitant rents. For example, a Vietnamese newspaper editor owned a building he rented to the local population for \$3,300 a year; a year later he was charging U.S. Forces \$330,000 a year for the same building.

Softball in D.C.

Gary fondly recalls playing softball (all positions) with the OSI team in Washington. They were at the bottom of the Andrews AFB league until then Special Agent Bob Wright from the GI Division joined the team and pitched them to the top of the league, and they took the championship. The next year, 1977, events were shaping up the same way until they got a call telling them they had been ejected from the league because they were not stationed at Andrews AFB.

This was jealousy in action and they pointed out that, because Bolling AFB had no fast-pitch softball league, AF regulations allowed them to play at the nearest base which did have a league, namely Andrews. Those running the league would not be persuaded, and it took the intervention of General Beyea to have them put back on the league roster. A second attempt to disqualify the OSI team failed, and they again won the league championship for the second straight year.



1984. Stuttgart, Germany. Gary bowled an exhibition match with Professional Hall of Famer Earl Anthony. Gary averaged 242 to qualify to beat Anthony, then lost to him 171-151.

His high game is 300 and high series 790. Between 1971-1982 and, of the 480 top bowlers in the world, he finished in the upper 100 three out of four times. In 1987 his team won the Oregon state championship, in 1988 and was second in "doubles."



1971. The Philippines. Doing the "tinkling" dance (between bamboo rods). They didn't call Gary "The Dancing Bear" for nothing!



1974. TDY in Korea. DO 45 Commander, Col. Frank E. Drohan (left), Gary and unrecalled OSI member call on ROK OSI officer.



1977. Washington, D.C. At a farewell banquet, Dal Weddle (right), Assistant to Bernie O'Donnell, presents Defense Meritorious Service Award to Gary.

Stripper hosts three "first ladies"

Gary was transferred to Guam in 1977 and served as HIU chief in DO 41 until 1979, an assignment which recalled for him an amusing episode, which occurred during ceremonies celebrating the self-government of the Marianas Islands Commonwealth.



1977. Guam. Gary worked with the Secret Service on a protection detail for Jeff Carter, son of President Jimmy Carter, at Commonwealth Induction Ceremonies.

The Carter White House was represented, and one of the advance Secret Service agents invited a stripper to participate in the celebration. The stripper, a rather creative lady, ended up with a hospitality suite in the hotel entertaining the Governor's wife, the General's wife, and the Admiral's wife — as if to prove

once again, in Kipling's words, that "the Colonel's Lady and Judy O'Grady are sisters under their skins."

Turkey a miserable but professionally rewarding assignment

In 1979, Gary was reassigned to DO 69 in Ankara as Chief of Crim/Fraud, which he recalls as one of the most personally distasteful but professionally challenging assignments in his entire career. Turkey was politically unstable at the time, and energy was so severely curtailed that they were without heat and lights four hours a day. "We went home and curled up in sleeping bags at night, reading until we fell off to sleep. But tough times brought us together and many close friendships developed."

During his first year as GI Chief, Gary headed up the U.S. side of the assassination investigation of six U.S. citizens. "We, as American military, were continually under threat of assassination. All OSI personnel wore bullet-proof vests to and from work and truly implemented the now fashionable flexible work hours. We also varied our times and routes to and from work for the 'ultimate' personal benefit — survival."

A long day in jail

When the Turkish military took over the government in 1981, Gary was elected to visit the new district commander's residence, which was located beyond one of the checkpoints, to tell him about the takeover. He passed through the checkpoint on the way to the colonel's house, but was arrested on his return, and subsequently held incommunicado for 12 hours. After shivering all day in a dank and musty jail, he was finally released. It was an event that left a lasting impression, and one he would not want to repeat.

Demonstrations in Germany

As a "reward" for his service in Turkey, he was assigned to Stuttgart, Germany as Detco (1981-84), during which tour he flew by helicopter with Assistant Secretary of Defense Noel Koch to observe a human "chain" of anti-nuclear demonstrators, whose handclasped arms stretched from Stuttgart to New Ulm. His earlier decision to

assign a young agent, Steve Graubard, to an Army installation which housed U.S. Air Force Communications personnel, paid off big time. Steve arrived before the demonstration was fully underway, and he was able to provide a first-hand account of the ensuing action, which account went directly to the Joint Chiefs of Staff and was considered the most reliable information coming out of USAFE at the time, despite the efforts of hundreds of people gathering information on this threat to Army and Air Force installations.

The genesis of a second career

It was on his return voyage to the U.S. on the HMS Queen Elisabeth II, that Gary was first introduced to H.A. Explains Gary: "although quite skeptical at first, I began studying it in earnest, receiving my basic certification in 1987, and my Master Handwriting Analyst certification in 1988. I started my own H.A. business in 1988."

Combination of imagination, experience, and theoretical as well as scientific knowledge

Gary is steeped in forensic science. So his impressive academic credentials, complemented by his experience as a Special Agent, combine the theoretical and scientific with the practical, in an imaginative effort to render a message rationally explained and logically rendered, and at a time of intensified demand for his services.

In the crucible of Gary's imagination, working in concert with his memory, intelligence, and will, he proposes to reach out beyond what is clearly evident to identify also that which is hidden in the evident, and he provokes our interest by declaring that our skepticism about his techniques is nothing more than a failure of our imagination. He is a True Believer!

Business demand for his services

Most of Gary's work centers around: (1) commercial and hi-tech clients concerned with internal theft, or the problem of either domestic or foreign companies having penetrated their firms to gather information inimical to their interests, (2) insurance companies flooded with fraudulent claims — who's telling the

truth? (3) lawyers and law firms wanting the “edge,” especially in deciphering the personalities of prospective jurors, (4) county and state agencies faced with serious questions concerning the suitability of applicants being considered as adoptive parents or foster care givers, (5) private investigations firms or solo private investigators on someone else’s payroll.

Sampling of cases

Professional investigators gauge the credibility of the investigator and the techniques he employs by the results obtained, following the natural law of cause and effect.

The February 1991 edition of the *Journal of Graphoanalysis*, “world voice of scientific handwriting analysis” highlighted Gary’s work and that of his associate Kay M. Talbot, MGA, as follows:

A needle in a haystack

This investigation involved a disgruntled former employee who had been fired and, for the next five years, had sent “sexually-oriented letters and over 85 magazine subscriptions” to four senior executives of a “Fortune 500” company. The culprit would fill out a subscription form in each man’s name, check “bill me,” and send the subscription to the magazine company. The time and expense incurred in stopping the subscriptions were bad enough but, in 1989, the letters took on “a more ominous tone,” and the executives feared the writer might resort to violence. Other investigative efforts bore no fruit, and they were in a quandary. Fortunately, the firm’s security manager mentioned his dilemma to AFOSISA Employment Coordinator Jim Carino, who asked if they had tried H.A. Jim recommended Gary and they hired him.

The ZIP code from which the letters emanated was of little value because several thousand of the company’s current and/or former employees resided in that area. But Gary and his associates examined the handwriting samples available from the envelopes containing the “sexually oriented” material, as well as that writing on the magazine subscription forms they were able to unearth

from the magazine companies’ files. They came up with a personality profile.

Gary recalls: “The analysis of the printing and cursive writing disclosed no traits that would indicate an unusually violent personality, but I was able to give my client a relatively specific description of the writer. I indicated that if the writer was a current or former employee, he/she would have likely been in the accounting department. I further described how that person would be likely to interact as a supervisor, a co-worker, a subordinate, a committee member, etc.

“In addition to the description of the personality, utilizing a still somewhat experimental handwriting analysis technique, I noted that the writing indicated that the writer may have a problem with a leg, such as one leg shorter than another, some traumatic injury, or amputation.

“The security personnel took the description to the personnel department where someone exclaimed, ‘My God, that sounds like —.’”

“Within 60 days, I was advised that the company investigators, using my description, had proven, through other more conventional investigative techniques that the man they identified was ‘beyond a shadow of a doubt’ the writer of the anonymous letters, and the one who had ordered the magazine subscriptions. The man had previously worked in the accounting department of this Fortune 500 corporation, and had been fired several years prior to this time — and his left leg had been amputated.”

Internal theft of \$28,000

In another investigation for a large company, it took the police three weeks to reach the same conclusions Gary reached in three hours. In this case, the list of suspects sadly included several employees, including the manager of the department. Someone had stolen \$28,000 in receipts. Gary examined their written statements, their employment applications, and the handwritten responses they had made to prior performance evaluations.

Gary was convinced from the manager’s

handwriting that he was not only involved but had planned the theft. The handwriting in another employee’s statement indicated complicity. Gary’s conclusions were passed on to the police, who focused on these two suspects. Using other investigative techniques, the police solved the case, corroborating Gary’s findings in the process.

Busts attempted insurance fraud

Within the past few months, a nationally-known insurance firm approached him with the \$20,000 claim of their client. Gary’s first reaction to the writing on the claim form was that the writer was a very slick customer (as it transpired, the claim came under closer scrutiny precisely because the field agent thought the man was a bit “too smooth.”)

In this case the man, in his handwritten claim, used two words Gary termed “psycho linguistically inappropriate”: the words “gained” and “missing,” and the man also misspelled these words (which raised another flag, considering the fact that he was an educated man).

Instead of saying “they broke in through the sliding glass door,” the man wrote “entry gained . . .,” and instead of saying the items were “stolen,” he used the term “missing.” The insurance company agreed with Gary’s assessment and pressed the matter with the claimant. The man suddenly withdrew his claim. It was later learned (1) that he was living on \$75 a month and wanted to start his own business, and (2) that he had bought the theft policy only a week before the alleged break-in.

A guilty conscience needs no accuser

According to Gary, the handwritten image is the product of both the conscious and subconscious mind working in sync with reality, thus consonance in writing occurs when they are in agreement. Conversely, when they are in opposition, the resultant disharmony affects the writing. Put another way, when the conscious mind “creates” a “truth” the subconscious knows to be an untruth, and then that individual begins to write a statement of facts, telltale signs — or flags — appear in the writing reflexively.

This reflexive action is not confined to handwriting. We see it in speech and body language as well. For example, when you ask a salesman if that is the lowest price he'll go in selling a car, and he untruthfully replies "yes," you might discern this reflex: in him scratching his nose or blinking his eyes, or in the quiver of his adam's apple (the etymology of which goes back to Adam's guilt in the Garden of Eden, as related in the Book of Genesis). Similarly, *faux pas* in speech, commonly referred to as "Freudian slips," are the result of the conscious and the subconscious not in pitch with the same tuning fork: truth. Experienced investigators have known these truths for a long time.

Psychologists Freud, Jung, Adler, and Binet, according to an article in the May 1992 issue *Security Management Magazine* "perceived value in using Graphology as a better way to understand themselves and others."

So in employing his version of statement analysis, Gary examines (1) the handwritten strokes and their placement on the paper, (2) the physical characteristics — size, pressure, spacing, margins, slant and spelling and (3) psycho linguistics — that is, the appropriateness of words used and their placement in a statement. Although many analysts use one or two of the above, to the best of his knowledge, Gary and his associates are the only ones employing all three techniques to analyze statements of victims, witnesses and suspects.

Who is this madman?

Gary would not discuss many of his "tricks" for fear of them being used out of context, but one stands out. He cannot predict who *will become* a serial killer, but a trait in handwriting that he has observed only twice in his life, that of consistent gaps at six o'clock in the formation of the letters a and o: these gaps were peculiar to, and occurred in the handwriting of, serial killers Jeffrey L. Dahmer and Ted Bundy! (Gary once wrote to Westly Allen Dodd, the child killer, told him who he was and asked Dodd for a sample of his handwriting. Dodd wrote Gary a 10-11 page letter from death row). Dodd's writing, although not showing the same traits as Dahmer or Bundy, did indicate a "warped" thinking

process, which indicates that there are not any one group of traits that make up a "serial killer." But, adds Gary, nevertheless, suspects can be identified through professional H.A.

Gary chuckled at one point in alluding to the psychological aspects of his trade: "Talk about the power of suggestion; occasionally analysts attending H.A. seminars learn of a negative trait and will have it so embedded in their minds, that this negative trait will appear in their own handwriting for a short while and then (hopefully!) disappear."

Gary's collection of the results of major insights made by other H.A. practitioners is impressive:

One analysis done by an Anna Koren at the behest of MOSSAD (Israeli intelligence) stands out. With only the handwriting (in this case Arabic), Anna described the writer to MOSSAD (and Sam Donaldson and Diane Sawyer on "Prime Time Live") in part as follows:

"Extreme moods . . . unstable and stubborn, bangs his head against a brick wall . . . unable to work in a team . . . very aggressive . . . loner who will march into battle without consulting others . . . aggression beyond reason . . . 'draws his gun unexpectedly' . . . [will] surprise . . . professional madman . . . each role is crazier than the last . . . a threateningly spontaneous leader . . . intelligent, sharp-witted, outstandingly clever and charismatic . . . shrewd, keen mind, sharp eye."

In case you had not guessed, the handwriting was that of Saddam Hussein.

Professional membership

Membership in professional organizations provides rather exclusive access to individuals and information. Astute professionals, through networking and service, establish credibility as well as accounts which grow in proportion to the member's competence. Gary takes part in the following organizations:

AFOSISA
INTELNET
Society for Competitive Intelligence
American Society for Industrial Security
Federal Investigators Association
NW Fraud Investigators Association

International Graphoanalysis Society
American Handwriting Analysis Foundation

A bright future

H.A. is clearly on trial. The question centers *not* on whether it is a viable tool but, rather, on what its prospects are for the future. It's a vexing question, and only the verdict of history will provide an adequate answer. Time may rewrite these lines. But if the past truly is prologue then H.A.'s future prospects appear rosy for several good reasons:

(1) The examiner's subjectivity does not intrude into the equation — at least as far as the subject of the inquiry is concerned. That is, the suspect's heredity, dress, speech, mannerisms or other personal traits or characteristics do not affect the analyst's thinking, because the analyst does not see the subject.

(2) If this were a religion, we would say it appears to be gaining important converts. The May 1992 issue of *Security Management Magazine* (SMM) reported that 5,000 U.S. companies were using the service, and that media coverage of H.A. has included *The Wall Street Journal*, *The Washington Post*, *Chicago Tribune*, *ABC World News Tonight*, and *The Christian Science Monitor*. The SMM article also mentioned that H.A. is used at "Ford Motor Company, General Electric, [and] the CIA," and that in "France and Switzerland, 80 percent of the largest companies" use it. Further, that "it is used more than any other form of personality assessment" in Israel.

(3) The SMM article stated that "2,000 research papers on this topic have already been published in various medical, educational, criminological, and psychological journals around the world." Gary is currently preparing such an article for a major legal journal. And, as research continues, the results are now being fed into computer programs.

In short, the field is gaining respectability so, unless its client base shrinks, H.A. is destined to become an even more major tool for security in both the public and private sectors.

(4) The April 1993 issue of *Personnel Journal* — *The Business Magazine for*

Leaders in Human Resources, contains a lead article which reports, in part, that "The numbers are staggering: Employee theft costs U.S. business more than \$40 billion annually and causes more than 16,000 firms to fail each year [and that] such human resources initiatives as pre-employment testing . . . are helping Nordstrom, MasterCard International, AT&T and Lotus Development . . . fight on-the-job theft." Among the cures favorably commented upon: "psychological tests and handwriting analysis."

AFOSISA member Tom Wathen, CEO of Pinkerton, is quoted in the above article (p. 86) as advocating BIs plus psycho tests, the polygraph (where they're still allowed by law) and H.A. to prevent hiring a would-be crook.

So is the client base going to shrink? It would not be a shallow guess to respond: Not likely! If anything, demand will intensify.

(5) Bottom-line bean counters now have input into the overall strategic planning of major corporations. If, in their view, a credible handwriting analyst with a good batting average can render a comprehensive report on the personality of a subject in a matter of hours (by FAX) for but two or three hundred dollars, versus a psychologist's report costing a minimum of \$1,000 and weeks of time, guess who will get the business?

Speaking of "averages," Gary would be the first to concede that handwriting analysis is far from infallible — and he admits to committing two errors himself in the past five years. One of them, he says in hindsight, occurred because he did not follow his own instincts and the formula he developed for analyzing handwriting. Perhaps the other error was an anomaly; however, one would have to agree that flubbing two in five years is not bad fielding.

It is important to remember at this juncture that handwriting analysts do not "accuse," they merely state that their analysis of the person's writing shows specific traits of personality. In other words, the analysts' primary job is to point investigators in the right direction.

(6) The courts have given wide latitude to handwriting analysts in the established areas of protection under both the Fourth

and Fifth Amendments to the Constitution (in *United States vs. Dionisio* — handwriting exposed to public view is not protected, and in *United States vs. Rosinsky* — handwriting is a behavior seen in public and samples thereof are not self-incriminating).

H.A. has been accepted in 14 state courts, and two Federal courts have also allowed testimony from handwriting analysts as to personality characteristics.

New converts welcome

If you find, as this writer has, the subject of handwriting analysis rather interesting or fascinating (if not a little scary to learn that people can tell things about you which you had not imagined), Gary recommends this large-sized paperback book available in most book stores (\$16.95): *Handwriting Analysis — Putting It to Work for You* by Andrea McNichol and Jeffrey A. Nelson, Contemporary Books, Inc., 180 N. Michigan Ave., Chicago, IL 60601.

Gary also recommends (for \$39.95) *Handwriting Analysis and the Employee Selection Process: A Guide for Human Resource Professionals* by Kathryn K. Sackheim, Quorum Books, 88 Post Road West, Westport, CT 06881.

If you have a case of gridlock which could call for handwriting analysis and wish to consult with Gary, call or FAX him at 1-800-835-1148, or at 1-503-524-4613.

**"Old soldiers never die;
they just fade away."**

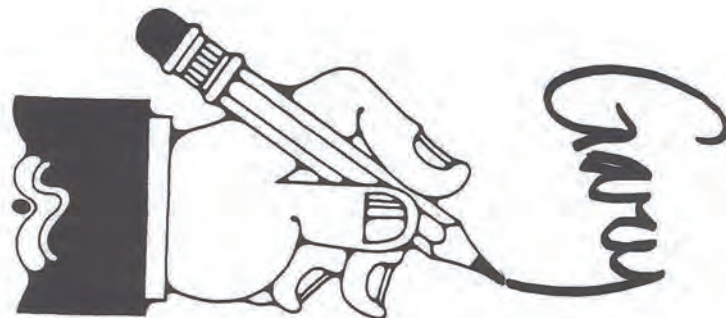
Gen. Douglas MacArthur's famous

lines may apply to Gary the airman of yesteryear, but not to Gary the investigator in his new illustrious undertakings. More apropos for today's Gary would be John Keats' commentary on imagination: "I am certain of nothing but the holiness of the heart's affections and the truth of imagination — what the imagination seizes as beauty must be truth — whether it existed before or not." ★



Today. Gary on Mount Hood, Oregon.

(Editor's note: Member Joe Foye, who retired as a Special Agent in 1968, is a free-lance writer from Portland, OR, and has had many articles published in *Global Alliance*.)



Member News

Welcome New Members ...

These are our newest members since we last published. You should have seen their introductions on our email listserve. If we missed someone from one of Jim's *InfoBriefs*, we apologize. Let us know and we'll mention you in the next issue. Welcome one and all to the premiere network of investigative and security specialists.

- Lou **BENIAMINO**, Port St Lucie FL
- Enayatullah **KOCHI**, Kabul, Afghanistan
- Rory J **McMAHON**, CLI, CFE, FCI, Ft. Lauderdale FL
- Guillermo **VALLADARES**, Honduras



See what happens when you marry young ...

Or so **Joan Beach** tells us. Joan welcomed her first great-granddaughter this year. Cheyenne Evelyn Buckley was born on September 22 at Camp Lejeune, North Carolina. Parents are Jessica and Daniel Buckley. Daniel recently left the Marines and just started a job as a fireman in South Carolina. Congratulations to Joan and family.

A Race Well Run ...

Robert Dudash barely lost the election in July for president-elect of the Association of Former OSI Special Agents. Rob lost by five votes and "... certainly intends to be a candidate again."

Running With the Bulls ...



He said it was on his bucket list, those activities or adventures we wish for before we "kick the bucket." "Running With the Bulls" in Pamplona, Spain, is a famous yearly event, and this year **John Sexton** made it and offered this observation: "*I found something dangerously romantic with the idea of heading off to a village in Northern Spain and running along narrow cobble-stoned streets as a hoard of snorting bulls pounded mercilessly behind, hell-bent on charging forward at all costs – refusing to be inconvenienced by those who would stand in their way.*"

Congratulations to Michele Stuart ...

The National Association of Investigative Specialists named **Michele Stuart** its Speaker of the Year.

A Successful Collaboration...

Congratulations to **Yin and Phil Johnson** of the U.K. and many international ports for their successful collaboration with two crime writers who are former police colleagues. The result was published in early September and went live at <http://blog.rcbridgestock.com/>. ♦♦♦

It Takes More Than a Hammer to Build a Good Investigation

By Jerry DeFatta



Have you ever wondered how many tools and different areas of expertise it takes to build a house? I am certainly not a carpenter, but I do know you can't build a house with just a hammer and a plumb line. The same is true when it comes to conducting good investiga-

tions. It is our responsibility as professional investigators to ensure we have the tools and knowledge needed to conduct the investigations we are retained to perform. If an investigator is retained to conduct a theft investigation, in order to effectively investigate the theft, they have to have a working knowledge of the industry and area in which the theft has occurred. Say, for example, if you suspect a warehouse employee of stealing merchandise, you would need to understand that employee's duties, normal procedures, and general workings of the warehouse. Without this knowledge you will not be able to identify actions that fall outside of the norm and you will be less effective when interviewing the employees who may be witnesses or suspects.

Just like every crime is different, every investigation is different. While some will have the same general characteristics, they will also be unique in some way. Today's investigations are becoming more complex and the tools needed to conduct these investigations are also changing. One of the first things an investigator must do is to understand his or her personal weaknesses. Nothing will destroy an investigation faster than an investigator who is working outside his realm of knowledge and expertise. There is no shame in saying "That's not what I do, but I know someone who does." In fact, in most cases you will find that

people will respect you more for admitting it and finding someone who can handle that aspect of the case professionally.

One of the best approaches to investigating might be the "team approach." This is when a group of investigators and others who each specialize in a different area, such as computer analysis or accounting, will work together to investigate a case. Although it may be the best approach, it is not always possible or practical. This is when it becomes very important to network with other professionals. One good source of networking is to become a member of professional investigative associations. It is important to be knowledgeable about the members of each association you belong to and to understand the membership criteria. Some associations require members to have ex-

Today's investigations are becoming more complex and the tools needed to conduct these investigations are also changing.

tensive experience and others allow new investigators to join. So if you are going to pose a question to the members of an association, it's important to keep in mind what the membership criteria is and to understand that not

all of the answers or opinions you get will be best for your situation. You will be well served to establish a group of associates that you can count on and trust for advice in different areas. That's a major part of the Intellenet "value."

Aside from knowing your weaknesses and knowing your area of expertise, there are a few other things you should consider. There are several investigative skills that a good investigator should have in order to conduct professional investigations. Over the years, I have learned that one of the most important characteristics that I've relied on is the ability to think on my feet and adapt to meet the situation. There are many other skills an investigator can learn.

Continued on next page ...

Your ability to analyze information and determine the key facts will become your most often used tool. Experience and training will assist you in sharpening these tools. Take every opportunity to add to your list of skills through training and by working with others to learn the different aspects of each area of expertise. Although there are many learned skills and characteristics needed to be good investigator, for me one of the most valuable investigative skills I have learned is the ability to conduct good interviews and analyze behavior. I started adding to my "investigator toolbox" many years ago when I attended my first behavior assessment class as part of an executive protection training program. A few years later I attended a training seminar held by John E. Reid and Associates on "The Reid Technique of Interviewing and Interrogation." As my career progressed, I found that I started to rely more heavily on "The Reid Technique." Even though I found this tool fits my needs in most cases, I haven't

A good investigator, like a good carpenter, will always have more than one tool with which to do the job.

stopped adding to my toolbox. Although I now teach interviewing skills to others, I still obtain interview training from different sources to enhance my skills. I think it is important for professional investigators to learn whatever they can about the areas they investigate and to stay abreast of new techniques in their field of investigations.

Again, professional associations are a great source of training and a good way of staying informed in our ever-changing profession. A good investigator, like a good carpenter, will always have more than one tool with which to do the job.

Networking and continuing your professional education is the best way to build your skills and add valuable tools to your investigative toolbox.

Robert "Jerry" DeFatta CFE, CRT (Jerry@defattapi.com), is owner of DeFatta & Associates in Keithville, Louisiana.



ISPLA Report

by Bruce Hulme, CFE

With the House in control by Republicans and Democrats controlling the Senate and Executive branch, as of this writing, no significant movement has occurred regarding the dozen or so bills of concern to investigative and security professionals. Although privacy legislation, ID theft, and data security breach issues remained strong, the gridlock during this election year, thus far, worked well for ISPLA and the professional associations that have supported our efforts.

That said, when Congress returns after the November election we will be faced with a "lame-duck" session, a period when we will be maintaining near constant vigilance until the conclusion of the 112th Congress at the end of 2012.

ISPLA remains singularly focused on lobbying and monitoring issues of concern; i.e., GPS tracking, SSN ban issues which would hinder database access, pretexting and undercover issues, stalking, anti-paparazzi and anti-surreptitious video surveillance legislation, and the denied access, expungement, redaction and the destruction of public records. This ISPLA article for Intellenet will comment on the future of the Thomas.Gov website, the GPS tracking case heard before the U.S. Supreme Court last January, several Supreme Court cases presently pending before the High Court and the alleged criminal activities of private investigators recently reported in the media that may affect our efforts in protecting the interests of our profession.

Continued on next page ...

Thomas.Gov site to be replaced...

September 19, the Library of Congress unveiled Congress.gov, a legislative information site that is intended to eventually replace Thomas.gov, the entity's existing research site. Congress.gov will have better search features and is designed to be more user friendly. It is expected to also be easier to use on mobile devices. The beta site includes legislation dating back to 2001 and profiles of members of Congress. On the horizon in the next few years the website will include: LawSites reports, Congressional Record, Congressional Reports, Congressional Record Index and the House and Senate calendars.

U.S. Supreme Court...

USA v. Jones - On January 23, 2012, the U.S. Supreme Court voted unanimously that, given the circumstances presented in the case, a search had indeed occurred. The Justices split, however, on their reasoning. Five held that it was the physical attachment of the device to the car that constituted a search under the Fourth Amendment. Four concurred in the judgment, finding instead that it was a search because it violated the defendant's reasonable expectation of privacy. This case applied to law enforcement, but will have implications for private sector use of GPS as there are bills before Congress and state legislatures to ban such use.

The split in the Court revealed ongoing uncertainty about the broader questions raised in the *Jones* argument—particularly regarding how “to prevent the police or the government from monitoring 24 hours a day.” *Jones* could be decided narrowly because the case involved a physical intrusion of a defendant's car. Much of modern surveillance, however, occurs without any similar type of physical intrusion. The unanswered questions from the *Jones* argument thus suggest that the Court is seeking a new, as-yet unarticulated way to constrain police and government discretion to conduct unprecedented surveillance, according to Professor Peter Swire in the February 2, 2012 *Stanford Law Review*. The comments below are from his article.

In *Jones*, the police placed a physical GPS device on the defendant's car. The police had time to get a

warrant in advance, but the police went outside the scope of the warrant that was issued. The GPS device recorded the car's movements for over a month. Jones challenged the constitutionality of the tracking, and the D.C. Circuit upheld the challenge, finding that the extent of surveillance in the case invaded the defendant's reasonable expectation of privacy. On appeal, the government argued that no search or seizure existed. The car was moving on public roads, the government emphasized, and there was no intrusion into the limited private zones where the Fourth Amendment applies, such as a home, the interior of a car, or a person's telephone calls. Earlier cases had found no search or seizure when government agents looked through a person's garbage, trespassed onto open fields behind a home, or placed an electronic beeper on a physical container (except where the container happened to go into a house). For the government, the case was simple—the car was in “public,” thus no Fourth Amendment limits applied to tracking the car.

(USA v. Jones) applied to law enforcement, but will have implications for private sector use of GPS as there are bills before Congress and state legislatures to ban such use.

The Supreme Court unanimously affirmed, but with three distinct options. Justice Scalia, who wrote for Chief Justice Roberts and Justices Kennedy, Sotomayor, and Thomas, focused on the physical attachment of the GPS device to the vehicle. He wrote: “We have no doubt that such a physical intrusion would have been considered a ‘search’ within the meaning of the Fourth Amendment when it was adopted.”

Justice Alito, writing for Justices Breyer, Ginsburg, and Kagan, emphasized the “reasonable expectation of privacy” test for a search first enunciated in *Katz v. United States*. Without providing any detailed guidance to lower courts about where lines should be drawn, he concluded: “The best that we can do in this case is to apply existing Fourth Amendment doctrine and to ask whether the use of GPS tracking in a particular case involved a degree of intrusion that a reasonable person would not have anticipated.” Justice Sotomayor, in her concurrence, expressed concerns about the risks created by “the Government's unrestrained power to assemble data” and its “unfettered discretion” to track individuals, which potentially “may alter the relationship between citizen and government in a way that is inimical to democratic society.” Resolution of such difficult questions in the *Jones* case was unnecessary, however, be-

-cause “the Government’s physical intrusion on Jones’ Jeep supplie[d] a narrower basis for decision.” On October 1, the Supreme Court started a new term and agreed to decide two cases that may be of interest to some of our members. They are expected to be decided in January 2013.

Maracich v. Spears – Will rule on whether lawyers can obtain personal information from driver license records to recruit clients for lawsuits, despite the federal Drivers Privacy Protection Act of 1994, a law intended to shield motor vehicle records. The justices will hear an appeal from three South Carolinians who objected to solicitations from lawyers to join a lawsuit against car dealers, contending they violated provisions of the DPPA. The lawyers had obtained the plaintiffs’ personal information through Freedom of Information Act requests to the South Carolina Department of Motor Vehicles. They sought to identify potential plaintiffs for a class action against car dealers. The U.S. Court of Appeals for the Fourth Circuit held that obtaining the information and subsequently using it to solicit plaintiffs satisfied the litigation exception to the federal driver privacy law. (Note: The writer drafted the exception provision “...in anticipation of litigation...” and assisted in other aspects of the DPPA providing an exception for State licensed private investigators and security firms.)

Missouri v. McNeely – Will decide when law enforcement officers must get a warrant before ordering a blood test on an unwilling drunken-driver suspect. The Missouri Supreme Court has held police need a warrant to take a suspect’s blood except in special circumstances when a delay could threaten a life or destroy potential evidence. Other courts have ruled that dissipation of alcohol in the blood is reason enough for police to call for a blood test without first getting a warrant.

USA v. Skinner - U.S. Court of Appeals for the 6th Circuit – Concerns a drug conviction based on information about the defendant’s location that the government acquired from a cellphone carried on a three-day trip in a motor home. The data, apparently obtained with a phone company’s assistance, led to a warrantless search of the motor home and seizure of

incriminating evidence. The majority, in a 23-page opinion held that there was no constitutional violation of the defendant’s rights because he “did not have a reasonable expectation of privacy in the data given off by his voluntarily procured pay-as-you-go cellphone.”

Jardines v. Florida and Florida v. Harris – Will hear oral arguments in two separate Florida cases involving smells picked up by drug sniffing dogs. One case will determine whether a warrant is needed before a police dog can go sniffing around the door of a possible drug house. In the Jardines case the question is essentially whether police need probable cause to let the dog smell the door of a suspected drug house to be in compliance with the Fourth Amendment’s protections against illegal search and seizure. The defense argued that the very act of the dog sniffing at the house required a warrant, because it was, in effect, a search. In that particular case the police only asked for a warrant after the drug dog alerted them that it smelled something. An Illinois court had ruled that a dog sniff is not a search by itself, while the Florida Supreme Court relied on a different federal appeals court in ruling that it was the same thing as a search.



In the Harris case, the court is being asked, basically, whether a dog that’s been trained to sniff out drugs might ever be wrong. It deals with the reliability of drug dogs and how much their skill is relevant to the admissibility of evidence.

The Florida Supreme Court in a methamphetamine case ruled: “We hold the fact that a drug-detection dog has been trained and certified to detect narcotics, standing alone, is not sufficient to demonstrate the reliability of the dog.” Because a dog cannot be cross-examined like a police officer on the scene whose observations often provide the basis for probable cause to search a vehicle, the State must introduce evidence concerning the dog’s reliability. Florida argued that the use of drug dogs is so essential that law enforcement should be given broad latitude when deciding how they may be used. The court outlined some of what might help – information about the dog’s training, how well it did in school, and how experienced both the dog and the handler are.

Bad Press for PI's: Bugging, Stalking, Witness intimidation, ID Theft and Prostitution

Below are just some of the negative press stories recently reported on through out the country.

With Congress and most state legislatures currently in recess until after the elections it is important to be aware of such events when addressing any type of legislative or regulatory agendas. You may rest assured that those groups that generally oppose the investigation profession are monitoring these types of media coverage and will use them to their advantage if given the opportunity.

OAKLAND, CA — A disgraced former California police officer involved in the sensational "Dirty DUIs" scandal in which he acknowledged stealing drugs from law enforcement and setting up men for drunken driving arrests was sentenced to eight years in federal prison. Christopher Butler was sentenced recently after he pleaded guilty in May to robbery, conspiracy and extortion as part of a plea deal. The 51-year-old former Antioch police officer-turned-private investigator also was at the center of the drug task force scandal in Contra Costa County. In a federal indictment filed against a California attorney charged with conspiracy to unlawfully intercept communications, Butler is identified as having installed listening devices in vehicles and in cellular phones.

ALTOONA, PA — A private investigator, Craig G. Zahradnik, is free on bail after his arrest for allegedly stalking his ex-wife. He is a former Altoona police officer.

MEMPHIS, TN — Charged with stealing and selling wealthy people's personal information, Dennis Clark is a private investigator who has been licensed in the state of Tennessee since May 1993. The Secret Service says he was using his access for ill-gotten gains. Now, Clark is charged with identity theft and computer crimes. He was held in jail on a \$100,000 bond.

BROOKLYN, NY — Charged by state officials with professional misconduct for allegedly threatening and intimidating witnesses, private investigator Steven P. Rombom has been ordered to appear before a state administrative law tribunal in Albany, NY on Oct. 25. The complaint by the New York Department of State against Rombom and his company, Pallorium, Inc., alleges violations of law by his business practices and also states he misinformed the state's licensing division by not divulging that his New York City concealed carry pistol permit had been revoked. He also failed to provide timely notice of his federal arrest by the FBI. After indictment, charges against him were

eventually dropped by the federal government. Facing a potential loss of his private investigator license, suspension, and/or a fine are now more likely.

ISPLA would hope that a tribunal is able to differentiate between an investigator employing aggressive bullying tactics of witnesses from the purported instances of actual witness intimidation. Perhaps the FBI eventually made the same determination in their previous criminal investigation of Mr. Rombom. Mr. Rombom, like any other person accused by any governmental entity, is entitled to a presumption of innocence and due process of law. It is our opinion that he will partially prevail in the impending matter on some of the charges -- being acquitted of some of the serious alleged acts of professional misconduct, but not all. Mr. Rombom and his company Pallorium, Inc. are charged with engaging in acts that demonstrate untrustworthiness or incompetency in accordance with a number of provisions in the General Business Law.

PORTLAND, ME - A new judge, Justice Nancy Mills, has been assigned in the prostitution case involving Mark Strong, a 57-year-old Thomaston insurance agent and private investigator. He is charged with promotion of prostitution, a misdemeanor.

ISPLA is grateful to the Intellenet members who have recognized our efforts and have joined our organization to help us carry out our agenda. Throughout 2012 we have submitted many legislative alerts and news items of interest to the Intellenet listserv. These have included the many bills we have lobbied against and the few that we supported, as well as the latest trends affecting the investigative and security professions. More often than not they have pertained to the civil and criminal justice systems, forensic science, contract private security issues, technology, and privacy legislation. When we are informed of potential trouble on the horizon affecting our profession we will continue to confront such issues and meet the challenges that may lie ahead for our profession.



Bruce Hulme, CFE, is ISPLA's Director of Government Affairs (www.ispla.org). ISPLA is a resource for the investigative and security professions, U.S. and state governments and the media.



Sneaky Tricks, Friends and Client Service

By Thomas H. Miles

In general terms, here in the U.S., it is illegal or at least inappropriate to ask prospective job applicants to provide certain information such as race, national origin, religion, birthplace, disabilities and marital or family status -- and their age.

Applications for government employment requiring a security clearance based on a background check are, of course, excluded. Business owners or personnel managers who pose such questions are at risk for lawsuits or formal complaints to government agencies for discrimination in the hiring process.

However ...

A few years ago I had a business owner client whose employees had company insurance benefits based on age, and many employees would also be screened later for federal security clearances. My client asked me for advice, and I submitted an idea – a math trick – for consideration. Please note that I merely informed my client of this interesting trick; my client and his staff then came up with a method of how to use it, and the ensuing process was approved by the firm's attorneys. It was their opinion that the process was legal since no direct questions would occur. Here's what happened when the next job openings occurred.

Several job applicants were ushered in to a conference room with separate tables and chairs, and each one was given a blank sheet of paper, a small calculator and a company pen. Everyone was told to place their names and the date at the top of the blank sheet. The applicants were advised that they were being tested for speed and accuracy in using a calculator. Next, everyone was told to jot down their birth

date in numbers for the month and day with the year's last two digits. For example; if their birthday was March 9, 1985, they should jot down 3985. Instructions followed for accurate usage of the calculator as shown below:

Multiply (the birthday number) by 2 -- add 5 -- multiply by 50 -- add current age -- finally, add 365, the days in a year.

All applicants were then told to flip the sheet over and do the same exact process once again. If the second computation was slightly different, they should perform the calculation for a third and final time. All papers were collected by the company instructor who jokingly declared that errors might appear, but everyone should have at least two results which are the same. If not, then there was no need to worry -- company training officials could assist later in how to use a calculator. Actually, he was being very deceptive.

Try this math trick yourself using your own birth date. The resulting number indicates your birth date by a month, day and year with the last two digits showing your age. That's what the company wanted to know while avoiding direct questioning! How did they determine it? By subtract 615 – which the job applicants were never told to do!

Another trick ...

Here's another math trick which can also be used for simple entertainment or devious reasons. Grab a calculator, enter the first three digits of your phone number -- just the prefix; skip the area code.

Then follow these steps:

Multiply by 80 – add 1 – multiply by 250 – add the last four digits of your phone number – add those last four digits one more time – You can stop there and ask your “target” to read off what they see — or continue by subtracting 250 and dividing by 2. Recognize the number?

Perhaps you may choose never to use these tricks, but at least you know they exist. Furthermore, let me mention a different but somewhat related action which might be helpful for a client.

A PI friend ...

One day a friend of mine, another PI, omitted the last two steps (subtracting 250 and dividing by 2) to gain the unlisted phone number of a woman he had met at a social function. However, the lady was not amused. Ignoring advice from me and others, my colleague was persistent and continued to call this woman. A couple of weeks passed. My wayward PI friend complained to me that she had changed her phone number. I smiled and said it was all for the

best. Every time he called, he only heard the “telco” recording -- *“We’re sorry, but the number you are calling is either disconnected or ... ”*

Friendship is nice, but we PI’s must always serve the best interests of our clients. Actually, the lady in question had hired me to help for a trivial fee, and she had followed my advice. I told her to make a recording of the telco announcement, put it on her answering machine (remember those), and then tell her family and friends to wait a few seconds before leaving a message.

Client service ...

Yes, friends are nice despite their flaws. But it’s also quite nice to maintain a friendship while still serving the needs of a client -- despite a slightly blurred conflict of interest, in service to a greater good. ♦♦♦

Tom Miles is owner of Hawk Security Company in Germantown, Tennessee, USA. You can reach him by phone at (901) 755-HAWK (4295) or by email at thehawkco@msn.com.

