

# W.A.D. beyond GLOBAL

A Quarterly Journal for Investigators and Security Professionals

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FIRMS WITH CYBER ESPIONAGE CAMPAIGN, MCAFEE SAYS**

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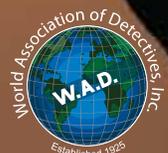
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## EDITOR'S NOTE

Time flies and another year passes by. We continue our journey along the path that has been created for us. A journey that would lead to our eventual destiny.

But our life today is very much dominated by the advancement of technology moving at an incredible speed, leaving society vulnerable and exposed to a life of insecurity. Information is no longer secured, who we are and what could become of us is very much regulated with our data loose on the web. Mining is no longer about tins and ores, its data and bitcoins.

Data is everywhere and is growing at an ever increasing rate, from social media to digital foot prints. We leave our marks on everything we surf and in everything we come in contact with digitally. Technology is bringing about a seismic change as we journey through life. Every second, globally, millions hit Facebook, post to Twitter, share pictures through Instagram and everywhere people Google in search for just about anything and everything.

It is machines communicating with each other and communicating between people. People no longer communicate directly with each other. The internet of things is slowly taking over our lives, determining how we lead our lives and the decisions we make – everything will be relied upon on what and how others influence our thoughts and our actions. It would no longer be self-reliance.

Today, we have become so much dependent on the digital world to navigate the way we live without realising that every second, we somehow are connected somewhere, with someone through the net. This trend will continue at a rapid pace that our future generations will soon be living in a world of their own, isolated from the real world.

How secured we are, no longer is determined by us but by protocols, clouds and big data. Like it or not, it is manipulating our life. But the irony is we allowed technology, smart technology to take control of us. Can we live without it?

Have a great year ahead as you journey through the matrix.

*Siti Naidu*

Editor

We welcome readers' comments.  
You may email to the Editor your contributions.



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**First WAD Executive Committee Balance.**

**Status: Ready for new perspectives. - see you in Honolulu and Stockholm.**

by LAURA GIULIANI, President, WAD

A new challenge, and a lot of added experience: this, in a nutshell, is the summary of my work within the WAD Executive Management Team, along with participating Board members and Officers.

In case anyone thinks, as I used to do myself, that being a WAD President is merely a stepping stone or a simple nod for a job well done – well, think again. It takes a pretty intense daily to-do routine to manage our association; contacts with members are constant, and the whole exec team is actively involved in business-as-usual operations, troubleshooting and new projects to make WAD even more useful to all associates.

While helping manage WAD does mean a big added workload, it is a huge honor, really. Among the new items in the to-do pipeline, the ASSOCIATIONS RELATIONSHIPS PROJECT, though somewhat slow at the start, has been gathering steam of late. Largely thanks to some very satisfying exchange with our network of professional associations working in the P.I. and security sector around the globe, I'm pleased to tell, we are already up and running in the US and in several European nations. Together with our Area Governors and Ambassadors we're representing the WAD in many initiatives and local AGM. WAD perfectly integrates the great job made by the local associations which support the private investigators on a local level specifically with a unique and incessant lobbying towards institutions and mass-media.

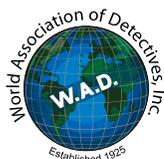
Step by step, I've been recently invited to represent WAD at the SNARP AGM (France), at the APDPE AGM (Spain) and at the "II Encuentro Sobre Investigación Privada" in Alcobendas (Madrid), where Presidents of different organizations, PIs, Security Companies and many Authorities, including law-makers, were present. As the upcoming Honolulu Mid-term Meeting and Stockholm AGM draw near, then, we are working hard to make WAD an ever more authoritative and relevant organization, outstandingly managed by an executive team that really works as one, with a general assembly in which all members have their say, annual elections for the top ranks, great professional workshops and the like.

Not to mention world-class social gatherings, ceremonies and many other opportunities to trade opinions, experience, and great business leads – looking forward to the next meeting then! It will be, as always, a pleasure to meet all new members, welcome all our guests, and see all old and trusted WAD members and friends again.

Your respectfully,

*Laura Giuliani*

Laura Giuliani  
President, WAD



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## EXECUTIVE DIRECTOR'S BRIEF

Dear Members,

As I write this we are getting into the Holiday Season. That of course means different things for different members. For most of us it means celebrating Christmas. For others it means celebrating Hanukkah. Some will celebrate Kwanzaa as well. We also look forward to ringing in the New Year.

It is a festive time of year when we all celebrate in different ways with friends and family, and pray for world peace, unity, and good health. I know I have mentioned this many times, but it is true. The WAD Family should serve as a role model for the United Nations and people around the world. Our motto, "In Unity There is Strength" should be proudly spread around the world during this festive time.

During 2018 we had a well-attended and successful Mid Term Meeting in Barcelona in April. Last September, more than 150 of us gathered in Las Vegas for our 93rd Annual Conference. Judging by all of the positive comments, I think almost everyone enjoyed themselves and left with new friends, a little more knowledge, and a lifetime of good memories.

Organizing these conferences takes weeks and months of work and careful planning. We are dealing with a \$90,000 budget and we want all members to feel their registration fee was well spent. Thanks to more than \$21,000 in sponsorships this year we saved every attendee nearly \$150 off of their registration fee. After all bills were paid and deposits made we showed only a \$19 loss. That goes to show how important our sponsorships are.

I hope many of you have Honolulu, Hawaii on your calendars in late March and Stockholm, Sweden on your calendars in late August. More details can be found on our website at [www.wad.net](http://www.wad.net). Many members are regular attendees who have told us they hope to attend our meetings as often as possible. Others pick and choose their favorite places they have always wanted to see. Whatever your reason, I hope to see you in 2019 at one or both of our meetings.

Sincerely,

*Bob Heales*

Bob Heales

WAD Association Manager and Executive Director



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# Hackers hit global government and defense firms with cyber espionage campaign, McAfee says



Ryan Browne  
CNBC 12 December 2018

Hackers infiltrated dozens of companies around the world with advanced malicious software that extracted information from their systems, according to McAfee.

Research released by the cybersecurity firm on Wednesday showed that the infiltration campaign — called “Operation Sharpshooter” — primarily targeted defense and government organizations.

The report identified that, between October and November, the cybercriminals targeted individuals at 87 companies using social media, sending them messages disguised as recruitment campaigns to get them to open a malicious document.

Once opened, another program called “Rising Sun” is installed, opening a “backdoor” portal that gave hackers the ability to extract intelligence and send it on to a control server. Attackers gained access to usernames, IP addresses, network configuration and system settings data.

“We know that this campaign was intended to conduct espionage, indeed it was only recently launched. The question of the ultimate purpose remains to be seen,” Raj Samani, chief scientist and fellow at McAfee, told CNBC via email on Wednesday.

“In many cases such attacks are a precursor for something else, however we are hopeful that identifying and sharing the details will prevent the true nature of the campaign from being carried out.”

It appears the attack could be linked to the Lazarus Group, a cybercrime collective that has been associated with North Korea by various cybersecurity firms, as it drew from the

source code of a hack that targeted South Korean firms in 2015. However, McAfee researchers said it appeared “too obvious” to conclude that Lazarus was responsible, adding the attack could be a “false flag” aimed at diverting the attention towards the notorious organization.

“The original malicious documents were hosted in the U.S.,” Samani said. “In terms of attribution, certainly there are similarities with tactics and code previously attributed to the Lazarus Group, however we are conscious that this may be an intentional tactic to make it appear so.”

Lazarus has been connected to a spate of high-profile cyberattacks, including the 2014 Sony Pictures hack and last year’s WannaCry ransomware attack that crippled numerous businesses and institutions around the world.

McAfee’s Samani said that data has been stolen from the companies as a result of the hack, however the scale of records stolen is not yet known.

“We can confirm they have been targeted and certainly many victims have clicked onto the malicious documents and downloaded malware,” Samani said. “However it is unclear how much data was stolen at this stage.”

The McAfee report did not identify any companies affected by the cyberattack, but highlighted that 87 firms across 24 countries — including the U.S., the U.K. and Russia — had been impacted.

“We will continue to monitor this campaign and will report further when we or others in the security industry receive more information,” researchers at McAfee wrote in a blog post.

Credit: Reprinted with permission from CNBC

# Rise of the Drones - Managing the Unique Risks Associated with Unmanned Aircraft Systems

*Drones or unmanned aircraft systems (UAS) used to be primarily associated with military operations. Today, compact versions are increasingly operating in everyday life and the UAS industry is fast becoming a multi-billion dollar business, as the benefits to be gained from utilizing such innovative technology become apparent.*

*This Allianz Global Corporate & Specialty (AGCS) report examines the key issues and trends underpinning rapid growth in usage of UAS and provides insight into the potential risk exposures related to their deployment in the private, public and commercial realms.*

## Summary Report

### The landscape today

Use of drones or unmanned aircraft systems (UAS) in public airspace is increasing dramatically. In the US the Federal Aviation Administration (FAA) projects that by the end of 2016 over 600,000 UAS will be deployed for commercial use – three times the amount of manned general aviation aircraft. In addition, 1.9 million UAS are expected to be in recreational use. The number of UAS is set to triple by 2020.



Photo: microdrones

Globally, UAS market volume is forecast to reach 4.7 million units by 2020 (other estimates are even higher), with the market for commercial application of UAS technology estimated to soar from \$2bn to \$127bn. Such projections are driven by UAS becoming cheaper, smaller and easier to use, as well as regulatory progress.



### Uses and benefits

Piloted remotely on the ground via control stations, UAS are increasingly used for menial or dangerous tasks, potentially solving problems and overcoming challenges across numerous countries and industries, improving the safety of thousands of workers every year and significantly reducing costs. UAS are commercially used in a variety of situations, the most popular of which are industrial inspections, aerial

photography, agriculture (surveying crops) and law enforcement. As UAS technology penetrates further, a decline in workers compensation losses can be anticipated, particularly related to building inspections.

Insurers are also increasingly utilizing UAS to survey loss damage from floods and other catastrophic events, to help alleviate distress and damage to victims and property more quickly. Emerging UAS usage includes delivering blood and vaccines to remote locations in Africa, as monitoring tools to prevent the exploitation of slave labor in Brazil, fighting grass fires and even delivering pizza and coffee. Subsidiary UAS industries are also being created, such as the emergence of third party “drone for service” vendors, who rent UAS to commercial operators

## The risk landscape

As recreational and commercial UAS usage increases, new risk exposures are emerging. More incidents likely will occur once regulations are finalized that encourage more widespread use. Such incidents could result in multi-million dollar claims against businesses, operators and manufacturers.

Hobbyists account for the majority of UAS owners yet remain largely unregulated in many countries, raising safety concerns, as many can be untrained and inexperienced. Insurers have already seen loss activity resulting from novice control of UAS. Regardless of technological sophistication or operator skill, however, accidents happen.

UAS raise two priority safety concerns: mid-air collisions and the loss of control. A collision can occur if the pilot cannot see and avoid manned aircraft in time. Most at risk are manned aircraft which fly below 500 feet, such as helicopters, agricultural planes and aircraft landing or departing from airports. Loss of control can result from system failure or flying beyond signal range; a major risk that has already caused incidents involving injuries. A scenario involving a pilot losing control of a UAS during a building inspection could result in a loss easily in excess of \$5m. Damage from “foreign objects”, such as bird strikes for example, is already an issue for the aviation sector, as it is the fifth largest generator of insurance claims. A collision involving a UAS striking the engine of an airliner could cause \$10m in physical damage alone.

As with manned aircraft there are concerns UAS may be used for malicious acts. An emerging peril is the potential threat from UAS being used to target critical infrastructure. There have been a number of incidents of drone overflights at power stations. There are also concerns that UAS could be utilized to attack sports stadiums or other events where large crowds gather.

Other risk scenarios include the prospect of hackers “spoofing” a UAS radio signal, potentially leading to a crash, the potential loss or theft of valuable recorded data when the device is transmitting information to the control station or after the flight by cyber-attack when the data has been stored. In addition to data protection, there are also many public concerns around such issues as privacy and trespass and nuisance.

Increasing use of UAS is also altering the risk profile of many industries. For example, a real estate agent has little bodily injury exposure but this changes if it engages UAS to take aerial photographs.

Source: <https://www.agcs.allianz.com/insights/white-papers-and-case-studies/rise-of-the-drones/>

Credit: Reprinted with permission from Allianz Global Corporate and Specialty

## Regulations

Regulations have been a significant barrier to more widespread use of UAS. Standards differ remarkably around the world, as evidenced by the hundreds of working groups trying to harmonize rules. Another challenge is posed by the fact that regulations cannot keep pace with technological advancement.

In most cases, the designation between commercial and recreational UAS use is the starting point. Other common standards exist such as visual line of sight (VLOS) requirements for pilots, size restrictions (usually  $\geq 55$  lbs/25 kg.), and restrictions against operating UAS near airports or outdoor venues.

New rules for commercial use in the US (effective August 2016) represent a milestone as they lower the barrier to entry for new commercial users and are expected to significantly increase the number of units in operation. These new regulations will likely influence other countries to adopt similar laws. The European Union (EU) is also working towards UAS rules.

## Improving UAS safety: insurance and risk mitigation

As UAS ownership grows so will expectations around safety education. Operators should make this a top priority and obtain the necessary training and experience to competently pilot their UAS.

Training is crucial to reducing the number of incidents and operators should focus on flight time calculation, meteorology, security checks for aircraft navigation systems, emergency instructions, and air traffic law. For businesses, additional training should include on-board camera image uses, flight communications and planning, system maintenance and a host of other technological issues. Even basic safety checklists can help.

In many countries UAS registration is not required, causing problems for insurers and claimants.

Identification of both UAS and operator will be essential for maintaining proper liability in future. Introduction of car registration-style schemes will help.

Insurance can protect both operators and the public from risk of mid-air collision, as well as physical or property damage or injury to others. Manufacturers, owners and operators of UAS are exposed to a number of risks, as are businesses which sell and service UAS.

If growth projections for the commercial UAS industry in the US materialize, there is potential for the drone insurance market to be worth \$500m+ by end of 2020. Globally, its value could be approaching \$1bn.



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# BAND AIDS INSTEAD OF CONVERSATION HEARTS

By  
Debra Allen, P.I.  
The Busy P.I.



Valentine's Day is quickly approaching, and the American tradition is to send a card, give your special someone a beautiful bouquet of flowers and maybe even some fine chocolates. Think all things pink/red. Unfortunately for some, all things red/pink aren't delivered neatly wrapped in a box with a pretty bow. Some are delivered at the hands of an angry spouse or significant other. Domestic violence is easy to spot when the signs are physical, but would you know what other signs to look for when the clues aren't visible? Would you be able to help yourself or a loved one without those specific clues? Hiring a private investigator could be instrumental in the fight against abuse.

Private investigators are trained in detecting spyware possibly placed on a victim's phone, collect valuable evidence and help either locate the abuser in stalking cases or find if an abuser is stalking a victim. They can also run background checks to spot potential abusers in the making.

According to the National Domestic Violence Hotline, on average 24 people per minute are victims of rape, physical violence or stalking by an intimate partner. Females ages 18-24 and 25-34 generally experience the highest rates of intimate partner violence. It doesn't discriminate either. Domestic violence affects all races, genders, ages, sexual orientations and economic backgrounds.

Domestic violence and abuse is an issue about power. How to gain it and how to keep it. The Domestic Abuse Intervention Project created the Power and Control Wheel which highlights the many ways an abuser gains,

maintains and manipulates their victims. It ranges from financial control, manipulation of kids up to threats which can lead to physical assault. It comes in many forms and if you are questioning whether you are in an abusive relationship or someone you love is, here are a few clues:

- 1) Communicates in a way that is hurtful, threatening or demeaning.
- 2) Mistreats the partner by not respecting their feelings, thoughts, decisions, opinions or physical safety of the other.
- 3) Accuses the other of having an affair when it isn't true.
- 4) Denies abuse is actual abuse.
- 5) Controls the other so there is no equality in the relationship.
- 6) Isolates the partner by controlling where they go & who they speak to.
- 7) Forces sexual activity/pregnancy.
- 8) Exerts economic control/controls the money & access to resources.
- 9) Engages in manipulative parenting, using children to gain power & control over their partner.

This list is definitely not all inclusive nor does the exhibition of one of these clues deem you are in an abusive relationship. A private investigator will be able to assist a victim in assessing some of the clues listed above. Your safety is of the utmost importance, so make sure your Valentine is one who delivers nothing but love and the good kind of pink/red. As always, if you are in immediate physical danger, dial 911.

# 93<sup>RD</sup> W.A.D. ANNUAL CONFERENCE - REPORT

## Chairman's Report – December 2018

Dear members,

It was an absolute honour to serve our fantastic association as its President over the last year and to be part of a hardworking team who are always looking for ways to constantly improve and develop our association.

The recent 2018 annual conference in Las Vegas was huge success. The event was well attended by approximately 150 members and guests. The conference was professionally structured to provide our members plenty of networking opportunities, excellent learning through professional seminars and private tours which enable our members to interact effectively.

The Las Vegas Metro Police Honour Guard officially opened the annual conference with a 4 man honour team parade.

During the conference, the members heard from knowledgeable professional speakers on important industry topics such as “whistleblowing, ALIVE Active Shooter program, GDPR and Death Investigations. The conference also coincided with the years anniversary of the tragic Mandalay Bay shooting and our association was positively mentioned in the international media.

As Chairman, I'd like to name and congratulate the deserving winners of our awards:

**ALEXEY SOLOMANIDIN** Investigator of the year 2018 Award  
**BERNHARD MEIER** Vinson - Holmes Security Professional of the Year Award  
**JOEL MICHEL** Norman Sloan Memorial Award.

To finish off the conference in style, at our prestigious gala dinner Laura Giuliani from Milan, Italy was elected as the associations next President. Our association is certainly in safe hands.

Our Officers and executive management team are eagerly planning our up and coming midterm conference due to be held in Hawaii in March 2019 and our next annual conference which is due to be held on Stockholm in August 2019.

I remain constantly committed to our association.

Look forward to interacting with you all soon.

Yours truly,

Mike LaCorte  
Chairman



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President **LAURA GIULIANI**



# ARE YOU THE TARGET?

*When we think of spies, we often conjure up images of the suave 007 – James Bond. While glamorous, Mr. Bond is a caricature. Today’s espionage looks more like attractive women in bars trying to seduce Silicon Valley Executives (as reported by the **San Jose Mercury News** in: “Are Russian-spy hookers targeting high tech leaders and VCs at infamous Silicon Valley ‘cougar nights’?”) and can be financed and resourced by nation states such as the People’s Republic of China (“Chinese Spies Engaged in Massive Theft of US Technology”, an article in the **Washington Free Beacon**).*

## WHO ARE THE SPIES?



Spies are trained to fit in and not be noticed. They adapt to gain the target’s trust, thereby enabling to be in a position where they can harvest the information they need. Spies can be trained professional operatives of foreign countries, they can be amateurs such as aggrieved employees who are looking for ways to harm their employer, or they can be competitors who are trying to learn about the latest new product or trade secrets.

## HOW DO SPIES OPERATE?



There are a variety of ways that spies learn about their target. Classically we think of Human Intelligence (HUMINT) where individuals employ social engineering or other ruses to gain access to sensitive and important information.

Another effective means of gaining intelligence is Image Intelligence (IMINT). The best example of this technique was when the NFL learned that the New England Patriots were videotaping the defensive signals of their opponents – “Bombshell ESPN report says Patriots’ ‘Spygate’ scandal was worse than realized” (**Business Insider**).

Social Media is another way that spies learn about their targets. Facebook, LinkedIn and Twitter are a treasure trove of information about people, their likes, interests and even their friends and employers.

Working from the inside is a spy's dream. As an authorized insider, the spy has legitimate access to people, systems and any other resources available to actual employees, contractors, etc. Chelsea (Bradley) Manning and Edward Snowden are good recent examples.

## VULNERABILITY REDUCTION ITEMS



### 1. Know What's Valuable

Employees need to be on the same page with regard to what information is sensitive. For example, both engineering and marketing need to agree on what information about new products can be shared with the outside world.

### 2. Training and Awareness

The organization needs to be aware that it is a potential target. Key employees should be provided training that helps them identify potential 'spies', understand espionage tactics, techniques and procedures.

### 3. Contingency Planning

The organization should pre-plan how to mitigate harm from industrial espionage. This would include establishing relationships with private investigative and law enforcement agencies before incidents occur. Look for organizations that employ all source intelligence – investigators, cyber intelligence, TSCM, image intelligence – in a holistic way.

### 4. Technical Surveillance Countermeasures (TSCM) – Bug Sweeps

Hire professionals to perform periodic sweeps of sensitive areas such as conference rooms, executive offices and other areas where confidential plans or information is likely to be discussed.

### 5. Think Like The Bad Guys – “Red Teaming”

Consider having brainstorming sessions where selected team members look at the organization as if they were outsiders. These Red Teams assess what information is important or valuable and figure out innovate and creative ways to get it.

### 6. Assume Nothing

There are no coincidences and if it looks out of place or too good to be true it probably is.

**COL (R) Lawrence D. Dietz** is General Counsel and Managing Director, Information Security, TAL Global Corporation. As a retired Army Reserve Colonel specializing in intelligence and PSYOPS, Mr. Dietz has over 30 years of diversified military and commercial information and cyber security experience

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# BE PART OF W.A.D. SPEAKER POOL

Chairman Mike LaCorte and 3rd VP Alexey Solomanidin (Seminar Chair), is establishing a speaker pool from our membership. We are first looking at seminars in Hawaii in March and Stockholm in August, but hope to also be able to draw from this pool at future meetings. We may also get requests to suggest speakers at a local or national association.

Keep in mind that at WAD conferences, we have an international audience of both private investigators and security professionals as well as their spouses, guests, and retired members. Topics should be of a nature of interest to most of these attendees since we don't typically have smaller breakout rooms.

We have had great success with human interest stories in past meetings. Speakers that deal with human trafficking, sex slavery, child abduction, the murder of a police officer's daughter, motivational topics, the rise from having nothing to success, etc., have always had wide acceptance and are well received. Rashid used to always give excellent presentations on the Middle East situation and politics. We had one entertaining and great seminar on reading body language that everyone enjoyed. One on genealogy and researching your family history. These are only some examples and you may know more.

We have heard from some members that they would like sessions focused on sales and marketing, and or SEO. Producing better websites and brochures, design and layout. While guests may not be too interested, this is certainly a topic all practicing investigators and security alike could use.

Even a fire (arson) cause and origin class investigation or a class on automobile/product liability can provide a broad basic background so you can talk the talk with a potential client and find one of our professionals to assist you. Maybe not entirely suitable for guests, but many do find the slide/photo presentations interesting. Stories ripped from the headlines are always good if someone got good press coverage.

Normally, if we get into a topic that is too narrowly focused or only suited for investigators and not security, we tend to lose people from attendance. Only a very small group wants to learn how to determine blood – alcohol content, or how to find missing cats. Topics should not be too technical or narrowly focused.

IF YOU ARE INTERESTED IN BEING PART OF THE WAD SPEAKER POOL...please email your information to me at [Bob@wad.net](mailto:Bob@wad.net).

Please include your topic(s) with a brief synopsis and a very brief background to include when you joined WAD, your experience in our profession, location of your office(s).

## WAD Family: how it works!

*We spent our last holidays in Mexico. Already when preparing the journey I contacted Fernando, as I still had on mind the great conference he organized in Cancun a couple of years ago. Fernando gave me some loads of suggestions for a fun-filled stay in this wonderful country. And of course asked me to give him a call, when we are there. Which I did, I just wanted to have a cup of coffee with him.*

*We met after our visit to Frida Kahlo Museum. Fernando came with his wife Debby and his son Eleon, who to our surprise spoke fluently German. It was a great meeting. We had lunch together in a picturesque restaurant, with wonderful Mexican food and vivid Mexican music. Fernando and Debby proved to be excellent hosts and guides to the history of the city and the country. They not only showed us beautiful places in Mexico City but they also invited us to their house.*

*We are very grateful for their hospitality and for the time they spent with us in this busy pre-Xmas time.*

*Dear Debby, dear Fernando, dear Eleon, thank you so much again for this great day together in Mexico City!*

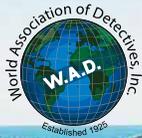


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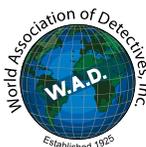
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It is important that WAD receive credit for your reservation toward our block of reserved rooms. Our block will be released on February 17, 2019. After that date rooms are subject to availability.

## From Hawaii, Honolulu.... March 21st -23rd, 2019, WAD Mid-Term Meeting

The Royal Hawaiian Hotel beachfront luxury hotel located in Waikiki in Honolulu, Hawaii, has a 90-year history being host to numerous celebrities and world dignitaries.

The bright pink hue of its concrete stucco façade with its Spanish/Moorish styled architecture and prominent location on the wide sandy beach have earned it the nickname **“The Pink Palace of the Pacific”**



## To Stockholm, Sweden..... August 27 - August 31, 2019, WAD 94th Annual Conference

Stockholm is the second most prolific tech and start up hub in the world, second only to Silicon Valley. Stockholm attracts the most innovative people from all corners of the world and what meets them is a capital known for its beauty and closeness to nature. Courtyard Marriot will play host to **WAD 94th Annual Conference**.



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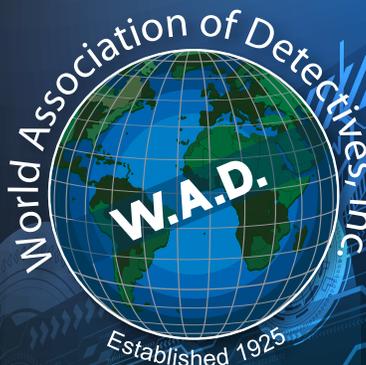
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 Fax: +1-970-480-7794  
 Email: wad@wad.net

Visit the new W.A.D. website  
[www.wad.net](http://www.wad.net)



### W.A.D. Members Area

Members can now log in and access the W.A.D. Members Only area. Members can pay dues, update their website directory profile, access member only content and presentations and interact and communicate with other members in the WAD Forum. Conference payments can also be done on-line

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You Secure  
Their Future.

We'll Secure Their Past.

## EmploySmart™

Smarter background checks today,  
for running a better workforce tomorrow

With a wide network of experts spanning the globe, **EmploySmart** gathers information that traditional screening services cannot. CRI investigators work deep in the field, traveling to remote destinations worldwide to conduct interviews, develop resources and even enlist local assistance to verify information.

### EmploySmart features:

- Address verification
- Criminal record history checks
- Previous employment verification
- Verify and interviews of current and former address
- Verify and check academic qualifications
- Verify name, address, DOB and identity checks
- Pre-employment credit checks
- Civil litigation checks
- Analytical research of credential breaches
- Bankruptcy searches

 \$40,000

**Approximate losses of a bad hire** due to severance pay, training, wasted human resources time, search firm fees, loss of productivity and impact on employee morale.

Source: U.S. Department of Labor.



## CONTACT US TODAY

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# 2000

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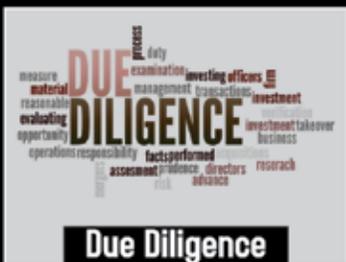
Cash in Transit



Security Training



Security Management



Due Diligence



Brand Protection



Information Security



Crisis Management



Threat Assessment



Security Consultancy

## PROFESSIONAL AFFILIATIONS

- ASIS – American Society for Industrial Security USA
- IACP – International Association of Chiefs of Police USA
- INTA – International Trademark Association USA
- WAD – World Association of Detectives USA
- ABI – Association of British Investigators UK
- GS – Global Source USA
- APSAA – All Pakistan Security Agencies Association PAK

## PAKISTAN

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