

W.A.D beyond GLOBAL

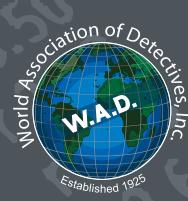
A Quarterly Journal for Investigators and Security Professionals

■ COMBATING GOVERNMENT VENDOR FRAUD

■ A GUIDE TO INTERNATIONAL INVESTIGATIONS

■ BRIGHT FUTURE FOR BIOMETRICS PROFESSIONALS

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Cover: COMBATING GOVERNMENT VENDOR FRAUD

EDITOR'S NOTE



The rampant and growing cyber breaches and technology threats have escalated and continue to increase. The landscape and risk have however shifted from external threats to insider threats. The PwC's 2015 Global State of Information Security reveals that insider cybercrimes are not only more frequent but more damaging than outside attacks.

As such there is need to rethink on implementing preventive strategies as most organisations realised that cybersecurity has become a persistent, all-encompassing business risk. Organisations are undoubtedly concerned with increased cybercrime.

The cybersecurity market has significantly increased to meet market demand to safeguard data and information. More and more corporates and governments are investing in preventive strategies which as a result, the financial costs of investigating and mitigating incidents have grown over the years.

As incidents become more proliferate, security and investigation practice today must keep track and pace with the constantly evolving threats. Cybersecurity services market is certainly a growth market and is accelerating the world over to meet increased security incidents and breaches.

To remain relevant, investigation and security companies must constantly review market demands as the evolution of security breaches in the technology advanced world is creating new challenges. Investigation methodologies while maintaining its fundamental portfolio may need to change to meet current trends and needs.

Siti Naidu

Editor

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



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Dear Members,

I have just returned home from my trip to the 90th AGM of WAD, held in Toronto this year. All officers moved up one step as they did mostly every year the past 90 years, and now it was up to me to step into the President's position. Looks like business as usual. However it isn't. At least for the person affected it is an extraordinary experience, even considering that you have some years to prepare in the offices you have held before.

Toronto was definitely one of the better conferences, well organized, very good program, and of course the enjoyments such a city as Toronto has to offer. The visit to the Niagara Falls was certainly an unforgettable event to most of us.

This year we had six outstanding speakers, each of them a specialist for their different areas. Especially memorable was Ms. Hung, a police officer whose 14 year old daughter was murdered in front of her house, forcing her to learn how to grieve. It was a deeply touching speech. It was heart shaking and most of us were close to tears as we saw pictures of the lovely girl followed by the audio recording of her tiny voice while dying when calling 911. We heard that speech mostly at the same time when we read in the newspaper about a little boy drowned to death at the Turkish beach. We were deeply reminded that there are many people around the world that don't have enjoyment for a long time, if any at all.

I was asking myself how WAD relates into such a world. Are we really just here to make business or is there something more? Of course the business aspect plays a role. We had very serious discussions about what we can do to make WAD more attractive, to bring more benefits to our members and how to retain our members. We are recruiting every year about 10% new members, but currently we are losing mostly the same number, so that we are almost static nearly scratching the 1.000 member threshold. As new President, I of course feel the obligation to contribute something. One idea was to compile a handbook, especially dedicated for our new members but as well available to all, that outlines 'How to get most out of your WAD membership'. This is almost done, and the other officers are currently proofreading it and adding some of their own ideas. It basically contains experiences we made in our journeys in WAD which might help younger colleagues to become more successful. It will soon be published and we will let you know when it will be available for downloading.

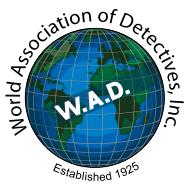
I can't promise you at this stage how many other projects we will be able to complete, but I promise you that I will try my very best to serve you well, not just to perform better, but as well to support the human factor in WAD. Even after 17 years since I started attending WAD meetings, I'm still deeply touched by the positive attitude, mutual respect and friendship our members have for each other, across all cultural and language barriers, even if the world around is going crazy. That is something which puts a tremendous amount of human value into our lives. Let us all use this energy to make this world a little better. Not just in positive business and helping people, but as well in transforming the spirit WAD gives us in our private lives, families and friends.

I'm looking forward to another thrilling year in WAD and hope that we will meet many of you again, when we hold our next Annual Conference in Bucharest, Romania in September 2016, or you may already had a look into the Mid-term meeting in Dublin, Ireland next April.

Thank you all for your trust, support and friendship.

Matthias Willenbrink

President-World Association of Detectives



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■ EXECUTIVE DIRECTOR'S BRIEF

Dear Members,

It is my honor and privilege to serve this association as your Executive Director. Since accepting the position again in 2010, we have worked hard to rebuild and get the association back on its feet. With the help of some caring members, we have experienced some exceptional years. We have been growing in numbers, and our finances remain strong and stable.

The majority of our members are paying their dues and registering meetings through the website. I appreciate Chuck McLaughlin's dedication to WAD, our Memberclicks association management software, and all of the hours he puts in to help all members.

We enjoyed a wonderful conference last year in Auckland, New Zealand. We are indebted to our many members who were in attendance, assisted us, and made us feel so welcome. Especially Danny Toresen and his family. We also enjoyed a wonderful Mid-Term Meeting in Savannah, Georgia in April.

As of a few days ago we had \$86,820 in our General Account. We also have a total of \$30,060 in our Capital Reserve Fund. The balance in all accounts is \$116,880 before any dues have been collected for 2016 which is much more than at the same time last year. If we add the amount of \$4,500 held as a deposit for Dublin, our total is \$121,380. We have \$36,718 in outstanding bills, mostly for this conference and already paid by credit card. This brings our actual cash balance to \$84,662, or \$54,062 once we take away the Capital Reserve Fund balance. This is substantially more than I recall just 2 months prior to the start of dues collection for the following year. It has been another tremendous year for WAD.

Naturally we have peaks and dips in our account balance as we pay obligations, make hotel deposits, receive dues and meeting registrations, but overall our finances have remained very stable since 2010, and we are now at our strongest financial position for several years. Of course as a non-profit corporation, we are supposed to have little or no profit from year to year.

Currently, as you will hear in Rockne's Membership report we have 880 members in all categories, down from 928 last year, but up slightly from 863 in 2013, 845 in 2012, 820 in 2011, and 750 in 2010. In Savannah we asked that we all try and bring in at least one new member before Toronto. Rockne and others will be reporting further on our attempts to gain more members and retain the ones we have. Chuck and Rockne will be attending the OSMOSIS Conference in Las Vegas in October and set up a WAD booth to recruit new members. We are looking at attending other conferences in 2016.

I am sorry to see Carol Ward retiring as our Administrative Manager after the past 5 ½ years. She has been a tremendous asset. I am excited that we found a good replacement as was recently announced to the Board. Karen Beers is the wife of our Area Governor of the Americas, Dean Beers, and has extensive experience in our profession. She signed a 3 year contract which takes effect September 1st.

Sincerely,

Bob Heales

Bob Heales
WAD Executive Director

In Friendship,
Association Manager
and Executive Director



Hello WAD Members!

I am pleased to have the opportunity to be a part of the WAD team as Administrative Manager. Carol Ward has been a joy to work with during the transition period; and I will do my best to follow in Carol's footsteps in providing great service in assisting WAD members. I wish Carol all the best as she retires from WAD Administration.

A little more about me - I began my investigative profession in 1996 with my husband, Dean Beers. I earned my Bachelor's in Social Work from Colorado State University in 2003, graduating Magna Cum Laude. I am a Certified Criminal Defense Investigator (CCDI) and certified in Medicolegal Death Investigations. Working as a death investigator I was involved in all manners of death and incidents, training under three Forensic Pathologists investigating and assisting with numerous death cases, scenes and forensic autopsies. We all have our investigative specialties and mine is Equivocal Death Investigations (EDI).



I am just a phone call or email away and look forward to assisting you with any of your WAD membership needs.

Karen S. Beers, BSW, CCDI

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*"You cannot speak up for yourself when you are six feet under,
so do it while you still have a voice"* - Karen Beers



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COMBATING GOVERNMENT VENDOR FRAUD

"The advent of technology has substantially increased the government's ability to detect and combat procurement and vendor fraud."

By CARL R. KNUDSON, CFE
Forensic Accountant Knudson and Associates

Vendor fraud by government contractors has been a significant problem for years, due in large part to the difficulty in identifying troublesome vendors prior to awarding multi-million dollar contracts. Furthermore, the very nature of government auditing programs is not a real-time process, but lags by months or years, which allows fraudsters a significant head start on crafting their schemes.

The Department of Defense's report to Congress on contracting fraud dated January 2011 detailed hundreds of billions of dollars in criminal fines and civil sanctions against our country's defense industry contractors. According to government analysts, government fraud, waste and abuse may be as high as 5% of our nation's GDP.

However, the advent of technology has substantially increased the government's ability to detect and combat procurement and vendor fraud, false claims, and Medicare/Medicaid fraud through Web-based search engines that can query real-time data to ferret out obscure (but important) relationships on targeted information.

Web-based search engines are equally important whether you are conducting a due diligence investigation on new vendors, or beginning a full-fledged investigation into possible fraud by a current vendor.

The two pillars of an effective fraud program relate to prevention and detection strategies.

PREVENTATIVE STRATEGIES

As the idiom indicates, "An ounce of prevention is worth a pound of cure."

Situation + Opportunity = Trouble

Chronic criminal predators who have a history of malfeasance are the biggest threat to government-sponsored programs. Fraudsters have perfected the art of staying one step ahead of government scrutiny and are adept at using front companies to shield the identity of the actual operators. Historically, government auditing programs happen after the awarding of a contract, which allows the fraudster a significant head start.

Therefore, one of the most effective preventative strategies is conducting a due diligence investigation of all new government service providers. The simplest and most cost-efficient method for conducting due diligence is by searching historical data such as:

- Person and business data for criminal and civil records
- Non-profit and/or purported minority-owned businesses gaining favorable status with government contracts
- Connections between individuals/vendors and other business entities that have been linked to past fraudulent activity
- Social media and news searches to uncover hits on publicized criminal activity and civil litigation

In addition to searching historical data on business entities or individuals, a preventative strategy should also look to detect:

- Business fronts that pose for companies with conflicts between company executives and government agencies
- Validity of high-risk addresses and business locations. Real-time geographic data can now be used to perform this investigative task right from your desktop. This is especially useful in cutting investigative costs by minimizing costly field trips by management or investigators.

Advanced solutions and public records databases provided by private companies offer these resources and analytic capabilities in powerful Web-based investigation tools. For the first time, you can search across all relevant data sources with the click of a button.

FRAUD PROFILE & RED FLAGS

The key in detecting fraud is knowing what to look for. Staying up to date on the typical profile and schemes of a fraudster is a way to help level the playing field. The Association of Certified Fraud Examiners profile data on fraud schemes shows that the individual is most commonly:

- Older (30+ years)
- Male (75%)
- Has a stable family situation that adds to the mystique of invulnerability
- Has above-average education – white-collar, not blue-collar
- Less likely to have criminal record
- In good psychological health
- Has attained a position of trust and inapproachability
- Has a knowledge of accounting and reporting systems and their weaknesses, which allows them to cover a paper trail

In addition, there are a number of situational and opportunity red flags for vendors that your employees should be trained to identify and confront. The first and perhaps most obvious example is business owners or associates who live far beyond their means. The challenging part is proving their correlation to fraudulent behavior.

A technique that has proved to be successful to identify individuals with high personal debt is searching for liens that have been filed by debt collectors. These criminals also use clever means to establish business fronts posing for companies that receive tax break incentives from the government in the form of non-profit, minority, or women-owned businesses. These fronts are used to mask the true identity of their company. This also comes into play among companies that may be on a government debarment list, or possibly have a history of fraudulent behavior. These instances provide great examples where a small investment on the front end in the form of a public records investigative tool could have easily uncovered these masked identities or past malfeasance, and saved a great deal of money on the back end.

DEFENSIVE STRATEGIES

Defining the battlefield

The first step of every post-fraud investigation should begin with gaining the proper intelligence to define the battlefield. Advances in vendor solutions have made it relatively easy for government agencies to gain access to public records data which provide the backbone or infrastructure of the investigation. The ideal solution allows you to search public data on both businesses and individuals, and a select few provide the analytic capabilities to make connections between them.

By gaining access to this data, you can search information on the alleged individual and their associates to uncover the following information:

- Addresses, real property, assets, etc.
- Phone numbers
- Criminal and civil records

Searching by full Social Security number is another great way to gain additional insight into an individual and also gain a historical perspective to identify possible tax liens against individuals.

Playing catch-up

The defensive strategy is really playing catch-up after the horse has left the barn. More than ever, criminals are becoming highly elusive. Their ability to rapidly change jurisdictions, and take their schemes from one state to another makes tracking them extremely difficult. But nonetheless, once the fraud has occurred, it's a classic game of cat and mouse to be able to track and locate these individuals. There are, however, some

relatively simple investigative strategies that can prove effective for finding cracks in their schemes.

Historical data shows that people who commit fraud continuously change locations, searching for new hunting ground. This usually means replicating their fraud scheme by changing their business name and setting up shop in a new state. This is where cross-jurisdictional searching becomes highly effective. In the past, fraudsters have successfully moved their schemes from state to state and a simple news search could have revealed their past activity or convictions in another jurisdiction.

Connecting a company's family tree is another way to uncover leads when tracking these individuals. In the case where business names are changed or fronts are created, one factor typically remains consistent and that's the individuals behind the operations. Creating a graphical analysis of links between the business owners, their entities and known associates creates a matrix for uncovering leads on these elusive criminals.

Finally, Web analytic capabilities that are now included in some investigative tools have revolutionized Internet searching. Instead of searching individual sites, deep Web crawlers within these tools have the ability to retrieve information on an individual or business in a single search from social media sites, news clippings, blogs, and more. This capability can be a hidden asset in your investigation toolbox to help uncover tracks that fraudsters may be completely unaware they are leaving.

CONCLUSION

With the rapidly changing landscape of vendor fraud and the highly elusive nature of these criminals, it is more important than ever for government agencies to adopt effective strategies for combating vendor fraud and saving millions, if not billions, of taxpayer dollars. Staying current on what to watch for and understanding the resources available are foundational building blocks for creating these strategies. Furthermore, advancements in technology and the sophistication of investigative tools have increased the efficiency of government officials to effectively level the playing field.

ABOUT THE AUTHOR

Carl R. Knudson, CFE, PI, Owner/Operator,
Knudson and Associates, Thousand Oaks, CA

Mr. Knudson has over 40 years of fraud investigative experience at the highest level of government and the private sector.

Mr. Knudson has been a PI and CFE since 1995. Mr. Knudson worked in the Office of Naval Intelligence and Central Intelligence Agency prior to his 23-year career as an IRS special agent in the Criminal Investigation Division. As an IRS special agent, Mr. Knudson investigated complex white-collar crime cases, including tax evasion, money laundering, drug traffickers, and organized crime syndicates. Some of Mr. Knudson's drug trafficking cases were chronicled in the books *Washed in Gold* and *Dark Alliance*.

This white paper is courtesy of Thomas Reuters



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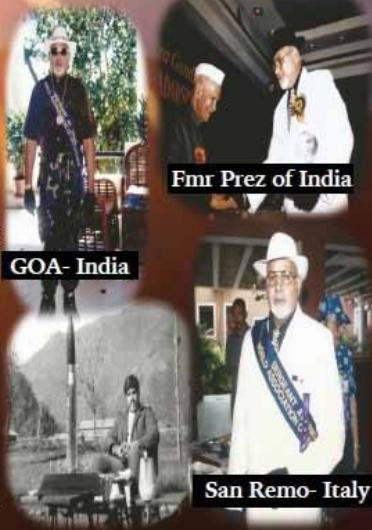
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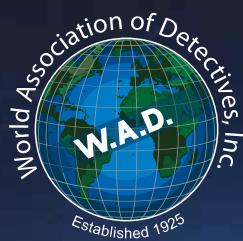
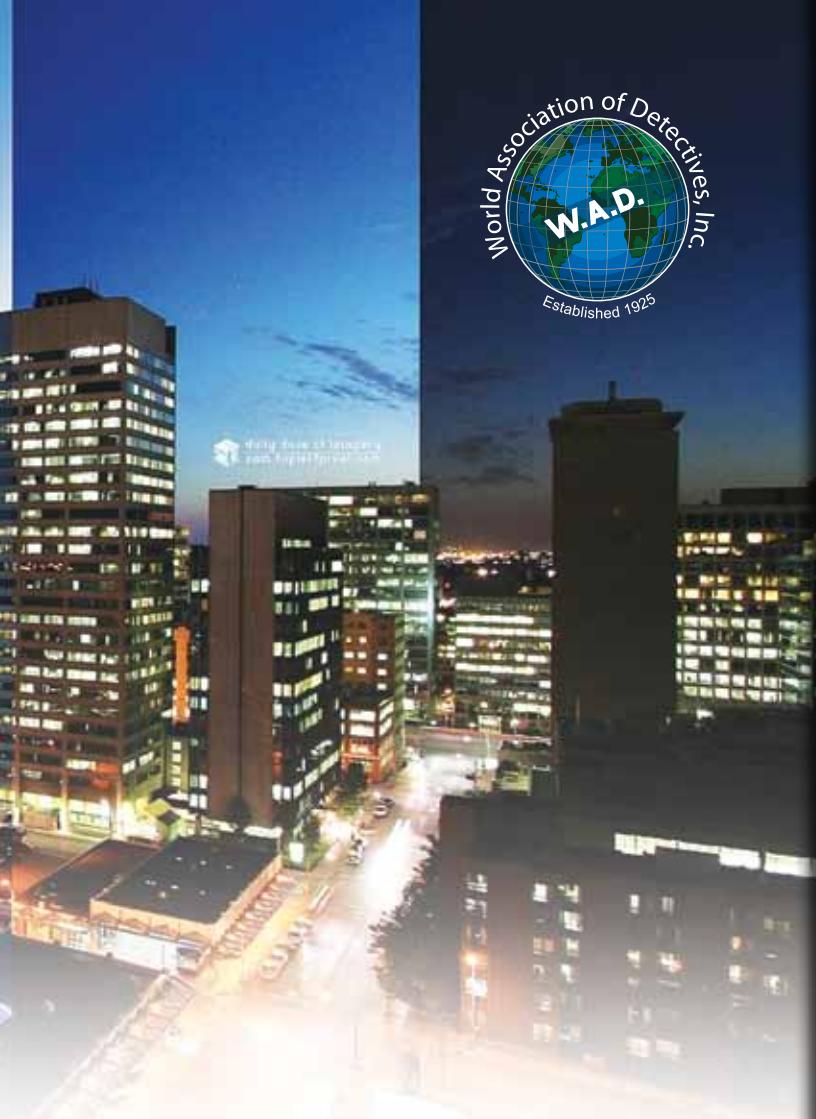


Dear Fellow Members,

I am just getting home from our Annual Conference in Toronto Canada where we celebrated WAD 90th's birthday. I think I can say for all the attendees it was a great conference! We also had 15 Past Presidents in attendance.

Having just finished my term as President of our beloved association, I would like to take a moment to say thank you for all the support and encouragement through out the year. An association like the World Association of Detectives is not run or lead by one person, but instead by a team of dedicated people who care greatly about the it and it's members.

There is one person who deserves special thanks. A person who has given many years to our association. Giving advice, help and encouragement to the officers, Executive Director and our whole membership community. Our Administrative Manager, Carol Ward. She will be retiring in September and will be sorely missed. I can't tell you how many weekends, late nights and early mornings I see emails going out to our members from Carol. Sending last minute visa letters to a member so they could attend a meeting. The list goes on and on.



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Our appreciation also goes to our Speakers for sharing their experience and expertise through their time and valuable presentations. Special thanks to our local members and to Past President Louis Laframboise, GW Consulting & Investigations, WAD Executive Director Bob Heales, our Administrative Manager, Carolyn Ward, and the Conference Committee for their assistance in organizing this event and to all WAD members for attending and participating in the 90th WAD Annual Conference.

Carol, you will be missed by all. It has been a pleasure working with you over the past few years.

I am happy to introduce you to our new Administrative Manager Karen Beers. Many of you may already know Karen. She is, many people would argue, the better half of the Associates in Forensic Investigations, LLC, which is run by Karen and Dean Beers. Karen brings a wealth of experience and attention to detail that will surely be an asset to WAD.

I look forward to seeing many of you in Dublin Ireland in April 2016.

Cheers,

Chuck McLaughlin

Chairman of the Board-World Association of Detectives

■ PHOTO - W.A.D. 90th ANNUAL CONFERENCE





■ W.A.D. ANNUAL AWARDS

At the 90th WAD annual conference in Toronto, Canada in September, the tradition of recognising and acknowledging certain individuals for their achievements and dedication continued with the presentation of 3 annual awards :

THE INVESTIGATOR OF THE YEAR AWARD

This years recipient was WAD Life Member Gary J. McDaniel. Gary joined WAD in 1979 and has a career history spanning 40 years. His determination and passion to seek justice has meant that he has given his time free of charge on many occasions and was recognised for this by receiving the Florida Bar Associations " Pro Bono Award 2000". His nomination included many examples of his successful achievements for his clients. He has demonstrated not only his professionalism, but also compassion over many years and is indeed a worthy recipient of this award.

THE NORMAN J. SLOAN MEMORIAL AWARD

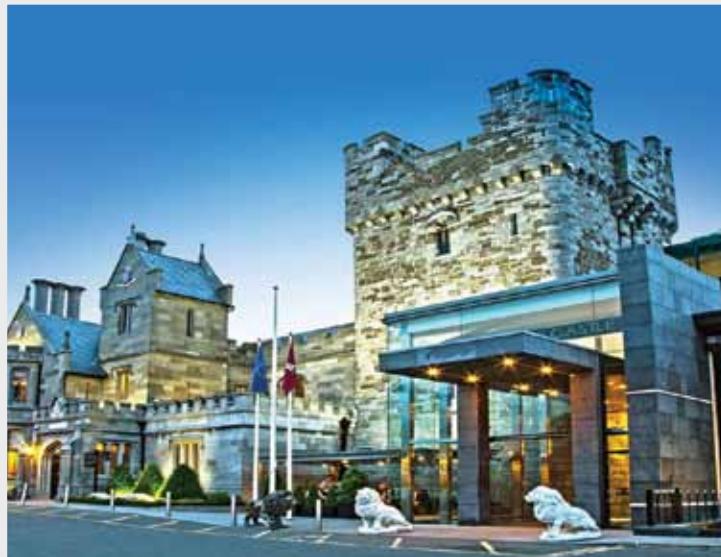
As the name suggests this award is named after our respected late Past President Norman Sloan and is considered WAD's highest award. It is presented to a member who it is considered has demonstrated outstanding service to the Association and has contributed their time, energy, leadership and dedication for the betterment of our profession. This years recipient was Charles E. McLaughlin, better known to us as Chuck McLaughlin.

Chuck joined WAD in 2003 and quickly became involved at board level, before progressing through the VP chairs to lead the Association as President during the year 2014/15. He is a graduate of the University of Massachusetts and has over 20 years experienced as an investigator. His term as President has overseen a continuing modernisation of WAD particularly in the field of IT where he has worked tirelessly in the background for the ultimate benefit of all of us as members.

THE HAL LIPSET MEMORIAL TRUTH IN ACTION AWARD

This award again bears the name of one of the Associations respected late Past Presidents. However, unlike the other annual awards the recipient is not nominated by the members but is the choice of the WAD conference host who has local knowledge of the persons skills and achievements. The award is presented to a person for their acts of compassion or heroism, or leadership or achievements outside of WAD in the fields of private investigation, private security, criminal justice, jurisprudence or technical and scientific expertise. This years recipient was one of the 6 excellent speakers at the conference seminar : Dr. Peter Collins.

Dr. Collins is a Forensic Psychiatrist with the Criminal Behaviour Analysis Unit of the Ontario Provincial Police Force and a consultant to the Royal Canadian Mounted Police. For the past 23 years he has been on the Board of the Canadian Association of Threat Assessment Professionals and is a leader in his specialised profession. His presentation to the members at the conference served to endorse his choice as a worthy recipient.



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Clontarf Castle Hotel,
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W.A.D 91ST ANNUAL CONFERENCE

September 14 – 18, 2016
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A Guide to International Investigations

By Mike LaCorte - Conflict International

Being approached by clients to conduct International Investigations over several jurisdictions can be daunting if you are not experienced in dealing with these types of Investigation enquiries. Clients asking for services in other jurisdictions that you are not 100% familiar with the local law and/or what is achievable, can be initially uncomfortable to deal with. What do you say to clients and how do manage them effectively?

We have noticed an increase of International Investigation enquiries over various jurisdictions from existing clients and new clients. Maybe it is because we are primarily based in a cosmopolitan city such as London or maybe its because we attract this certain client group - who knows. In any case the questions we find important remain the same:

- Can and how do we assist the client in other jurisdictions?
- What to say and how to respond to the client once the enquiry comes in?
- How do we provide an efficient service to these clients while protecting our brand/reputation and professional image?
- What are and how to find out the legal parameters in these jurisdictions?
- How do I keep, protect and manage the client and project effectively without compromise?
- How can I service my clients effectively without loosing them to another service provider?

Its very easy to say to clients 'yes we can do this that for you' without really understanding the pitfalls/risks in conducting investigations outside your jurisdiction of

operation. Privacy and Data Protection Laws differ from country to country. Understanding how to manage the client and their expectations can be vital to winning new business and keeping existing clients not only content but coming back to you for future assignments.

I suppose there are several options/tactics you can employ in order to answer the questions above. I will explain how we deal with these multi jurisdictional enquiries and hope to shed some light and experience in what we found works and what doesn't.

Understanding the Clients Objectives

This point sounds pretty obvious, however is frequently overlooked especially in dealing with clients with projects over several jurisdictions. This is a self taught skill that many of you seasoned investigators do this without even realising. Taking that initial call/email and understanding the clients end goal is vital in preparing your investigation strategy to get the 'result' the clients require. Working over several jurisdictions simultaneously is the challenge. Providing initial expert advice and investigation options/insight can be the deciding factor as to whether clients instruct you or indeed another service provider.

Point of Contact - Establishing Client Trust

Making yourself known to the client as the primary [POC] Point Of Contact during any investigation wherever in the world it may be is extremely important in creating and developing a trusting client/investigator relationship. Making it clear to clients that you are not an expert in every jurisdiction around the globe, but have the capacity to effectively source local professional help and manage

the investigation will prove effective in keeping your client focused and content that they have made the right choice in your agency. The objective is to have the client look upon you to manage their project internationally whilst understanding that you will call upon local expert help of which you would have sourced through the WAD membership.

Managing Client Expectations

A common question I ask prospective clients once I understand their requirement is - if you had a crystal ball or magic wand what would you like to achieve and what likely outcome would you like with this investigation? Listening to clients answers, I then decide;

- (1) whether there expected result is indeed possible
- (2) how can I get the client to the result they want
- (3) I then manage the clients expectations if their preferred results are completely unrealistic/unachievable

Utilising experts within the WAD

In order to conduct international investigations, it is so important that you build a trustworthy network of proven investigators around the world. The WAD has this network already built within its list serve. It makes perfect sense to network face to face with investigators within this group and get to know the investigators personally who would in effect represent and uphold your reputation in front you and your own clients.

To Refer or Not to Refer

Once the client is on board, you really have a couple of choices to make as to whether you manage your client internally and act as the [POC] or indeed refer them directly to another local WAD member whom can service the clients requirements directly.

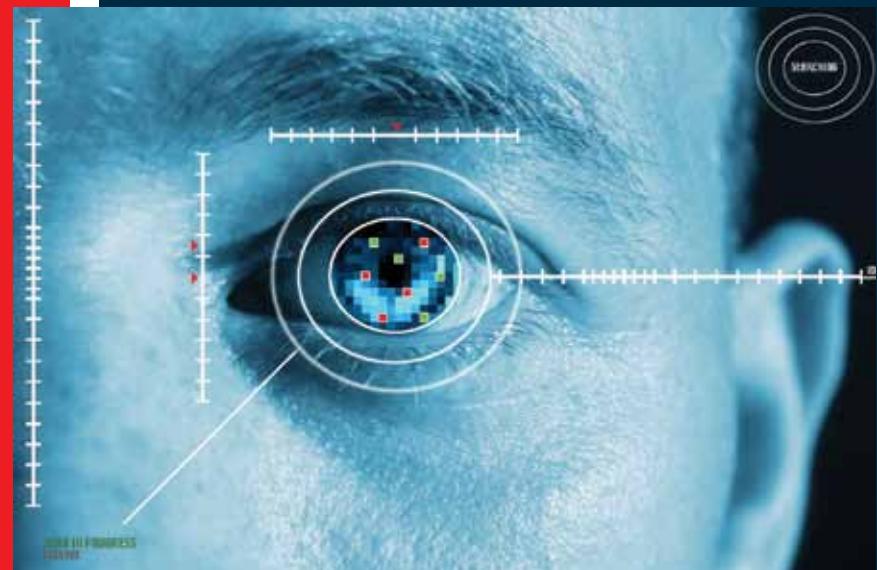
Other than not benefitting financially, common sense states that if its an existing client, then you would have developed some sort of personal relationship with this client. It makes practical sense to protect the relationship with your client by overseeing the case yourself and therefore acting as a [POC] managing your clients expectations and liaising with the local WAD member conducting the investigation on your behalf.

Smaller one off new enquiries in jurisdictions that you have no understanding of local knowledge and investigation possibilities may be best referred to a local expert who can help the client straight away. Explain to the client that you can act as a liaison between the local investigator and them and can manage their case as required. Clients respond differently and sometimes like the fact you are honest and depending on the case, may well retain your services to manage it anyway. Who knows, the laws of probability are that you are likely to be returned the referral favour at some point too!

The Power of Networking

Networking with Professional Investigators around the globe expands your industry knowledge. Educating yourself with how international investigation methods are conducted in other jurisdictions are key to becoming a well rounded International Investigator enabling you to deal with enquiries in most jurisdictions worldwide. We are all frequently learning something new within this ever changing industry. Keeping internationally connected and as up to date as possible really does help make you be the best International Investigator you can be.





BRIGHT FUTURE FOR BIOMETRICS PROFESSIONALS

By Sujeet Menezes

A new 21st century career option, biometrics — the science and technology for identity authentication purposes — is arousing rising interest Indra Gidwani

"SECURITY BREACHES AND transaction frauds — particularly in the fast-expanding cyber world — are multiplying in geometric progression, and driving up demand for sophisticated, hacker-proof identification and personal verification technologies. The solution is development of biometric technologies which are highly secure. In fact, India's national Aadhaar ID programme is the largest biometric database in the world," says Sujeet Menezes, director of IBI Detectives Pvt. Ltd, a 40-year-old Mumbai-based Crisil-rated and certified ISO 9001 company with global operations.

Biometrics is the science and technology of measuring and analysing biological data through DNA, fingerprints, iris and retina, facial patterns and hand measurements for identity authentication purposes. A new 21st century career option, biometrics has aroused rising interest within the students' community, especially after the Aadhaar programme was launched in January 2009.

Biometrics technology usage has wide scope in banks, defence installations, research laboratories etc where fraud, impersonation and identity theft may occur. Moreover, given India's huge 820 million electorate in which voter impersonation and identity theft is rife, foolproof biometric identity systems are very useful. Biometric devices can also be used in confidential financial transactions and to protect personal and sensitive data.

STUDY PROGRAMMES

To qualify as a biometrics professional, aspirants should have a bachelor's degree in computer science or related field, and some familiarity with biometrics system tools such as image scanners and databases. College graduates with internship and assignments experience will obviously have an edge over others in the admissions process. Although full-fledged degree programmes in this relatively new bio-science are not available in India, short-term certificate and diploma courses are provided by the Delhi-based Sherlock Institute of Forensic Science (SIFS) among others countrywide. Abroad, the University of Kent (UK), Instituto Technologies De Buenos Aires, Arizona State University, Colorado Technical University and America InterContinental University offer high-quality and well-respected diploma and postgrad degree programmes in biometrics.

REMUNERATION PROSPECTS

Unsurprisingly, career opportunities are multiplying in the fast growing, evolving field of biometrics. Certified professionals start as interns at Rs.15,000 per month and career progression is fast. Abroad, the average remuneration of qualified biometrics professionals with two-three years experience is \$54,000 (Rs.34 lakh) per year.

"Biometrics is a fast-growth career with a burgeoning number of businesses to which biometric technology can be applied. It can be used in airports, border controls, residential complexes, fingerprint and biometric locks, law enforcement, logical access control, time and attendance (in schools, colleges and offices)

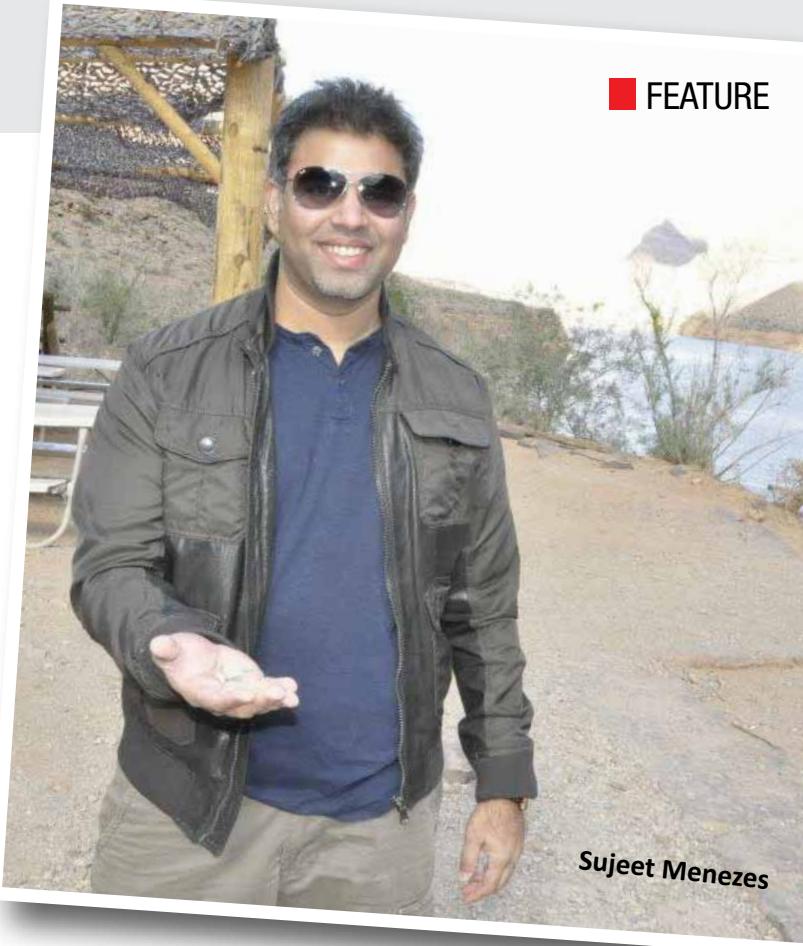
in which biometric devices are rapidly being installed. Biometric identifiers are unique to individuals and this is the most reliable technology available for verifying identity," says Menezes.

PROFESSIONAL PROFILE

A chemistry and forensic sciences graduate of Mumbai's top-ranked St. Xavier's College with a postgraduate law degree from Mumbai University, Menezes joined IBI Detectives Pvt. Ltd immediately after graduation from St. Xavier's. "I was able to get an early break because I acquired a working knowledge of biometrics while reading for my bachelor's programme," he says.

According to Menezes, the demand for qualified biometrics professionals lags way behind supply. "Aadhaar, the largest biometric database in the world needs many more biometrics professionals. It's designed to enable government agencies to deliver retail public services securely based on biometric identification — fingerprints, iris scan and face photos — along with demographic data. About 550 million citizens have been assigned 480 million Aadhaar numbers as on November 7, 2013. The programme will cover the entire population of 1.25 billion in a few years," he says.

Therefore the future is very bright for the biometrics industry and its experts, predicts Menezes. "The supply of biometric readers is expected to grow by 48 percent in the period 2011-18 as the need for identification of individuals for a host of government and non-government services is rising exponentially. This is an excellent career choice for youth looking for fast-career progression in an economy which is certain to transform into the world's largest market for biometric technologies and devices," says Menezes.



Sujeet Menezes

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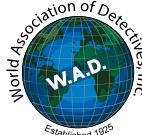
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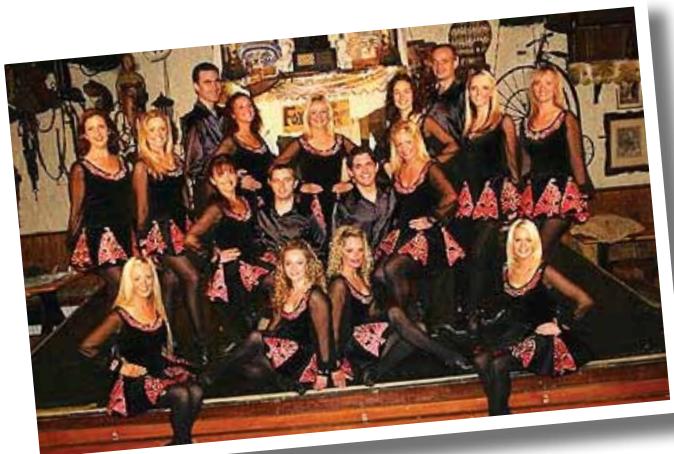
Clontarf Castle dates back to 1837 is situated 2 miles north of Dublin in the suburbs of the city. The 1830's building is a mixture of old castle and modern building rolled into one. Built of grey stone and glass with a crenelated tower and the addition of large wings. Built by Hugh de Lacy it was home to the Knights Templar; famous for fighting in the Crusades. The castle passed to the Knights Hospitaller in 1308 and then to Viscount Clontarf; who in turn surrendered the castle to the King.

The castle then changed hands several times after Cromwells conquest of Ireland, with the Vernon family being the longest inhabitants for over 300 years. In 1933 the castle was sold by the last remaining member of the Vernon family to the Oultons and was sold again in 1952 to pay death duties.

In 1972 the castle was run as a cabaret venue for 25 years until it reopened in 1991 as a four star hotel. Most of the estate and its buildings have been sold, but the castle still has the ornamental gatehouse.

The castle has been host to many famous people especially musicians. Handel in 1742 as a guest of Dorothy Vernon and for whom he wrote 'Forest Music'. In 1971 the castle was also the subject of a song by Thin Lizzy entitled 'The Friendly Ranger at Clontarf Castle' and Dermot O'Brien; a famous accordionist, used the castle for live recordings.

It is today part of a collection of boutique hotels and the 2016 W.A.D. Mid-Term Meeting will be held at this historic and beautiful hotel. Rumours has it W.A.D. Chairman of the Board, Chuck McLaughlin who has some families ties to Ireland, perhaps is related to one of Knights or Kings of the ancient times.



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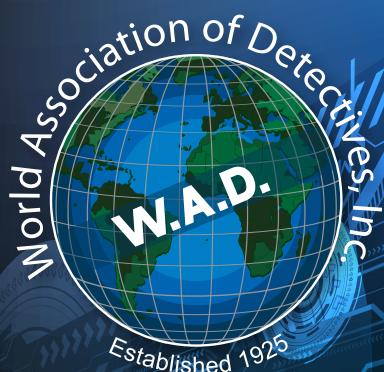
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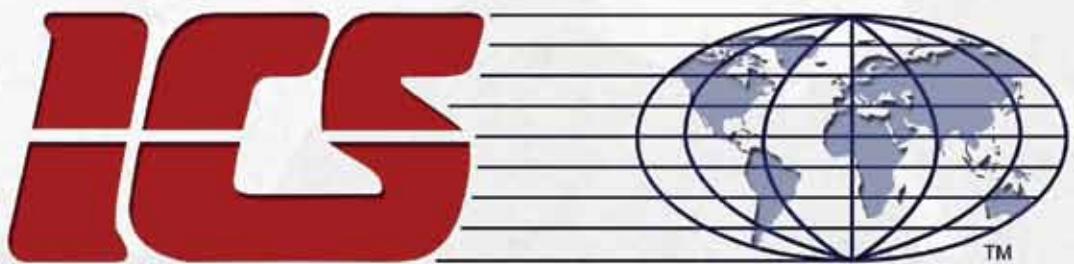


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