



ASIS INTERNATIONAL NORTH TEXAS CHAPTER October 2009

Celebrating 52 Years 1957-2009

**October 8, 2009
Luncheon Meeting**

11:30 AM - 1:30 PM

Nortel

2221 Lakeside Blvd.

Richardson, Texas 75082

Near NE corner of Campbell Rd. and 75

972-684-2470

A. Locke Neely

**Vice President & Special Counsel
Global Options, Inc.**

Topic:

**“Executive Protection,
the Challenges”**

A. Locke Neely Bio

*Vice President & Special Counsel GlobalOptions, Inc.
-Security Consulting & Investigations*

Mr. Neely joined Global Options, Inc. in October 2007 and brings a unique set of skills to the Security Consulting and Investigations branch of the company.

After serving as a Special Agent with the U.S. Secret Service, where he protected sitting and former U.S. Presidents, Vice Presidents, presidential candidates, and foreign heads of state, Mr. Neely completed his legal education and began the practice of law with a large, Dallas-based, regional law firm. Subsequently, he held a number of corporate legal counsel and general counsel positions with national and multinational corporations, where a significant portion of his practice focused on domestic and international labor and employment law, investigative and security matters,

and transactional matters. Mr. Neely's training and experience in security and criminal investigations with the U.S. Secret Service, combined with his legal training and twenty plus years in the practice of law, allow him to bring a unique expertise to any security or investigative matter encountered by our clients. He has the experience and knowledge to provide practical solutions to situations that take into account business and budget concerns, as well as legal and publicity ramifications. Mr. Neely has counseled and served our clients in all aspects of security ranging from corporate, asset, and individual premises security to executive protection programs. Mr. Neely currently serves as the outsourced Director of Security for a large, multinational corporation where he is rebuilding its global security and executive protection programs. Additionally, Mr. Neely enjoys excellent working relationships with numerous government agencies such as the F.B.I., the U.S. Secret Service, and the U. S. Attorney's Office.

Upcoming North Texas Chapter Officer Elections

By George Quin CPP, ISP - Chapter Nominations Committee Chariman

The arrival of fall in North Texas brings both seasonal changes and serves to remind us that the end of this year is rapidly approaching. 2009 has proven to be a busy year for our chapter. 2010 will be an even busier year, since the North Texas Chapter will be helping host the 56th ASIS International Annual Seminar and Exhibits at the Dallas Convention Center from October 12 -15. The NTX Executive Board will certainly be challenged to coordinate our usual chapter activities throughout the upcoming year while supporting this major international event.

**Are you the sort of person who enjoys this kind
of challenge and is committed to providing**

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personal excellence in a voluntary leadership role? If so, the North Texas Chapter may have the job opportunity you have been looking for.

There are five chapter officer positions that must be filled in 2010: Chair, Vice Chair, Secretary, Treasurer, and Assistant Treasurer. Candidates for office must be ASIS International members in good standing and current members of our chapter. Since a significant time commitment required, candidates must have the concurrence and full support of their employers. Previous chapter leadership experience is highly desired for the Chair and Vice Chair roles. The Chair is responsible for preparing the agendas, presiding over all chapter meetings, appointing committee chairs with the consent of the Board, and ensuring chapter compliance with ASIS International policies and procedures. The Vice Chair acts in the absence of the Chair, in addition to being responsible for directing all chapter communications (e.g., *Spur* newsletter and chapter website). The Secretary is responsible for maintaining the minutes of all chapter meetings, updating the membership roster, welcoming new members, and submitting monthly activity reports to ASIS HQ. The Treasurer is responsible for maintaining all chapter financial records in accordance with the ASIS Financial Handbook, authorizing the disbursements of chapter funds, arranging for the catering of chapter luncheons, and providing a monthly financial report. The Assistant Treasurer works closely with the Treasurer and is assigned to support/track the financial aspects of LEAN and/or our annual charity golf tournament. Together, these officers comprise the North Texas Chapter Executive Board which is responsible for managing a professional association of over 600 members and an annual operating budget in excess of \$60,000. The specific duties and responsibilities of each chapter officer are detailed in ASIS Policies and Procedures Section 4000.

All nominations for a chapter office must be submitted to the NTX Nominations Committee Chair either via email <george.quin@lmco.com> or during our chapter meeting on October 8th. Chapter members are certainly welcome to nominate themselves. Nominees will be contacted by the Nominations Committee to validate their interest and provide a short professional biography. Candidate biographical information will be posted in the next issue of *Spur*

newsletter. As a friendly reminder (per ASIS International rules) nominees for chapter offices are expressly forbidden from campaigning for themselves or for other nominees on the ballot. "*Campaigning*" is defined as soliciting votes or making express promises of action if elected.

Ballots will be distributed by the Nominations Committee during our November 12 chapter meeting. Members must be present and in good standing to vote for a candidate. The ballots will be tallied during this meeting and the election results will be announced by the end of the meeting.

All newly elected officers will be expected to attend the Region 6 Chapter Officer Training Seminar at the NASA Space Center in Houston on December 3rd. The new Chapter Chair must complete and transmit to ASIS International Headquarters a completed Chapter Officer Questionnaire Form listing our chapter's election results by December 10th. New officers will serve from January 1st to December 31st of 2010.

**ASIS International
Announced the 56th Annual
Seminar and Exhibits will be
held in Dallas, Texas
October 12-15, 2010.**

Steve Castor, CPP and Martin Cramer, CPP have been appointed as Co-Chairman of the Host Chapter Seminar Committee. Steve is busy organizing Host Chapter Seminar Sub Committee's to ensure we have mapped out a successful support strategy. We hope you will support the Annual Seminar and Exhibits by attending and volunteering before the Seminar. We need volunteers to Chair Sub Committees and help with support functions before and during the Seminar. Let's show our fellow ASIS International members and guests that Dallas Texas and the North Texas Chapter are a great City and Chapter that support ASIS International.

We know that budgets are tight, but volunteering only takes your time and dedication. Please plan to

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“Seminar” continued from page 2.

attend the Seminar this year in Dallas. In just three days on the exhibit floor, you can obtain a year’s worth of information on the newest security solutions available, and meet face-to-face with top manufacturers and product experts. And, don’t forget the networking! More than 20,000 professionals from across the security spectrum will be on hand during events like networking luncheons, receptions, the golf tournament, and other social events designed for relaxed conversation and exchange of ideas – plus the countless connections you’ll make on the exhibit floor, during the sessions, and more.

Workplace Suicide: Myths and Mitigation

Author: Gregory D. Lilyhorn

AP NEWS - WASHINGTON: The financial meltdown is taking its toll on the workplace, where the US Labor Department found a record 28 per cent rise in suicide rates last year amid widespread layoffs and overall belt-tightening. Amid the economic fallout, 251 people committed suicide at the workplace in 2008, the highest figure since the agency’s Bureau of Labor Statistics began reporting. The startling number came as the agency reported on Thursday a 10 per cent drop in the total number of people who died on the job, from 5,657 in 2008 to 5,071 last year, the lowest number since it first began recording the figures in 1992. Labor Department officials did not explain the rise in suicides but pointed to the economic downturn as contributing to the lower overall death rate, with the housing crash leading the construction industry, which usually accounts for most workplace deaths, to record major employment and work hour reductions. Workers on average worked one per cent less hours nationwide, the agency said. Fatal work injuries in the construction sector fell 20 per cent. The only age category that did not see a decrease in deaths at work was among 16 and 17-year-old workers, rising from 20 in 2007 to 23 last year. Another decline came in workplace homicides, which dropped 18 per cent.

Workplace Suicide: Myths and Mitigation

Author: Gregory D. Lilyhorn

As the global economic crisis grinds on, it is doing more than generating foreclosures, bankruptcies and

losses in the financial markets. It also means people are losing their jobs as many companies cut back on staff in an attempt to stay solvent. Announcements of plans to layoff employees come almost every week, as many companies are being forced to adopt strong measures to stay in business.

As we talk to our friends in corporate security and law enforcement about these layoffs, we are hearing a lot of concern over the fact that the layoffs could spawn incidents of workplace violence and suicide. Of course, there is always a risk of such incidents. Indeed, such concerns are frequently amplified and brought to the forefront during times when there are mass layoffs. Additionally, workplace violence and suicide concerns have been elevated in recent days. The U.S. Labor Department statement indicates workplace suicides had surged forward by 28% in just one year (2008). This report prompts us to step up our vigilance, particularly as the economy drags along with little improvement in higher employment. “They kill themselves because they believe they will lose everything they have if they lose their jobs. These are people who can’t go home with the shame or loss so they kill themselves at work. They are doing it at work to make a statement to their employers and get attention. Not all who attempt suicide do it to kill themselves. Some don’t really want to die, they just want the problem fixed.” In this environment, I believe it is prudent to explore some of the widespread myths surrounding workplace violence and to discuss some measures that can be taken to help mitigate potential workplace violence and suicide incidents.

Perhaps the first suicide myth that needs to be addressed is the idea that a man “just snaps” and goes on a shooting rampage in his workplace or kills himself. We intentionally say “man” rather than “person” here, because while incidents do occur in which a female is involved, they are rare. Statistically, it is far more common for workplace suicides to be committed by men. It is also important to note that like workplace homicides, workplace suicides seldom occur randomly. They are usually planned in advance and in most cases they intentionally target a specific place, way, and time that they will kill themselves.

In most cases, suicide is driven by factors that build

“Suicide” Continued on page 4.

up over a long period of time rather than by sudden, traumatic events. Failed romantic relationships or marriages, stress from financial problems, lack of job advancement and perceived (or actual) injustice at the hands of a co-worker or superior are all factors that have led to suicide incidents in the workplace.

Another significant myth that needs to be addressed is the idea that workplace violence is the only concern during times when employees are being laid off. This is simply not the case. In fact, studies by the Bureau of Labor Statistics and others show that workplace homicides are much less than workplace suicides. In other words, workplace homicides are not only a concern for companies that are in the midst of layoffs but workplace suicides need to be a constant concern for all companies.

It has been widely reported in the media that suicides spike during the holidays. This conventional wisdom which has been adopted by many security managers and law enforcement officers is also helping to increase concern about the possibility of workplace suicides as the end of 2009 nears. In spite of its wide acceptance however, this concept is just another myth. According to respected sources such as the Centers For Disease Control and Prevention and the American Foundation For Suicide Prevention, suicides actually go down during the winter, but peak greatly during the spring. That said, workplace suicide incidents can still occur during the holidays, but the holidays are not likely to bring such incidents in epidemic proportion.

One dangerous myth common in many companies is that workplace suicide is the corporate human relations or security department's problem. Nothing could be further from the truth. Most corporate security departments are bare-bones operations, quite often among the first departments to be cut when companies face tough economic times. Most corporate security departments are focused on physical security, loss prevention and theft of company assets. With their limited staff and large responsibilities, they have very little ability to learn what is going on before something happens with a nice family guy sitting in that middle cubicle on the third floor with a gun to his head asking why he can't feed his family.

Another myth that is widely accepted as gospel by many in the corporate world is that technology is the answer to every security problem. Unfortunately, that is simply not true. In fact, while items like closed-circuit TV cameras are very good aids for investigating things like theft after the fact, they are rarely useful in preventing such incidents from occurring. This same principle applies to incidents of workplace suicides, where physical security systems can act as a psychological crutch that induces a false sense of security or even complacency - attitudes that add to, rather than reduce, one's vulnerability. This is not to say that physical security measures should not be employed, or that companies should not use technology to help them establish proper access-control measures. However, such measures should be viewed as supplemental to the company's main line of defense: it's your employees.

Employees have regular access to far more people and places than corporate security can ever hope to have no matter how many officers and cameras the security department employs. When employees take ownership of their company's security and human resources departments educate and encourage employees to practice situational awareness, they can form an alert and robust network of trip wires who can identify when a person doesn't belong in their area or when one of their colleagues is showing warning signs of workplace violence. In light of this, communication is vital - not only communication coming from the workforce to the management, human resources and the security team, but also going the other way. If an employee is showing stress and talking about killing themselves, co-workers need to be informed supervisors so this person can be evaluated by management and policy reviewed to see if this person should be permitted to remain in the workplace or be removed until the issue is resolved by treatment or other means.

The bottom line is that effective security programs must be proactive - looking for threats - rather than reactive, initiating a response only once an attack has begun to unfold. One very effective way to achieve a proactive stance is to use a combination of counter surveillance and protective intelligence as a critical element of a facility's security plan. Protective security teams can coordinate with managers,

human resources professionals, mental health professionals, and law enforcement to identify, investigate and flag potential workplace suicides before they get to the point of execution. Additionally, watchful security teams which are proactive by their very nature, can help by noticing out-of-place behavior occurring in parking lots and outside of entrances - places a uniformed guard sitting inside the facility has very limited ability to monitor. By focusing on behavior and demeanor, proactive security teams can frequently pick out angry or mentally disturbed individuals before they can get to the workplace. When combined with an educated and alert workforce, these proactive measures can help provide protection that no technological system can match.

The key element of a proactive security regime is the ability and willingness to identify the warning signs and take them seriously. One of the biggest contributing factors to workplace suicides is the failure to pick up on and thoroughly investigate such warnings. Suicide victims clearly presented warning signs, and in several cases, investigations of the incidents later found that those warning signs were downplayed or ignored. Almost always suicide victims will give indications of his intent to friends, family members and co-workers.

Warning signs that an employee is at risk for committing suicide include sudden changes in behavior, decreased productivity, uncharacteristic problems with tardiness and attendance, withdrawal from one's circle of friends, or the sudden display of negative traits such as crying, snapping at co-workers or even a sudden disregard for personal items, i.e. giving them away. Perhaps the most indicative signs that serious trouble is looming are talk about suicide. If co-workers or supervisors feel afraid for a person even when the reason for that fear cannot be clearly articulated is also a significant warning sign.

Because as noted above, corporate security departments are not omnipresent, they require other people within the company to be their eyes and ears and alert them to individuals who have the potential to commit acts of workplace violence. Co-workers and first-line managers know when the person in the cubicle next to them has suddenly become really odd and talks about killing himself/herself, or when an

individual down the hall is showing psychotic behaviors.

Companies that are serious about preventing workplace violence should establish clear workplace suicide policies and ensure they are widely communicated and strictly followed. Any and all threats of violence expressed by employees must be taken seriously, even those that appear innocuous at first. Employees, managers and human resources personnel must be educated about workplace violence and encouraged to report all threats or other overt signs immediately. Most importantly, supervisors and human resources managers must be cognizant of the other more subtle warning signs and be encouraged to take them seriously. Clearly, in this situation, a false alarm is better than no alarm at all.

Suicide in general versus suicide at work: According to the Centers For Disease Control and Prevention (CDC) 29,350 Americans committed suicide in 2000, making it the 11th leading cause of death that year (homicide was 14th). Four times as many men committed suicide in 2000 than did women and nearly 84 percent of all suicide victims were non-Hispanic whites. Trends for workplace suicides are similar to those for the general population and are currently going up.

Demographics: Men were overwhelmingly more likely to die on the job by taking their own life than were women. More than one-fourth of all workplace suicides were incurred by workers aged 45 to 65.

Nature of fatal self-inflicted injuries: More than half (54 percent) of all workplace suicides resulted from gunshot wounds. Another 25 percent of workplace suicides were from asphyxiations, strangulations, or suffocations (mostly by hanging), and 11 percent resulted from other poisonings and toxic effects.

Occupation: Victims of workplace suicides were most likely to be employed in managerial and professional specialty occupations. The most frequently cited reason for the commission of these murder/suicides were trouble with a co-worker and/or supervisor, dissatisfaction with the job and marital difficulties.

“Suicide” continued from page 5.

Conclusion: Among the various demographic groups, workplace suicides were most often incurred by white workers, male workers, workers aged 45 to 65, and workers who were working for wage and salary. The relative risk for workplace suicides was highest for white workers, male workers, workers aged 55 and over, and self-employed workers. Workplace suicide victims were most likely to work in managerial and professional specialty occupations, while workers in farming, forestry, and fishing had the highest relative risk. Among specific occupations, military and police/detectives in public service faced the highest relative risk.

Seventy percent of suicidal individuals indicate their intentions in some way, and the workplace may be the last place that they do so before acting. Death by suicide, attempts at and even thoughts of suicide are the desperate actions of a person who is feeling isolated, seriously depressed and convinced that there is no other solution to “fix” their life. Often there are indirect signs such as talking about not being around much longer, asking someone to care for pets, taking all personal effects home from the office, or giving away possessions. There are times when the individual will openly admit to contemplating suicide, hoping that someone will take them seriously.

In closing, telling your company security personnel or human resources department that you are concerned will *not* cause the person you’re concerned about take that next step; instead it may save their life. If you are concerned about a coworker, remember the **ACT** principle:

- **A**cknowledge your concern: take it seriously and be willing to listen
- **C**are: take the initiative and voice your concern to your coworker or supervisor, then help your coworker obtain.
- **T**reatment: immediately.

People say things that are not necessarily indicative of what they mean, or what they will do. Many people make baseless threats everyday to themselves and others. That in and of itself does not give us concern but when they take it one step further then it’s another matter.

Nortel Location Directions for ASIS Luncheon

2221 Lakeside Blvd., Richardson, Texas 75082,
972-684-2470

From Dallas Fort Worth International Airport

Exit Airport via North Exit, proceed North to Dallas (East) Exit to 635 East (LBJ Freeway).

Proceed East on 635 (LBJ Freeway) until it intersects with IH-75 (Central Expressway) North (Richardson-Plano) Exit onto 75N Proceed Northbound on IH-75 (Central Expressway) until you reach Renner Road exit. Exit at Renner Road Exit. Move to far Right Turn Only lane as you will have to exit to the Right onto Lakeside Blvd.

Once you enter onto Lakeside Blvd proceed over railroad tracks to the first driveway on the right. This is the entrance to Nortel 2221 Lab parking lot.

If you continue on Lakeside Blvd. once over railroad tracks the second driveway to the Right after 2221 parking lot will be the 2221 parking lot.

At this point Nortel buildings #2400 & #2350 will be on your Left, or the Westbound side of Lakeside Blvd.

From Dallas Love Field

From Dallas Love Field Exit from South Exit onto Mockingbird Lane, Eastbound

Proceed on Mockingbird Lane East until it intersects with IH-75 (Central Expressway)

Enter onto IH-75 (Central Expressway) Northbound to Renner Road Exit. Exit at Renner Road Exit and move to far Right-hand ASAP, this lane will become a Right turn only lane at Lakeside Blvd. Proceed over track you are now on Lakeside Blvd.

First driveway on the Right after railroad track is the driveway entrance to Nortel, 2221 Lakeside Blvd (Tower), to your left Westbound side of Lakeside Blvd you will see Nortel buildings #2400 & 2350 Lakeside Blvd.

At this point if you continue on Lakeside Blvd the next driveway on the Right will be entrance to Nortel, 2221 Lakeside Blvd (Tower) to your left Westbound side of Lakeside Blvd you will see Nortel buildings #2400 & 2350 Lakeside Blvd.

2009 Calendar of Events

Chapter Meeting –

Note: The meeting is **not** at Texas Instruments

October 8, 2009

11:30 AM - 1:30 PM

Nortel

2221 Lakeside Blvd.

Richardson, TX 75082

P 972-684-2470

See driving directions on page 6.

Chapter Meeting Schedule

November 12 th	Happy Hour at Nortel
December	Christams Party

2009 Chapter Officers

Chairman	Michael Finnegan, CHS-III
Vice Chairman	Rob Goll, CPP
Secretary	Eric Saleh
Treasurer	Wally Cornwell
Asst. Treasurer	Michael Adams, CPP

See e-mail links on last page.

Your Business Card Advertisement could be placed here!

The North Texas Chapter website www.ntx-asis.org is now accepting banner advertising!

See below for advertising fees.



SPUR



ASIS North Texas Chapter Newsletter

If you have any suggestions or articles to submit contact Rob Goll, CPP, Editor, rodago@yahoo.com.

Newsletter and Website Advertisements

Companies interested in supporting the Chapter by advertising on the ASIS Chapter website (<http://www.ntx-asis.org/>) or in the Monthly Newsletter should contact Rob Goll, CPP at rodago@yahoo.com for add placement agreement.

Artwork colors used should blend with the Chapter's color theme but without giving the appearance of actually being a component of the Chapter web site. Web Site Banner Add Fee is based on advertiser providing web ready art graphics and hyperlink to company information.

Newsletter Fees:

- 1/4 Page - \$400.00 per year
- 1/2 Page - \$800.00 per year
- Business Card Size - \$250.00 per year

Custom sizes are available at additional cost.

Web Site Banner Fees:

\$600.00 per year

How to Order a Name Badge

Thanks to the generosity of LaCora McSwain and Metroplex Control Systems (972-406-9300) you can now have your own name badge. Look for the *Name Badges* sheet at the sign in table at our next chapter meeting, or e-mail Rob Goll, CPP at rodago@yahoo.com.

2009 Executive Committee

Chapter Chairman	Michael Finnegan, CHS III
Chapter Vice Chairman	Rob Goll, CPP, CHS III
Chapter Secretary	Eric Saleh
Chapter Treasurer	Wally Cornwell
Asst. Treasurer	Michael Adams, CPP

2009 Committee Chairpersons

Nominations (Past Chairman)	Rob Goll, CPP, CHS III
Nominations (Past Chairman)	Joe Corragio, CPP
Nominations (Past Chairman)	Gorge Quin, CPP, ISP
Communications (Website, Newsletter)	Rob Goll, CPP, CHS III
Photography	LaCora McSwain
Scholarship	Open
Legislative	Open
LEAN Event Co-Chair	Steve Castor, CPP, CIPM
LEAN Event Co-Chair	Martin Cramer, CPP
Golf Tournament	Michael Finnegan, CHS III
Professional Placement	Rob Goll, CPP, CHS III
Webmaster	Bruce Rodriguez, MCSE
Certifications (CPP, PCI, PSP)	Carl Konosky, CPP
Military Appreciation Committee	Frank Garza
Law Enforcement Rep	Michael Adams, CPP
Private Sec. Svcs. Rep	Tom Crinic
Continuing Professional Education (CPEC)	Open
Student Chapter Liaison	Open
Dennis Noggle Endowment	Open
Corporate Liaison	Lisa George, CPP
Historian	Harold Midkiff, CPP, CFE
LEAPS	Marieta Oglesby, CSM, CPM, CPP

2009 Regional and Headquarters

Senior Regional Vice President	Mike Crocker, CPP, CSC
Regional Vice President	Gorge Quin, CPP, ISP
Asst. Regional Vice President	Matt Silcox, CPP, CET
ASIS HQ	Hedi Pilar