



Special points of interest:

- Illegal To Conduct Background Checks
- Organized Retail Thefts & Gift Cards
- Auto Theft Rates on The Rise
- News Briefs
- Recent News

ILLEGAL TO CONDUCT BACKGROUND CHECKS?

This is one of those— Have you heard about this?

In April 2012 the Equal Employment Opportunity Commission established a new guideline that warns that an employer that conducts a criminal background check on an applicant can be sued for discrimination. At the time of passage most states were taking a wait and see approach to this new information. However, according to Foxnews.com employers are now being sued in at last two states for denying employment, or terminating employment based on criminal history. Really?

According to the EEOC such checks can discriminate against some ethnic classes because they are being arrested at a disproportionate rate compared to the rest of the U.S. population. The EEOC wants employers to eliminate such practices altogether.

In 2013, two employers (Dollar General and BMW) have been sued for alleged civil rights violations, because they denied employment based on the applicants criminal history. According to the news story on July 27, 2013 on Foxnews.com the EEOC already prohibits different treatment of

job applicants with different ethnic backgrounds but they may now be seeking to protect those with a criminal history as well. So how will employers insure that their workplace is safe? How can an employer insure that they do not hire a convicted felon to mind their financial records? How does an employer keep a convicted sex offender from being around children?

All of those questions and many more are yet to be answered, but nine states are fighting back so far. Stay tuned folks!



John M. White, CPP, CHPA
President



Mission Statement

Our purpose is to work with clients to build trust and provide quality service that promotes professionalism, ensures fiscal responsibility, prevent crime, reduce the fear of crime, and promote safety.

IT IS SAFER AND LESS COSTLY TO PREVENT A WORKPLACE VIOLENCE INCIDENT THEN IT IS TO ACT IN RESPONSE TO ONE!



ORGANIZED RETAIL THEFTS & GIFT CARDS

According to the Dayton Daily News (July 2013), organized theft rings have found a new way to make money, and fence the items that they steal from retail stores.

According to the published story, thieves are shoplifting items and then returning them to the same stores without a receipt and then they receive a store credit. They in turn sell those gift cards for cash online, at pawn stores, and check cashing stores. The thieves are reported to get as much as 90% return on their stolen items, verses

selling them to a fence for pennies on the dollar.

When recently shopping at a well known discount retailer I was approached by a female in the parking lot who told me that she forgot her ID at home and the store will not accept returns without it, but if I would please return some items for her to the store without a receipt, that she would give me money for lunch. *Not a chance* sums up my reply. It was likely that she was so well known for returns that her name would gener-

ate a police response.

I also witnessed a person at the same store trying to make a return without a receipt. I was impressed with the manner in which the staff questioned him about his purchase, and requiring that he tell them what date the sale was made. They are able to look up every transaction provided they have a date of transaction. Needless to say the burden was on the customer in this case and because he was not able to recall the date, they denied the return.



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NEWS BRIEFS AUGUST 2013

As mentioned last month, Hawaii was moving forward with a requirement that all security guards be registered and trained. Since then, on June 26, 2013, they set the requirement that guards must be licensed and that those that have not submitted their application to the state by July 1st cannot work as a security guard until such time that they have the registration card. This is likely in response to the low numbers of people that actually applied. To see the new regulation, follow this link.

[New Hawaii Security Law](#) or go to our website.



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Security Consultant News From Protection Management, LLC

Recent Training, Interviews, and Articles for John M. White, CPP, CHPA

- Interviewed for a story in USA Today regarding Visitor Management in Healthcare
- Crime Prevention Through Environmental Design (CPTED) Webinar for Modern Security Professional
- International Association of Healthcare Security & Safety (IAHSS) AGM, Myrtle Beach, SC
- International Association for Professional Security Consultants 2013 Conference Napa, CA.
- Interviewed for *Part B News*, a national physician practice trade publication on Medical Office Security
- Interviewed for Cargo Security Story in the Entrepreneurial Magazine
- Security Project Management Webinar - ASIS International
- Compliance & Risk Within Healthcare Webinar
- International Travel Risks Webinar - Risk & Insurance

Check-out our Website for additional information on these news items including a full listing of Press Releases, Articles, Published work and more. Go To www.protectionmanagementllc.com

Protection Management, LLC

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So what do we do for our clients? As our tagline states, we analyze the past, evaluate the present, and plan the future. When you need a security consultant, you certainly want someone that will look at your current state, such as your security vulnerabilities and security risks to see how they can be managed, reduced, or eliminated. The security consultant that you retain should then plan for your future with your guidance and approval at every step of the way. Protection Management, LLC provides security and safety management solutions, which fit your specific needs, to ensure that you have peace-of-mind to focus on your operations.

AUTO THEFT RATES ON THE RISE?

The National Insurance Crime Bureau's annual "Hot Spot" report finds that car thefts are rising after an eight-year decline; according to Carinsurance.com

If you live in San Francisco your car is eight times more likely to be stolen than if you live in Pittsburgh. In 2012 52,000 cars were stolen in Los Angeles. That's an average of 142 cars per day. It was also reported that the most popular type of car stolen is the mid-1990 Japanese cars.

What are the Top 10 cities for the most stolen cars in order of their theft rate:

1. Modesto, CA
2. Fresno, CA
3. Bakersfield, CA

4. Stockton/Lodi, CA
5. Yakima, WA
6. San Francisco, CA
7. San Jose, CA
8. Vallejo, CA
9. Spokane, WA
10. Redding, CA

What cities have the **lowest** auto theft rates (ranked as safest first):

1. Midland, MI
2. State College, PA
3. Great Falls, NY
4. Ithaca, NY
5. Salisbury, MD
6. Elmira, NY
7. Blacksburg, VA
8. Harrisonburg, VA
9. Kingston, NY
10. Watertown, NY

Remember to lock your car and do not leave it running unattended for even a minute.

SERVICES OFFERED

- | | |
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| Disaster Preparedness Planning | Security Policy Development |
| Electronic Guard Tour Systems | Security Policy Evaluation |
| Electronic Security Evaluations | Security Program Development |
| Healthcare Security Management | Security Procedure Development |
| Interim Management | Security/Risk Assessments |
| Loss Prevention | Security Staff Development |
| Management Consultant | Security Training |
| Parking Management | Security Records Audits |
| Parking Security Reviews | Security Surveys/Assessments |
| Police Liaison | Security Training |
| Labor Actions | Speaker - Security Subjects |
| Security CCTV | Special Event Security Planning |
| Security Litigation Support | VIP Visit Planning |

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