

Corporate Security Services, Inc.

Training Programs

- Ø **Street Smarts: Techniques & Countermeasures for Employee Personal Safety**
- Ø **Workplace Violence: What Managers, Supervisors & Employees Need To Know**
 - Managers & Supervisors Session
 - Employee Session
- Ø **Surviving the Unthinkable: Survival Guidance for an Active Shooting and Other Life Threatening Incidents**
- Ø **Preventing Violence: Threat Assessment Countermeasures**
- Ø **General Workplace Drug Awareness Overview**
- Ø **Manager and Supervisor's Workplace Substance Abuse Course**
- Ø **Employee Drug Awareness Overview**
- Ø **Community/Family Night Drug Awareness Overview**
- Ø **Identity Theft: What Organizations and Individuals Need to Know**
- Ø **Commercial Robbery: How Employees can React Effectively and Avoid Violence**
- Ø **Business Security 2012: What Senior Executives and Managers Need to Know About Protecting Employees, Customers and Assets**

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Training Programs

- Ø **Forensic Document Examination** for Investigators
- Ø **Advanced Civil and Criminal Investigation** Workshop
- Ø **Executive and Personal Protection** Course

Training Session Descriptions



Preventing Violence: Threat Assessment Countermeasures

This session describes the process of Threat Assessment processes and best practices to enable an organization to properly understand, assess and successfully manage threat incidents.

This presentation is designed for Security, HR and Senior Managers to provide detailed information about what to do when a threat situation occurs. Whether from workplace violence, domestic violence or celebrity threat situation ..**what to do** ..**what not to do in handling to avoid violence**. Information is derived from actual workplace violence incidents and situations. Included are details on the latest techniques and countermeasures needed to successfully manage real life workplace violence incidents.

Recommended: Session length is 1 ½ - 4 hours

There is no maximum audience size for these programs.

Recommended Audience Size: 25-35 for maximum attendee participation



Street Smarts Techniques & Countermeasures For Personal Safety

Street Smarts: Techniques and Countermeasures for Employee Personal Safety

The “*Street Smarts*” program is designed to level the playing field between criminals and potential victims. This program addresses “real world” personal safety risks and countermeasures of living in the U.S. in 2011 and beyond.

The session focus is on real life examples to convey best practices to avoid being victimized by street crime, workplace violence, as well as other security and emergency situations. This includes details on the latest techniques, countermeasures, and best practices to avoid being victimized by street crime and other security and emergency situations, as well as case studies and practical demonstrations of what works, what does not, and why.

“*Street Smarts*” is presented via a power point presentation and delivered in an easy to understand format with the goal that audience members will walk away with the ability to recognize potentially violent situations and usable ideas for making their workplace and communities safer environments.

All programs are presented at an easily understood “basic level.”

Recommended: Session length is 2-4 hours

There is no maximum audience size for these programs.

Recommended Audience Size: 25-35 for maximum attendee participation



Workplace Violence What Managers, Supervisors & Employees Need To Know

Workplace Violence: What Managers and Supervisors Need to Know

This program is designed to provide detailed information about why Workplace Violence occurs, how it can best be avoided, and best practices for reacting in the event an incident occurs.

Attendees at this session are exposed to information derived from actual workplace violence incidents and situations. Included are details on the latest techniques and countermeasures needed to successfully manage real life workplace violence incidents.

The session includes case studies and practical demonstrations of what works, what does not and why, as well as what to do and not to do when workplace violence issues arise.

Session includes embedded video clips of actual workplace violence attackers and victims, as well as “war stories” related to “real world” workplace violence situations. Sessions engender attendee involvement and include role playing scenarios.

“*Workplace Violence: What Managers and Supervisors Need To Know*” is presented via a power point presentation and delivered in an easy to understand format.

Recommended: Session length is 4 hours for Managers/Supervisors.

There is no maximum audience size for these programs.

Recommended Audience Size: 25-35 for maximum attendee participation

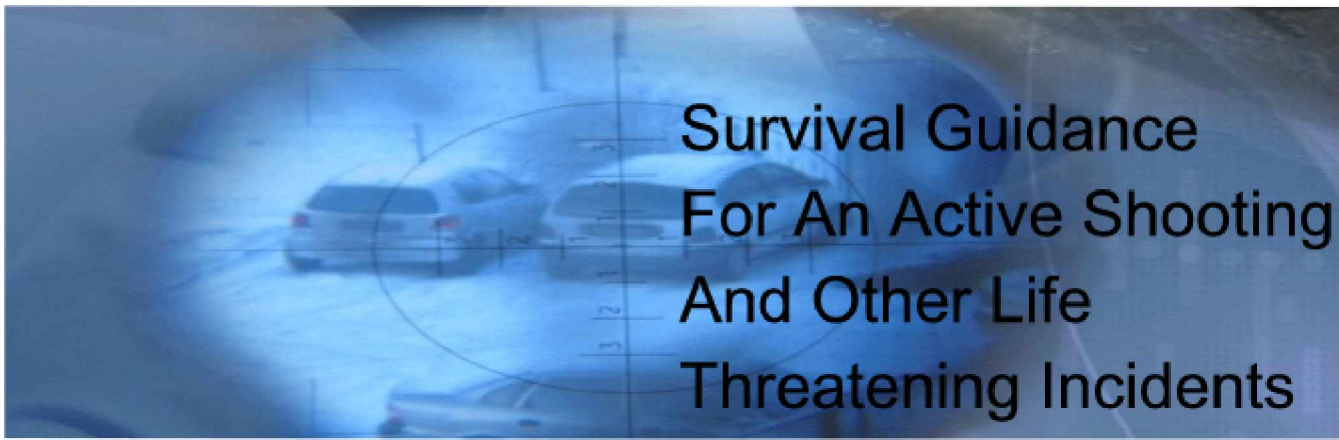
Workplace Violence: What Employees Need to Know

“*Workplace Violence: What Employees Need To Know*” is presented via a power point presentation and delivered in an easy to understand format.

Recommended: Session length is 2 hours for non - managerial employees.

There is no maximum audience size for these programs.

Recommended Audience Size: 25-35 for maximum attendee participation



Surviving the Unthinkable: Guidance for Surviving *Active Shooting and Other Life Threatening Incidents*

This program is designed to provide techniques and detailed information about increasing the probability of surviving life threatening incidents, whether the risk is an active shooter, terrorism incident, street crime, or a natural disaster. Surviving these life threatening incidents involves knowledge and basic skills that can be immediately implemented to increase the odds to survive.

This program explores in depth the basic fundamentals to prepare and survive, including what survivors have in common?, what works, what doesn't work, and a step by step examination of basic survival strategies and best practices for reacting in the event a life threatening incident occurs. Attendees at this session are exposed to information derived from survivors of life threatening incidents and situations.

“Surviving the Unthinkable: Guidance for Surviving Active Shooting and Other Life Threatening Incidents” is presented via a power point multi media presentation and delivered in an easy to understand format.

Recommended: Session length is 2 hours

There is no maximum audience size for these programs.

Recommended Audience Size: 25-35 for maximum attendee participation



General Drug Awareness Overview

The **General Drug Awareness Overview sessions** provide a limited, basic introduction to attendees about the nature and impact of Drug and Alcohol Abuse in the workplace. The presentation is designed with a target audience of managers and supervisors. The session covers:

“Workplace Substance Abuse: What Managers and Supervisors Need to Know”

Basic summary orientation on current drug trends and the effects they have on companies, employees, and their families. Understanding the nature of Drug/Alcohol Abuse and Addiction. Specific techniques on what to do and what not to do in handling workplace drug abuse and drug trafficking issues. Identification of appropriate roles and responsibilities to prevent workplace drug abuse/trafficking.

Attendees of this session will be exposed to the basics of drug abuse, addiction, recovery, and how drug abuse and addiction adversely impact people and organizations.

The method of this session combines lecture using a PowerPoint program embedded with video clips and audio content.

Recommended: Session length is 4 hours

There is no maximum audience size for these programs.

Recommended Audience Size: 25-35 for maximum attendee participation



Manager's & Supervisor's Workplace Substance Abuse Course

Manager's and Supervisors Workplace Substance Abuse Course

This is a course that transcends raising awareness. It is, in fact, designed to produce positive change, prevention and results in reducing workplace drug abuse.

The Manager and Supervisor's Workplace Drug Education Course consists of **4 Modules at 2.5 hours duration per module total duration: 10 hours**. The course combines lecture in a PowerPoint program embedded with video clips and audio material.

Managers and Supervisors will be provided structured information for hands on learning techniques that are designed to motivate, empower, and instill confidence in their ability to successfully handle workplace drug abuse situations and positively contribute to the reduction of drug abuse in the workplace.

Module 1: Understanding Drug Abuse

- Ø Information and Patterns of Substance Abuse, Causes, and Behavior
- Ø Nature and Extent of Substance Abuse
- Ø Nature of Chemical Dependency/Drug Abuse
- Ø Company Policy and Resources to Reduce Workplace Substance Abuse

Module 2: Eliminating Drug Abuse in the Workplace

- Ø Warning Signs of Workplace Substance Abuse
- Ø The Supervisory Role and Effective Response to Reduce Workplace Substance Abuse
- Ø Intervention Techniques for Managers and Supervisors

Module 3: Drugs of Abuse and Signs of Impairment

- Ø Current Substances of Abuse and Trends
- Ø Physical Signs and Techniques to Recognize Impairment
- Ø Identifying Drug Paraphernalia
- Ø Effects of Substances: Physical, Psychological, etc.

Module 4: Guidance on Handling Workplace Drug Abuse Situations

- Ø Performance Management
- Ø Intervention
- Ø Discipline
- Ø Practical Exercises
- Ø Employee Assistance Program and Recovery Issues



Employee Drug Awareness Overview

Employee Drug Awareness Overview

The **Employee Drug Awareness Overview** provides a general introduction to attendees about the nature and impact of drug and alcohol abuse in the workplace. ***The presentation is designed with a target audience that is comprised of employees that do not have managers or supervisory responsibilities.***

The session covers:

- Ø Impact of substance abuse on the community, family, and workplace
- Ø Nature and extent of chemical dependency/drug abuse
- Ø Employee's role in workplace drug abuse
- Ø Recovery and treatment in substance abuse
- Ø Company policy, program elements, and resources available

Attendees of this session will be exposed to the general dynamics of drug abuse, addiction, recovery, and how drug abuse and addiction adversely impact people and organizations.

This session underscores the importance of “why” the organization needs to actively reduce drug and alcohol abuse in the workplace.

Community/Family Night Drug Awareness Overview

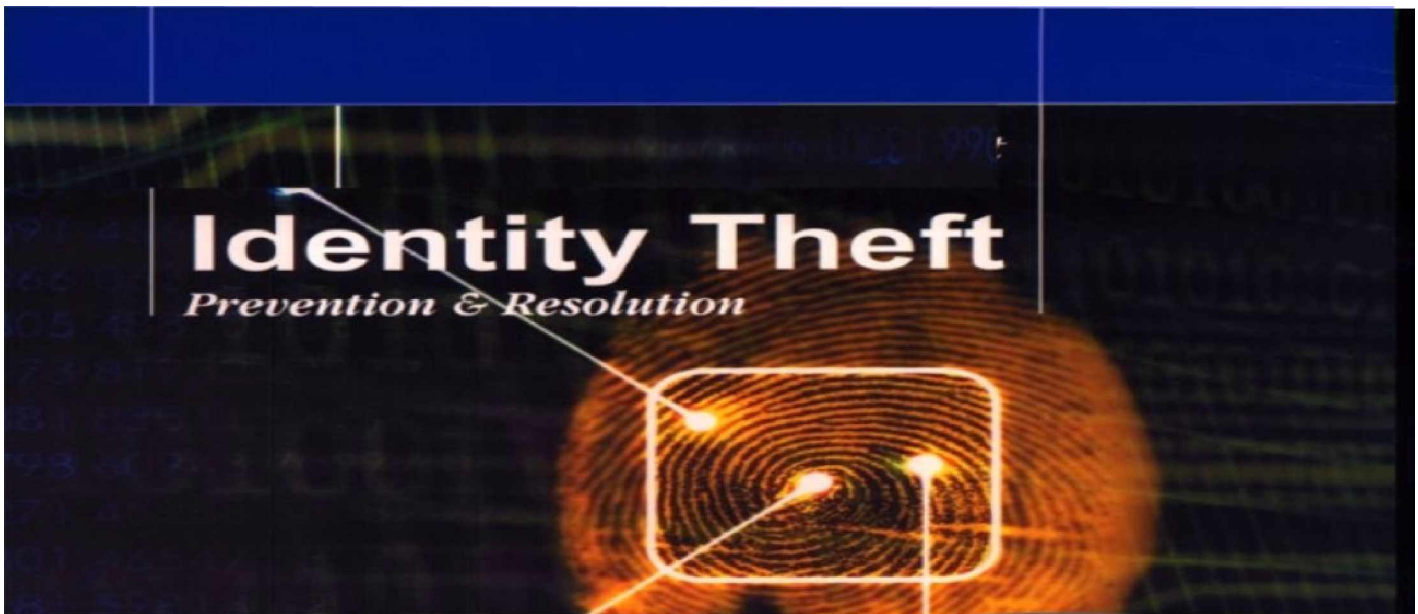
The Family Night Drug Awareness Overview session can be offered for employee family members invited to attend as an opportunity for building a drug free workplace. Typically, when our intensive drug education is offered in a workplace, the attendees discuss what they are learning with family members. We have learned that significant interest in allowing family members to participate is not an uncommon result.

Inviting family members to a Family Night Drug Awareness Overview session underscores the commitment of the company to address drug and alcohol abuse and can be a very powerful and positive enhancement.

Recommended: Session lengths are 2 – 4 hours.

There is no maximum audience size for these programs.

Recommended Audience Size: 25-35 for maximum attendee participation



Identity Theft: What Organizations and Individuals Need to Know focuses on Identity Theft from a law enforcement and investigative perspective through an informative and powerful presentation including visual and audio media aids.

Attendees will be thoroughly oriented on: Identity Theft trends; how criminals accumulate information and how it is converted for the process of Identity Theft; how criminals use these processes to distribute the victim's assets; how business can use networked data to significantly cripple Identity Theft or other fraud loses; and exposures and obligations of business in Identity Theft related crimes.

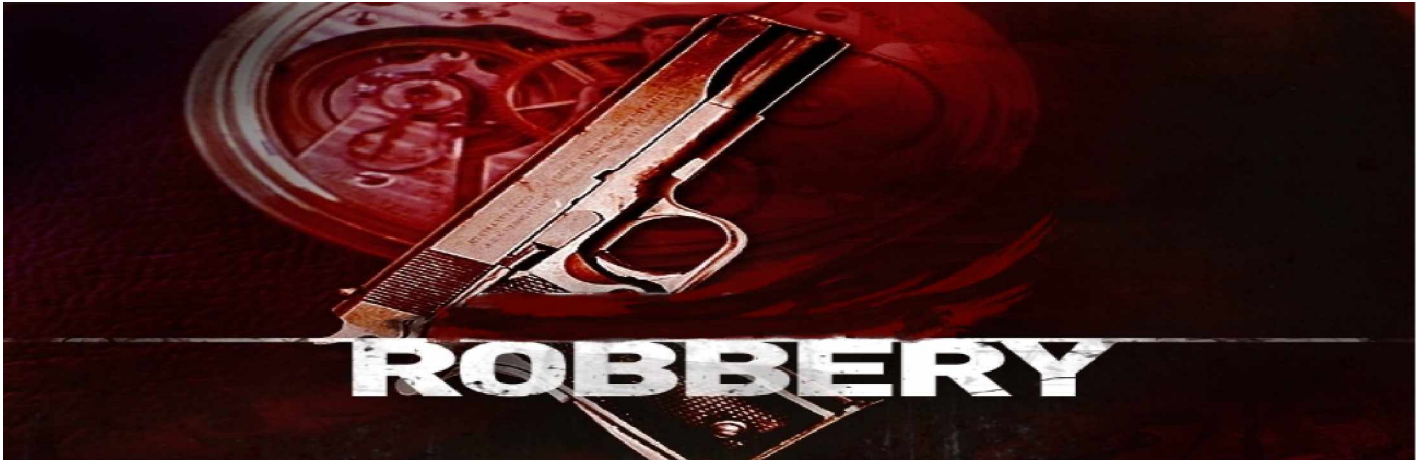
Major case studies of actual Identity Theft and effective countermeasures for protecting assets and reputations from Identity Theft are elaborated on throughout the presentation.

“Identity Theft: What organizations and Individuals Need To Know” is presented via a power point multi-media presentation and delivered in an easy to understand format.

Recommended: Session length is 2 - 4 hours.

There is no maximum audience size for these programs.

Recommended Audience Size: 25-35 for maximum attendee participation



Commercial Robbery: How Employees can Prevent, React Effectively, and Avoid Violence

Live sessions utilizing a PowerPoint multimedia program focusing on what to do and what not to do in the event of a robbery incident. Sessions consists of lecture and role playing exercises designed to reduce anxiety and instill confidence in employees in the proper methods to employ in the event of a robbery. Typical audiences are banking, credit union, pharmacy, and retail operations.

Session Topics:

- Ø Robbery Prevention Techniques
- Ø Robbery Trends and Methods
- Ø Observation Skills
- Ø Actions to Take in a Robbery
- Ø Actions to Avoid in a Robbery
- Ø Preventing Injury in a robbery
- Ø Post Robbery Procedures
- Ø Weapons and Bomb Devices
- Ø Mock Robbery Role Playing Scenarios

Recommended: Session length is 2 - 4 hours

There is no maximum audience size for these programs.

Recommended Audience Size: 10-20 participants for maximum attendee participation



Business Security 2012 and Beyond:

What Senior Executives and Managers Need to Know About Protecting Employees, Customers and Assets

This presentation provides a comprehensive overview of current security risks and trends that currently impact U.S. businesses and organizations.

Attendees will learn about current Security Trends Affecting Businesses, **The Significant Security Risks, and Issues for Businesses, What Works and What Doesn't Work, What Are Successful Businesses Doing About Security Risks?, and Effective Solutions and Initiatives.**

Security Risk Topics:

- Ø Identity Theft 101 for Businesses
- Ø Fraud, Theft, and Embezzlement
- Ø Violence in the Workplace
- Ø Computer Security and Information Loss
- Ø Organizational Abuses
- Ø Investigations – Avoiding Liability Landmines
- Ø Homeland Security
- Ø Security and Legislative Compliance
- Ø Illegal Drugs and the Workplace
- Ø Best Practices and Controls
- Ø Building Security into the Business
- Ø Core Elements to Protect Businesses

There is no maximum audience size for the above listed programs.



Forensic Document Examination for Investigators

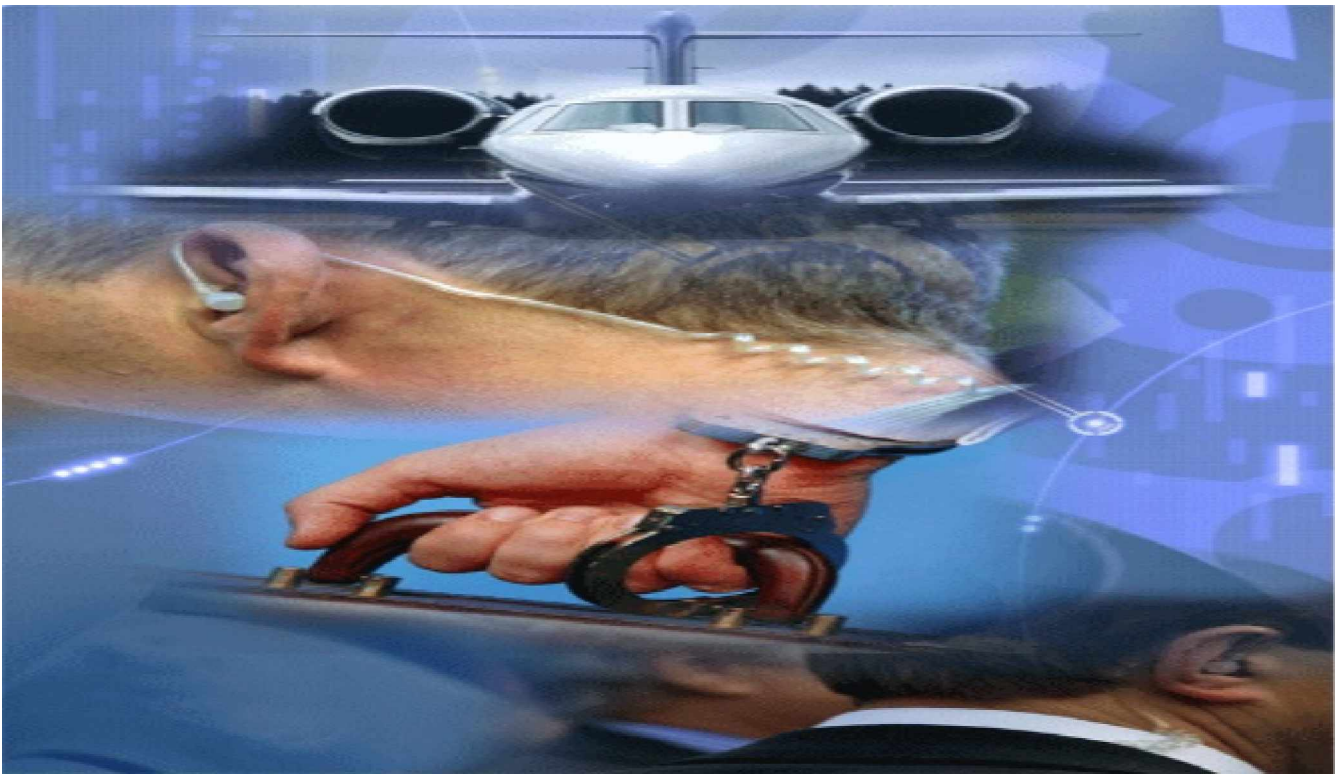
This presentation provides a basic orientation to forensic document examination principles and techniques. These techniques can be utilized in many investigative cases and can be applied at the investigator's level.

Advanced Civil and Criminal Investigation Workshop

This presentation provides a specialized focus on investigative techniques to maximize investigative results.

Topics covered include:

- Ø Fingerprinting
- Ø Interviewing
- Ø Electronic Surveillance
- Ø Computer Technology (databases & software)
- Ø Computer Loss Cases
- Ø Information Loss Cases
- Ø Latest Techniques on Investigative Research



Executive and Personnel Protection Course

Advanced course of instruction designed to prepare corporate security personnel and executives on the appropriate techniques involved in executive and personnel protection assignments.

Course will provide in depth training and role playing in public transportation, hotel, and retail mall settings.

This course will enable participants to function effectively as a protective team member and direct and manage executive protection actions in a corporate or public protection setting.

Topics covered include:

- Ø Basic Concepts and Best Practices
- Ø Transparency
- Ø Vehicular Movements
- Ø Team Signals and Communications
- Ø Risk Assessment
- Ø Bomb Threat Techniques
- Ø Current Trends in Terrorism and Hostage Incidents

The course is designed as a 3 day course for a maximum of 12 attendees per course.

This course can be customized to client's specific learning objectives



CORPORATE
SECURITY
SERVICES

What our clients say about our training programs...

...thought you might be interested in the evaluation of your (Workplace Violence) program, Terrific as usual!

Lynda Stoneberg, State of Washington Industrial Safety & Health

John, on behalf of Oregon OSHA, I want to thank you for presenting on "Violence in the Workplace" at our consultation meeting on December 5. Your presentation gave our staff information that will help them in discussions with employers. Our staff appreciated your knowledge, commitment and passion for helping employers protect their workforce as evidenced by the following comments:

- "This was very good training. I found it interesting and potentially useful in my job".
- "A lot of good information to get you thinking".
- "A thought-provoking and useful presentation".
- "The group needed to hear the last part of the presentation about what elements to include in a good violence prevention program".

We sincerely appreciate you taking the time to speak to us and thank you again for helping us provide quality training to our staff.

Sincerely, Cindy Weitz, Oregon OSHA

John, I didn't get the opportunity to thank you for the great presentation you gave on workplace violence last Friday. I so enjoyed it! There were so many things you said, in addition, to the very practical information and examples that struck a cord with me.You have obviously stepped up to the challenge Thank you for having the courage to make bold statements with regard to these things. Thanks again, John. You are a gifted speaker. Keep up the great work!

Larry Bennett - Coffee Creek Correctional Facility

John, I just wanted to thank you again for yesterday's wonderful presentation on Personal Security and Management of Assaultive Behavior. I have heard numerous positive comments about the information you shared with our group. The information is a good reminder to all of us as we go about our case work and our daily lives. If you are interested in joining us ... we would enjoy having you back to discuss more about managing the assaultive behavior.

Lori Person, CIFI - Sr. Investigator – President, Oregon Chapter of the IASIU

What our clients say about our training programs...

I hope this e-mail finds you doing well. I wanted to again thank you for an outstanding presentation last month at the AALL meeting. I have previously given you my opinion that it was an excellent presentation, but I just got the reviews and I was right, it was an outstanding presentation. On a scale of 1-4 in the categories of Speaker Presentation, Speaker Knowledge, Handouts, Visuals, and Learning Objectives met, the scores ranged from 3.47 to 4.0, with an overall rating of 3.74. Clearly A+ range! Comments described the program as "Helpful", "Excellent", "Informative and Educational", "Well organized and very functional", "Directly answered a need we have in our library" with a couple of comments appreciating John's presentation of step-by-step planning. More specifically, John's presentation was described as "dynamic", "relevant" and providing, "excellent, very useable information." Again, thank you for your assistance and support and please let me know if there is anything that I can do for you in the future.

*George H. Pike - Director, Barco Law Library and Assistant Professor of Law
University of Pittsburgh School of Law*

John and Terrie, Before I get too deep into the day I want to let John know how much we appreciated his presentation. (If he ever wants a job I'm sure Outreach could use him). The many hints and the friendly advice have been taken to heart and will serve us well. I can't tell you how much better I will feel sending these young people out there in the BIG world. THANK YOU. You and John are one of the best things that have happened to us - we feel a sense of security from you and know that you will watch out for us in every way you can. You are now a part of us. Enjoy the ride - it's a real high! Thank you for everything. You have always responded to our needs immediately and from a business point of view, been outstanding; from a personal point of view have been good friends...

Chris Nelson – Flying Rhino Productions

John, Thank you for presenting last Friday at the OSAOHN and AOHP meeting. Your presentation was interesting and extremely valuable to all attendees.

Sherry Taxer, RN, COHN/CM, CCM, CPDM - Senior Clinical Risk Consultant

Hi John, Thanks again for coming down to put on Street Smarts. I got a lot of feedback on the class....all of it positive (really!). Several folks have asked if we can do this class again next year.... Thanks again, it's always a pleasure working with you!

Chuck Carey ARM, CPDM - Human Resources Manager

Faculty:

John J. Posey C.P.P., P.S.P. has over 10 years experience in law enforcement investigations as a Lieutenant and police investigative supervisor in Cincinnati, Ohio and was formerly an Adjunct Professor at the University of Cincinnati, teaching Forensic Science and Criminal Investigation courses. John has 5 years experience as a Security Administrator for Boise Cascade Corporation and 5 years as Director of Corporate Security and Claims Departments for Portland General Electric. In 1994, John Posey founded Corporate Security Services Inc. an "On-Call" team of corporate security and human resource professionals providing Security Management Consulting, Investigations, Protective Services and Employment Screening for businesses, law firms, and governmental agencies.