



# THE CAROLINA INVESTIGATOR

## October 2017 Edition



### INSIDE THIS ISSUE:

- Letter from the President
- From the Desk of the Membership & Public Relations Committee Chairman
- NCAPI Legal & Legislative Committee Acts & Stays Alerts
- Treasurer Report
- NCAPI Political Action Fundraiser Underway
- Ethics & Bylaws Committee Update
- Conference Schedule
- Code of Ethics
- Letter from Editor
- Upcoming Calendar

## LETTER FROM THE PRESIDENT

2017 has been a very busy year for the NCAPI Board of Directors. The NCAPI Bi-monthly newsletter is now being published again. Members can expect to see a new issue in their e-mail inbox every other month with special issues now and then as a need arises. Every member is encouraged to submit articles to our news editor. There will also be advertising opportunities whereby members can advertise their services to other members.

From the desk of  
**GREGORY HATTEN**  
*President / NCAPI*  
 828-280-0180

The Fall Conference is approaching and will be at Harrah's Cherokee Casino Resort in Cherokee, NC on November 6 and 7, 2017. The board has worked hard to bring together a large grouping of the best and well-known speakers in the private investigation profession for this year's fall conference. Harrah's Cherokee Casino Resort has provided a special room rate for everyone attending the conference of \$89.00 a night. High profile speakers combined with star accommodations will make this both an educational and enjoyable event for all that attend. Harrah's has been taking reservations steadily for the fall conference. The last day for the special room rate is October 20th. Be sure to book your rooms well in advance to ensure you have a room for the conference as the resort fills up on a nightly basis.

I want to encourage every member of NCAPI to take an active part in the association. A really great way to get involved is to volunteer to serve on one of the committees. All committees are currently seeking additional members and no matter how much or how little time a member can contribute, it will be appreciated. There is always something to be done in the association, and there is always a place for someone who wants to be active.

Below are the names of the 2017 NCAPI Board members and the Committees they chair.

<b>Deborah Worley</b>	Ethic and Bylaws committee	ethics.bylaws@ncapi.com
<b>Leroy Everhart</b>	Legal and Legislative and PAC committee	legal.legislative@ncapi.com
<b>Bob Dunn</b>	Membership and Public Relations	membership@ncapi.com
<b>Tamara Rabenold</b>	Programs and Education	programs.education@ncapi.com

I would also encourage you to attend the NCAPI bimonthly meetings which are held 30 minutes following each scheduled PPSB meeting. These meetings are a great way to stay informed about what is happening in the industry as well as a great opportunity to network with other investigators from across the state.

As an association, we make a difference, but it takes all of us working together to make real change within our industry. Patrick Henry expressed it best when he said, "Untied we stand, divided we fall." With all of us working together we are a force to be reckoned with. Alone we are just another complainer.

Should you have questions, concerns or ideas, feel free to contact me directly or any of the board members listed above.



**REMEMBER TO LIKE US ON FACEBOOK**  
<https://www.facebook.com/NCAP-280167801485/>

# FROM THE DESK OF

## the Membership and Public Relations Committee Chairman:

**A**s your Membership and Public Relations Committee Chairman, I am very excited to announce the reinstatement of the NCAPI newsletter for our members. Over the last few months, we have been working very hard on this project to bring you a “top notch” letter. As you will notice there has been a completely redesigned format with added features to the letter. As the letter begins to take shape, I ask all our members to offer your support by submitting articles of interest, technical advice on products you may be using in your business or a new product you had found that you wish to share with your associates in the in business. We have planned out several new categories, such as “used equipment for sale”, a technical section, spotlight on PI section, welcome new members, PPSB section and so on. However, please remember none of this is going to work without your support. Our new Newsletter editor is Ms. Hope Callahan and comes to us with a world of experience in the publishing industry. Ms. Callahan has graciously agreed to attend our fall conference to meet our membership, so please take the time to stop by her table and say hello. Give her ideas on what you would like to see in the letter, bring an article for publication in the next letter. She will be open to any suggestions you may have.

As we move into the NCAPI 2017 conference and elections mode, if you have yet to register for the conference I encourage you to do so. At this point I would like to give “a tip of hat” on a job well done to the conference committee, those folks have been working almost 24/7 to put together a dynamite conference for our membership, so please come out and support their efforts, it is your conference.

As a reminder, the membership renewal period is fast approaching, so for those of you who have not renewed for 2018, I urge you to do so. Remember there is strength in unity and numbers. I welcome all renewing members and new members. As your vice president, I am looking forward to personally meeting each of you.

As many of you already know, it has been a very busy year for our board members dealing with issues that affect our industry and our association which has a direct impact on our profession. I would like to thank all the members of the association who have given their time and support to these efforts.

As many of you already know I accepted the position of District 3 Regional Director for the National Council of Investigation and Security Services (NCISS), replacing Larry Flannery who had served with distinction in this position for many years. As a State Association member of NCISS, NCAPI jointly works to be sure; your voice is heard in DC. NCISS President, Terry Myer, will attend the Cherokee Conference. Be sure to stop by the NCISS booth.

In closing, I feel there is a lot more work to be done in the areas of membership, recruitment and public relations, as time goes by, I intend to address issues as they come up in these areas and do my best to resolve them for you. Remember this is our association; we make it what it is, please come out and support it. I hope to see you at the conference in Cherokee.

Until next time,

Best regards,

**Bob Dunn,**

*Vice President- Membership &  
Public Relations Committee Chairman*

# NCAPI BOARD OF DIRECTORS STRENGTHENS POLICY AND PROCEDURES

As volunteers who serve the NCAPI Membership, the NCAPI Board of Directors is well aware of the fiscal and record keeping responsibilities we have to our membership and numerous regulatory authorities.

Over the last months, your association officers have reviewed numerous policies and procedures related to record keeping and reporting of our financial status, meeting minutes and purchases for the day to day operation of your association.

**BY LEROY W. EVERHART,**  
IFC, BAI, SAKU  
2017 NCAPI Vice President,  
Legal & Legislative Committee Chair

That review inspired some changes in policy and procedure which will be of benefit to the NCAPI General Membership, Officers, Directors and Committee members for years to come.

**Changes and enhancements include but are not limited to:**

- Purchases of supplies or equipment must have prior knowledge or approval of the Treasurer.
- NCAPI equipment and property inventoried on a regular basis especially when officers and committee chairs change.
- Sells, shipping and handling procedures of equipment and NCAPI accessories.

As you may or may not know; the NCAPI officers and committee members who serve you and your fellow members do so as unpaid volunteers. They sacrifice time that they could be spending with their family, other personal interest or on their own businesses. They absorb the cost of travel, meals and other expenses to represent you and your fellow members. There are even times when officers or committee members take time to fight for your rights to conduct business that benefits the private investigation licensees who are not dues-paying members of the NCAPI.

That written; the next time you have a suggestion, want something positive to happen, have a concern with legislation or regulations out of NCPPSB or any one of many thoughts you may have; your officers and committee members want to hear from you; but in a respectful, constructive and mutually beneficial manner.

Whether you believe it or not; NCAPI needs your involvement, input and expertise at the level you can spare to make our association and our profession better for all.

**VOLUNTEER TODAY!**

We hope to see you at Cherokee for our 2017 NCAPI Educational Conference in November.





NCAPI President Gregory Hatten, NCAPI Legal and Legislative VP Leroy Everhart, and NCAPI Membership and Public Relations VP Bob Dunn represented NCAPI in Washington, DC during 2017 Hit the Hill event to lobby against various bills. An example was the GPS bill that would have made it a criminal offense to track a person and their property via electronic means without their consent. The bill was introduced by Congressman Jason Chaffetz (R-Ut3). It was a long day for everyone with plenty of walking building to building on Capitol Hill to meet with our representatives from North Carolina.

## NCAPI LEGAL & LEGISLATIVE COMMITTEE ACTS AND STAYS ALERT

Using our most recent newsletter, I want to take this opportunity to introduce your 2017 Legal & Legislative Committee members to you.

Grady Connor, Hickory  
Gary Corbett, Washington  
Suzanne Creech, Greenville  
Don DeFago, Morganton  
Bill Dover, Salisbury  
Paula M. Hayes, Wilmington  
Tim McIntyre, Winston-Salem  
Thomas McNamara, Charlotte  
Don Miller, Cape Carteret

**BY LEROY W. EVERHART,**  
IFC, BAI, SAKU  
2017 NCAPI Vice President,  
Legal & Legislative Committee Chair

As you can see, the Committee Members represent us from the coast to the mountains. While there have not been any major legislation or calls for travel to Raleigh; we did have one concern when Senate Bill 364, the Brian Garlock Act was introduced. That bill would have severely restricted your use of any electronic, hand-held devices while operating your vehicle. The committee members went right to work with a letter writing and phone call campaign to members of both sides of the house. As we sent out notices to all NCAPI Members, if you were one that responded to the call; THANK YOU! We will never know what actual effect our efforts had on SB364, but we were fortunate that it did not pass.

At the same time, we encourage you to be safe and act responsibly on those occasions you must use your electronic equipment in your vehicles while serving your client's needs. Please don't put yourself or others in danger.

At this time, there are no pressing legislative issues related to our profession. We will keep our eyes and ears open while keeping you informed. In the meantime, if you find something of interest, please notify a committee member, so we can take needed action.

We hope to see you at Cherokee for our 2017 NCAPI Educational Conference in November.

# TREASURER REPORT

The state of our organization is in a great position financially but we are always looking for ways to save and be frugal with your funds. We have 2 CD's that stay updated yearly and anytime we can get an increase we work to do so. Our benevolence fund has been used this year to help struggling PI's get back on their feet so at the next conference (or any other time you feel led) please give as much as you can so we can continue to help others. These funds if needed are distributed when we are notified of a need by presenting that need to a committee for approval and then I send the funds to that person. I hope no one ever needs it but at times we all need a little help. We also have a PAC fund that could use more money so when we need to go to the hill about something that affects us all we can endeavor to make sure that does not happen so again, anytime you are felt led to donate please do so and especially at the conference where we will be having a raffle tickets for sale. When you do give to the PAC there is a specific way it must be done so please contact me for those details before sending us a check. Our greatest expenditure each year is for the association to provide you with a conference for your CE's for free or at least a much cheaper rate than you will get it elsewhere and the time it takes the board to set it up, plan, manage, schedule all of the vendors, set up the hotel needs, collecting the funds from vendors and members to verify all is in order, complete the paperwork for the event and more is a very large undertaking in time and effort for us as non-paid volunteers. If you ever want to be part of something please volunteer to be part of that committee and you will have your hands full. I have to give a shout out to Tamara for the effort and time she has taken to manage this event for 2017.

I have been talking to a program writer about an app for our phones that would help us in our daily work but I would like for you to think of anything that would make your life easier and faster that you would like to have on your phone and send me an email or call me to discuss what you would like to have and I will talk to him to see if we can make it happen.

If you would like to be on the finance committee please let me know.

Thanks

**Jeff Kiker.** Treasurer NCAPI

kpi@kikerpi.com

704 636 9592

# NCAPI POLITICAL ACTION COMMITTEE FUNDRAISER UNDERWAY

In the world of politics and legislative processes, I'm sure we all can agree on just how important it is to support those legislators that support the concerns we all have as professionals and business owners. Please show your support for our profession and association by participating in the 2017 NCAPI PAC Fundraiser.

This year, prizes include a saltwater fishing trip from Atlantic Beach; a \$250.00 Amazon Gift Card and a 12 GA Mossberg Pump Shotgun.

The drawing will be held during our 2017 NCAPI Annual Educational Conference at Cherokee in November. You DO NOT have to be present to win; of course, we love to see you there.

Raffle Tickets are only \$10.00 each and available by contacting your local NCAPI Legal & Legislative Committee Member, or any NCAPI Board Officer, or by contacting me, Leroy Everhart via email at [legal.legislative@ncapi.com](mailto:legal.legislative@ncapi.com) or by telephone at 336-777-1114. Contact information for committee members and NCAPI Officers may be found on our website; [www.ncapi.com](http://www.ncapi.com).

Additionally, you may order directly from our Treasurer by sending your personal check made payable to NCAPI PAC. Enclose a self-addressed, stamped envelope with First Class postage; a note of how many raffle tickets you would like, along with your personal check. Your raffle ticket stubs will be mailed to you.

You should know a few rules.

- All purchases of over four (4) raffle tickets in total by one individual must be paid for by personal check only.
- Cash may be accepted for 4 or less raffle tickets.
- The first raffle ticket stub you purchase must be completed in its entirety. Additional raffle ticket stubs must have your name and telephone number.

If you are interested in assisting raffle ticket sells; please contact me directly and I'll see that you receive a number of tickets that you would be comfortable selling.

Let's raise some funds together so that the 2018 NCAPI PAC will be well funded to do the important work before them.

We hope to see you at Cherokee for our 2017 NCAPI Educational Conference in November.

**BY LEROY W. EVERHART,**  
IFC, BAI, SAKU  
2017 NCAPI Vice President,  
Legal & Legislative Committee Chair

# Ethics and By-laws Committee Update

Members of the NCAPI Ethics & Bylaws Committee for 2017 are:

Michael Cheek, China Grove  
Audra Coleman, High Point  
Craig Humphrey, Lewisville  
Don Miller, Morehead City  
Harvey Morse, Waynesville  
Deborah Worley, Cape Carteret – Chair

Submitted by  
**DEBORAH WORLEY,**  
NCAPI Vice President/  
Committee Chair

Our committee is submitting the following resolutions for changes to the NCAPI Constitution for vote on November 6, 2017 during the NCAPI Fall Conference. These will be voted on as separate resolutions:

## NCAPI Constitution:

### ***(First Item)***

**BE IT RESOLVED** that for the purpose of encouraging the involvement of the general membership in the work of the Elections Committee and to encourage the recruitment of members to leadership positions within NCAPI, the Ethics & By-Law Committee presents the following change for membership approval.

#### **Article V**

#### **ELECTIONS**

*Section 5 (Currently reads):*

The Board of Directors, shall appoint a Elections Committee of at least three (3) members in good standing at least ninety (90) days prior to the election for the sole purpose of organizing and conducting the election of officers at the Fall Conference each year in November.

#### **Article V**

#### **ELECTIONS**

*Section 5 (Recommended revision):*

The Board of Directors shall appoint an Elections Committee consisting of an odd number of members in good standing and having a minimum of three (3) members at least ninety (90) days prior to the annual election. This Committee shall organize and conduct the election of officers at the Fall Conference.

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### ***(Second Item)***

**BE IT RESOLVED** that for the purpose of correcting, clarifying, and simplifying an area of the NCAPI elections process for the membership and the Elections Committee, the Ethics & By-Law Committee presents the following change for membership approval.

#### **Article V**

#### **ELECTIONS**

*Section 6 (Currently reads):*

The ELECTIONS COMMITTEE shall nominate willing to serve Principal Members for each office. Any member in good standing may also nominate themselves to run for office by making their intentions known to the Elections Committee. All Candidates must make their intentions to run for a office known thirty (30) days before election of officers is held. All Candidates for office shall have renewed their annual membership dues at the time of making their intentions known that they are running for a NCAPI office. There will be no nominations made from the floor during the elections. A person running for the office of President who is not elected may run for the office of Vice President by making their intentions known without the need for a motion or a second.



**Article V**  
**ELECTIONS**

*Section 6 (Recommended revision):*

The Elections Committee shall nominate members in good standing to serve for each office. Any member in good standing may also nominate themselves, by informing the Elections Committee Chair. All candidates who would like for their name to appear on the ballot shall make their intentions known at least forty-five (45) days before the date of election and shall have renewed their annual membership dues. A person seeking the office of President who fails in that attempt, may then seek the office of Vice-President without the need for a motion.

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Our committee is submitting the following changes to the NCAPI Bylaws for vote on November 6, 2017 during the NCAPI Fall Conference. These will be voted on as separate items:

**NCAPI Bylaws:**

***(First Item)***

**Section 8. Elections Committee**

*Paragraph 1 (Currently reads):*

The Election Committee shall consist of 3 members in good standing appointed by the Board of Directors no less than 90 days before the elections of officers at the Fall Conference each year in November. No sitting member of the Board of Directors nor any Candidate running for office shall serve on the Elections Committee. The Election Committee shall be empowered to conduct the entire elections process as herein described.

*Paragraph 1 (Recommended revision):*

The Election Committee shall consist of an odd number of members in good standing having a minimum of three (3) members and shall be appointed by the Board of Directors no less than ninety (90) days before the elections of officers at the Fall Conference. No member of the Board of Directors nor any Candidate seeking office shall serve on the Elections Committee. The Election Committee shall be empowered to conduct the entire elections process as herein described.

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***(Second Item)***

**Section 8. Elections Committee**

*Paragraph 4 (Currently reads):*

“The Election Committee Chairman or their designee shall obtain a list of all current members in good standing from the Secretary. This list shall be used by the Election Committee to ensure only voting members are present in the room during the election.”

*Paragraph 4 (Recommended revision):*

The Election Committee Chairman or designee shall obtain a list of all current members in good standing from the Secretary. They shall then identify all those present who are eligible to vote and distribute a ballot to each.

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***(Third Item)***

**Section 8. Elections Committee**

*Paragraph 5 (Currently reads):*

The Election Committee Chairman or their designee shall ensure that each candidate has up to five ( 5 ) minutes to address the voting members present. The membership shall not be allowed to ask questions of or make statements to or



about candidates after the Election Committee Chairman has assumed control of the meeting.

*Paragraph 5 (Recommended revision):*

A candidate forum including a brief question and answer session and moderated by the Election Committee Chairman or their designee will be held the night before the elections.

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**(Fourth Item)**

**Section 8. Elections Committee**

*Paragraph 8 (Currently reads):*

The Election Committee Chairman or designee shall turn over all cast ballots to the Secretary who will retain the ballots for a period of 90 days, during which the ballots may be inspected at the Secretary's office by any member of the association whose dues were current at the time of the election.

*Paragraph 8 (Recommended revision):*

Once the ballots for each office have been counted and announced, the Election Committee Chairman or designee shall turn over the ballots and tally sheet to the Secretary, who will then destroy both immediately.

Please do not hesitate to contact the committee at [ethics.bylaws@ncapi.com](mailto:ethics.bylaws@ncapi.com) with any questions or comments you might have.

**THURSDAY, OCTOBER 26, 2017: 9:30 AM**

**Official Meeting Notice of the  
Private Protective Services Board**

Crowne Plaza Hotel Asheville  
1 Resort Drive  
Asheville, NC 28806  
Telephone: 828-254-3211

- The public, all licensees, and interested parties are invited to attend.

**Committee Meetings (*tentative schedule*)**

- The Law and Rules Committee will meet on Wednesday, October 25, 2017, at 8 am.
- The Grievance Committee will meet on Wednesday, October 25, 2017, at 9 a.m.
- The Screening Committee will meet on Wednesday, October 25, 2017, at 1:30 p.m.
- The Finance Committee will meet on Wednesday, October 25, 2017, at 4 p.m.
- The Training and Education Committee will meet on Thursday, October 26, 2017, at 8 a.m.

*Note: NCAPI will not be holding a meeting of the membership after the Private Protective Services meeting this month.*



# MEET THE CANDIDATES



## FOR PRESIDENT

### LEROY EVERHART



As a Charter Member (1987) of the North Carolina Association of Private Investigators I have faithfully served our profession and our membership in many elected and non-elected roles.

Most recently, I have had the pleasure in 2017 of serving our association as Administrative Vice President and Chair of the Legal and Legislative Committee under President Greg Hatten.

Other NCAPI Leadership roles include: 2011 Vice President of Programs and Education, 2010 Vice President of Membership and Public Relations, 1995 Vice President, 1990 Immediate Past President, 1989 President, 1988 Administrative Vice President.

First Editor and Publisher of the NCAPI Newsletter back when it was printed, folded, stamped and mailed.

In October 2014, PI Magazine published an article I wrote regarding subcontracting and working with other professionals. That article also appeared in the NCAPI Newsletter in February of 2014.

I can't recall a time that I have not served on some committee of the NCAPI or been available to serve when called upon to do so by leadership. Over the years I have seen many professionals lead our association with varying degrees of success having different opinions and methods. I consider differences of opinions and methods an opportunity to learn and grow; not divide and abandon. If you want to know my opinion during this NCAPI election campaign period; just ask. It is my hope that through open, honest and respectful communication we all can work together as a team for everyone's mutual benefit.

Serving our profession and the professionals within the North Carolina Association of Private Investigators through OUR association has always been and will always be a top priority of mine. As a volunteer for the NCAPI and our profession, I have never requested or accepted compensation for mileage, time or travel from the association. I am aware of some that wish to be compensated for their volunteer service to our association. If elected NCAPI President for 2018; I will continue to oppose any attempt, by any group, to have your membership dues turn into payroll compensation.

My dedication to our profession goes beyond North Carolina as I am a member of the following professional associations: South Carolina Association of Legal Investigators (Ethics Committee Member), Georgia Association of Professional Private Investigators, Florida Association of Private Investigators, National Association of Legal Investigators and others.

In 1980, the North Carolina Private Protective Services Board granted me a Private Investigator Trainee Permit, now called a PI Associate License. In 1984, I was granted a Private Investigator License Number 847 and a short time later a Counterintelligence License 29-CI.

I am currently licensed in North Carolina, South Carolina, Georgia, Florida and Virginia. I have been in the private investigation profession since 1980.

I am one of the owners of CASE-CLOSED Investigations. I enjoy the relationships we have with true professionals from around the World but most importantly right here in the southeast United States.

In all of the years I have been licensed; I have only been before the North Carolina Private Protective Services Board Grievance Committee on occasions when I testified against licensed professionals that committed fraud or had acted unprofessionally, unethical and illegally.

I have had the privilege of representing our association by addressing the North Carolina Private Protective Services Board on numerous occasions over the years.

As I did when I became a Charter Member of the NCAPI; I still believe that the leaders of OUR association should serve all of our professional members and not any particular small faction within. If elected your NCAPI President for 2018; I will continue that belief.

Respectfully submitted,  
Leroy W. Everhart, IFC, BAI, SAKU



### **GRADY W. CONNER**

Grady W. Conner has conducted investigations for 50+ years: four years military service, 12 1/2 years with the Catawba County Sheriff's Department, and 34+ years as owner and chief investigator of Conner Investigative Services. He served as a Military Policeman, established and commanded the first Narcotics Division at the rank of lieutenant with the Catawba County Sheriff's Department, earned an A.A.S. Degree in Police Science with high honors, served as a state certified Law Enforcement Instructor, and is certified as an Expert Witness in state and federal courts. In 1983, Mr. Conner established his own agency, and is licensed as a North Carolina Private Investigator and Counterintelligence Specialist. He conducts investigations, also supervising and training Associate Private Investigators. Mr. Conner is a Board Certified Criminal Defense Investigator (CCDI). He is a charter member of the NCAPI, and has served over seven years on the NCPSB, during which time he served two years as Vice Chairman and served on all PPSB committees. Mr. Conner has accumulated 2500+ hours of continuing education in various subjects pertaining to criminal investigations.



### **TAMARA RABENOLD**

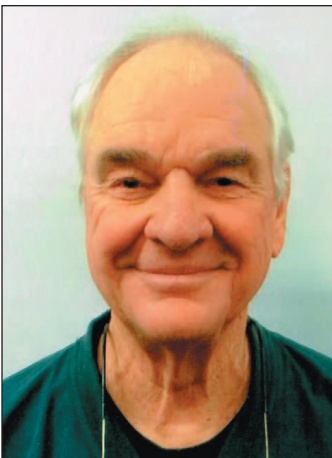
Tamara Rabenold is CEO of Vaudra International, an investigation company specializing in Intellectual Property and corporate investigations. Graduating from Winthrop University in 2001, with a B.S. in Integrated Marketing Communications, she never imagined that she would transition into a career as a private investigator in 2004. After over 13 years digging for facts and strategizing how to catch the "bad guy," Tamara remains passionate about helping clients (domestic & abroad) and their counsel protect their assets with custom investigative solutions. She has served on the board of directors for the North Carolina Association of Private Investigators (NCAPI) as Vice President for Programs & Education since being appointed in June 2016, and also is a member of the National Counsel of Investigations & Security Services (NCISS). In her free time, Tamara enjoys gardening, spending time with her 11 month-old niece, and driving transport for M.A.M.A.S. to help shelter dogs get to loving homes along the East Coast.

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## **FOR VICE PRESIDENT**

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### **JAMES M. GEIGER**



#### **Education**

- Bachelor of Business Administration (1961), Wake Forest College, Winston-Salem, NC
- Babcock Graduate School of Management, Wake Forest University
- US Army War College, Carlisle Barracks, Pa., National Security Seminar, June 1985

#### **Professional**

- Founder and owner of Mechanical Systems, Inc. - (NC Corporation), Industrial Air Conditioning Design (1968 to present)
- State of NC Private Investigator, License No. 4835
- Geiger Investigative Services, Ocean Isle Beach, NC
- Formally associated with Cape Fear Investigative Services, Wilmington, NC., Bill Ratcliff and Mike Fey

#### **Military**

- Captain, US Army, Military intelligence, Washington, DC

#### **Hobbies**

- Politics, golf, reading, travel, music, instrument rated private pilot



### **ROBERTJ. DUNN**



**Professional Profile:** I have over 35 years of experience in federal, state and local law enforcement. In addition to a number of years of experience in the private investigations and security fields, I have been a registered private investigator with Department of Criminal Justice Services in the Commonwealth of Virginia since 1992 and received my North Carolina License from the North Carolina Private Protection Services Board in April Of 2013. In the year 2013, I opened Dunn Investigations, LLC which is a fully licensed and insured private investigative firm with offices located in North Carolina and the Commonwealth of Virginia. I currently serve on the board of the North Carolina Private Investigators Association as vice president and I am a member in good standing of the following organizations: North Carolina Private Investigators Association (NCAPI), North Carolina Association of Professional Process Servers (NCAPPS), National Council of Investigations & Security Services (NCISS), Virginia Professional Investigators and Security Association (VAPISA) and pass member of the World Association of Detectives (WAD).

**Professional Accomplishments:** Elected Vice President to the Board of the North Carolina Association of Private investigators in 2014, currently serving third term. Currently serving in the position of the National Council of Investigative and Security Services Region 3 Director. I am also currently serving as the VAPISA Regional Director for Central Virginia.

#### **Professional Experience:**

##### **2013-Present**

- Licensed Private Investigator / President, Dunn Investigations, LLC, Halifax, North Carolina. NC Private Protective Board License number 4803

##### **2013- Present**

- Licensed Private Investigator /President, Dunn investigations, LLC, VA Department of Criminal Justice Services License number: 11-9359

##### **1992 – 2013**

- Registered Private Investigator, Virginia Department of Criminal Justice Services registration number 99-277676

##### **1973 – 2007**

- Various positions, Federal Bureau of Investigations,

#### **Education:**

Bachelor of Science Degree, The American University, Washington, D.C, Administration of Criminal Justice, 1979

Associate Degree Applied Science Northern Virginia Community College  
Annandale, Virginia, Police Science, 1977

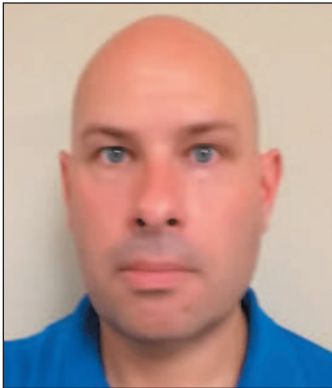
### **DEBORAH WORLEY**



While girls today grow up idolizing Taylor Swift or Katy Perry, growing up in the '50s & '60s, Deborah Worley's hero was Nancy Drew! When she graduated from high school in Morehead City, NC, she wanted to do something in the field of law – but it was not meant to be for various reasons (watch out for Karma). Awarded a \$300 scholarship from the Morehead Garden & Civic Club, she was able to attend NC Baptist Hospital School of Nursing in Winston-Salem and the start of a long nursing career began. Finally, Karma had its payback after 40 years and she used the opportunity in 2011 to take Boston University's Professional Investigations program and begin a late-in-life career change. The freckled face young girl that started working summers on her granddaddy's head boats, served seafood plates at The Sanitary Fish Market, became a RN that worked in migrant camps in Northwest Ohio, was a nursing supervisor for the Center for Children & Youth and a pediatric nurse practitioner at The Cleveland Clinic, worked as an educator and medical science liaison for three major international pharmaceutical companies is now, with faded freckles, finally a private investigator associate in eastern North Carolina.

Deborah is a licensed registered nurse, holding a diploma, a Bachelor's & Master's degree in Nursing. She completed certificate programs in Professional Investigations, Legal Nurse Consulting and as a clinical hypnotherapist. She also holds national certifications as a pediatric nurse practitioner, a diabetes educator and a legal nurse consultant. She is employed by NC Premier Investigations, INC and has been a NCAPI member since 2011. She has previously served the association on the membership committee and on the 2017 Board of Directors as a Vice President / Chair of the Ethics and Bylaws Committee.





**SHAUN MARSO**

My name is Shaun Marso and I am a Private Investigator at Grimes Investigations out of Goldsboro, NC. I have worked as a P.I. for about 2.5 years. When not working investigative cases, I also run a company called Sentry Security Services, Inc. also out of Goldsboro, NC. I hold a Bachelor's Degree in Criminal Justice Degree that I earned in 2012, graduating with High Honors. I am currently not married and have no children, but do have a beautiful girlfriend of 4 years named Nanette, along with her 2 girls. When time permits, my hobbies include hunting, camping, riding motorcycles, fishing, and spending as much time traveling as possible.

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**SECRETARY**

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**NO PHOTO  
AVAILABLE**

**MARK GREENFIELD**  
**NO BIO**



**WILLIAM "BILL" WILKE**

William "Bill" Wilke lives in Canton, NC, and is the owner of Confidential Investigative Services (CIS). He has a wife, four children, and is active in his community and local church. He currently serves as an officer in the US Army Reserve for the Department of Homeland Security, and recently retired as a Lieutenant from the Asheville Police Department in 2016 to start his business. He holds a Master's degree from Western Carolina University and has a strong background in leadership, training, and issues related to domestic violence.

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**TREASURER**

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**JEFF KIKER**



Jeff has been an investigator since 1998 and held a position on the NCAPI Board for many years as treasurer and VP ethics and By-Laws. He is the owner of Kiker Investigations LLC, P&G Security, P&G Courier and P&G Armored car. He holds several license to include federal firearms license, NCPPSB unarmed trainer, NCPPSB armed trainer, NC CCW instructor, NRA, home self-defense instructor, Register Nurse, OC instructor, Master Scuba Diver, Executive VP for the North Carolina Association of Private Investigators and member of other boards. He is active in training the security officers, being part of the NC Private Protective Services Board meetings, going to our state capital in DC to meet with leaders to make sure the private investigator can provide the services to the best of their ability.

He spent 3 years in the Army before leaving as a specialist in the military police working in Maryland and Europe. He is very active in his church as an elder and operating the sound system, treasurer of the church brotherhood and trains the church personnel what actions to take in the event of an emergency. He spent over 15 years as a member of the Rowan County Rescue Squad and remains an honorary member today. He operates with the thought you will better yourself and others if you have a "servants heart". Service to others is always better than serving yourself.

# FALL 2017 ANNUAL CONFERENCE

November 5-7, 2017

## Sunday, Nov. 5 — Pre-Conference Program

*(Vendors may start setting up at 12:00pm  
at Harrah's Cherokee Casino)*

**2:00 - 5:00 pm**

### First Aid & CPR for the Modern Day P.I.

*Presented by Adam Warwick, veteran paramedic (Signal Zero)*

Owner, Adam Warwick, and three other investigators with his company, have a combined 50+ years of experience as paramedics and will make sure you know what to do in an emergency. Bring your questions and be prepared for the unexpected!

**5:00 - 6:00 pm**

### Looking the Part—Dressing for Success as a P.I. Professional

*Presented by Andy Platko, Tailored Brands/Men's Warehouse*

*There will be special offers and coupon codes provided to attendees.*

**6:00 - 7:00 pm**

**Conference registration, pick up name badges and program materials**

**6:00 - 8:00pm**

### Meet & Greet with the BOD 2018 Candidates

Networking with Attendees & Vendors

Welcome Reception with Cash Bar

*-Bartenders, Courtesy of Intellnet and Scott & Associates*



## Monday, Nov. 6 — CONFERENCE DAY 1

**7:00 - 7:45 am**

**Registration & visiting with vendors** *(Food/beverage in vendor area)*

**7:50 am**

**Presentation of Colors**

**7:55 – 8:15 am**

### Welcome & Opening Remarks

**(Brian R. Jones, Director PPSB)**

Our opening remarks speaker is Brian R. Jones, who is the new director of our licensing body, the North Carolina Private Protective Services.

**8:15 - 9:10 am**

**Surveillance Do's & Don'ts**

Presented by **Kelly Riddle**

With more than 35 years of investigative experience, Kelly Riddle is the President of Kelmar Global Investigations. He also is the Founder and President of the PI Institute of Education. Mr. Riddle has authored 10 books, published more than 40 articles, and served as a guest speaker at more than 400 events. He was chosen as "PI of the Year" by the National Association of Investigative Specialists, and PI Magazine named him as the "#1 PI in the United States."



**Kelly Riddle**

**9:15 - 9:30am**

**Break** (Food /beverage in vendor area)

**9:30 -10:25 am**

Continued; Kelly Riddle

**10:30 - 11:00am**

**Break** (Food /beverage in vendor area)

**11:00am -11:55am**

**Harvesting Clues from Unusual Sources for Missing Person & Background Investigations**

Presented by **Mary Ann Boyle, PHD**

With 30 years of scientific and legal research experience, Mary Ann Boyle is a licensed investigator, certified genealogist and owner of American Genealogical Research. She applies forensic genealogical research to investigations, and specializes in locating missing persons. Dr. Boyle has taught Investigative Research as part of Boston University's Professional Investigator Program, and is an instructor for the Genealogy Certificate Program as well.



**Mary Ann Boyle**

**12:00 -12:15 pm**

**Break** (Food/beverage in vendor area)

**12:15 - 1:10 pm**

Continued; Mary Ann Boyle

**1:15 - 2:30 pm**

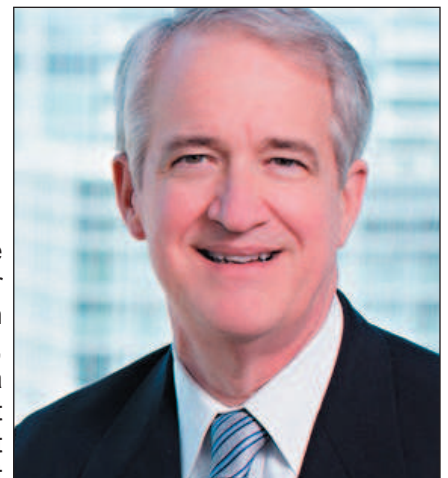
**Lunch on your own**

**2:30 - 3:25 pm**

**Legal Status of the Private Investigator & Liability**

Presented by **Jeff Gray**

Jeff Gray has served as Legal Counsel to the Private Protective Services Board since 2012, but has been involved with the Board and industry since 1985. He is a former Special Assistant to Attorney General Lacy Thornburg, Assistant Attorney General in the Criminal Division, Law Enforcement Liaison under Attorney General Mike Easley, police attorney for numerous small municipalities, and instructor at the North Carolina Justice Academy, Wake Technical Community College and the School of Government (formerly the Institute of Government) at UNC-Chapel Hill. Mr. Gray was the first private practitioner to be awarded the North Carolina Bar Association's "Government Attorney of the Year" award..



**JEFF GRAY**

**3:30 - 3:45 pm**

**Break**(Food/beverage in vendor area)

**3:45 - 4:40 pm**

**Ethics for the PI;**

*Presented by Kelly Riddle*

**4 :45 - 5:00 pm**

**Break (*Transition to Elections Committee*)**

**5:00–Until...pm**

**NCAPI Elections for 2018 BOD, Voting on Resolutions, etc**

## **Tuesday, Nov. 7 — CONFERENCE DAY 2**

**7:00 - 8:15 am**

**Visiting with vendors** (Food/beverage in vendor area)

**8:15 - 9:10am**

**Open Source Intelligence Training (OSINT)**

*Presented by Sandra Stibbards*

Sandra Stibbards began her investigative career training and working extensively with one of the oldest and best known private investigation agencies in California. Four years later, in 1996, she opened her own investigation agency, Camelot Investigations. She has been presenting training seminars on Open Source Intelligence (OSINT) for over seven (7) years. The course was created originally for the US Federal Government. Ms. Stibbards is a Board Member of Intellenet, the Chairperson of the ASIS Investigations Council and holds a seat on the ASIS Women In Security Council as well as a past Board Member of CII. Sandra is also Certified as a B.A.I. (Board Accredited Investigator).

**9:15 - 9:30 am**

**Break** (Food/beverage in vendor area)

**9:30 - 10:25 am**

Continued; Sandra Stibbards

**10:30 - 11:00 am**

**Break** (Food/beverage in vendor area)

**11:00 am - 11:55 pm**

**Digital Content Curation for the P.I.**

*Presented by Susanna Speier*

Freelance journalist and social media strategist, Susanna Speier has helped small businesses with social media engagement, online community cultivation and branding since 2009. In 2014, she started working with Ross Investigators as a social media strategist and took over the agency's blog, Milehi-pi.com. In June 2017, PI Now ranked the Denver Private Investigator's Blog (Milehi-pi.com) fourth in the country, recognizing that Ms. Speier's "writing chops" are the secret to this blog's success, making it relevant and easy to read. She also is a contributor to Pursuit Magazine, and the Professional Private Investigators Association of Colorado (PPIAC) recently hosted her to present on blogging & social media strategy for private investigators.



**Susanna Speier**



**12:00 - 12:15 pm**

**Break** (Food/beverage in vendor area)

**12:15 - 1:00 pm**

Continued; Susanna Speier

**1:15 - 2:45 pm**

Lunch on your own

**2:45 -3:40pm**

To Be Determined (related CE already approved)

**3:45 - 4:00pm**

**Break**

**4:00 – 4:55pm**

Continued; TBD

**5:00 - ADJOURNMENT**

**Until Next Year...Announcement of 2018 Conference Location/Date**

**Distribution of CE Certificates**

# NCAPI to support Toys For Tots collection



NCAPI will be helping to collect donations for Harrah's month-long drive for Toys for Tots. The casino is kicking off their drive with a bike ride between the two casinos on November 5th. Donations are distributed locally first to children's homes and as those needs are met the overflow will be contributed to surrounding counties. The Marines handle distribution of toys.

# **THANK YOU TO OUR SPONSORS**

Special thanks to the top sponsor, Delvepoint.



*The following organizations will be in attendance and exhibiting at the conference are:* **NCAPPS, NCPPS, INTELLNET, SCALI, NALI, NCISS, FAPI, and NAMEC.**

- Safe Watch Solutions
- Tracers Information Specialists Inc.
- Yergey Insurance
- El Dorado Insurance Agency, Inc.
- e-Chatter (Ann Michaels & Associates Ltd.)
- Greyhawk Video Solutions
- PI Direct Link
- SpeakWrite
- Intel Tracer
- DeSantis Gunhide
- PINow / ServeNow

*Tamara Rabenold would like to recognize & thank the Programs & Education committee for their time and support over the past six months to help make the upcoming conference a success.*

Ronnie Alderman • Timothy Byrd • Sharon Call-Diaz • Larry Flannery • Marc Okner  
Dennis O'Shell • Christopher Rodermond • Steve Siske • Adam Warwick

## **Raffle Prize Donations and Other Conference Giveaways**

We are readily accepting donations for products & services to be used as raffle ticket items and giveaways during the upcoming conference in Cherokee. Raffle ticket items will raise money for the Benevolence Fund. If you would like to make a contribution, please contact Tamara Rabenold at [tdt@vaudra.com](mailto:tdt@vaudra.com). To show our appreciation for donations valued at \$100 (or more), we will include your company's logo in the scrolling slideshow that will be displayed on stage during conference breaks.

# North Carolina Association of Private Investigators Code of Ethics

## **Preface**

*A private investigator is dedicated to a search for truth and the furtherance of his client's interest consistent therewith. This search for truth makes possible the establishment of the American ideals of fairness and justice for the benefit of the client in every case that the investigator works on. It should be the intention of every investigator to deal honestly, justly, and courteously with all persons and to practice his profession according to this Code of Ethics.*

## **PROFESSIONAL RELATIONS**

The Private Investigator will extend the effectiveness of his profession by cooperating with other investigators and related professions, and by the exchange of information and experience so long as the interests of his clients or employers are not violated.

**HE/SHE** will not advertise his work, skill, or merit in an unprofessional manner or in dramatic, misleading, or exaggerated fashion, and he will avoid all conduct or practice likely to discredit or do injury to the dignity and honor of his profession.

## **RELATIONS WITH THE PUBLIC**

The Private Investigator will, when the appropriate opportunity presents itself, explain to the public, the role of his profession in the furtherance of the administration of justice.

**HE/SHE** will not knowingly violate any right or privilege of any individual citizen which may be guaranteed or provided by the United States Constitution, any State constitution, or the laws of the State and Federal Governments or any subdivision thereof.

**HE/SHE** will make all his reporting based on truth and fact. He/She will not disclose or relate or betray in any fashion that trust of confidence placed in him by either client, employer, or associate, without that person's consent. He/She will not suggest, condone, or participate in any fashion or degree, for any purpose whatsoever, in entrapment.

**HE/SHE** shall refrain from accepting an assignment or employment if a personal conflict of interest lies therein. He/She will deal fairly and equitably with his client or employer, and will clearly explain his duties and the basis for his charges in each case.

**HE/SHE** will guard against employing those techniques or utilizing such equipment or devices that may threaten the life or safety of another.

**HE/SHE** will not allow personal feelings or prejudices to interfere with factual and truthful disclosures on the assignments in which he/she has been employed or consulted.

## **RELATIONS WITH INVESTIGATORS**

**HE/SHE** will endeavor to provide the opportunity, education, and skill for the professional development and advancement of investigators in the profession.

**HE/SHE** will not directly or indirectly injure the professional reputation, prospects, or practice of another investigator. If he/she considers that an investigator is guilty of unethical, illegal, or unfair practice or designs, he/she will present the information to the proper authority for action.

**HE/SHE** will uphold, and never abuse, the principle of appropriate and adequate compensation for those engaged in investigative work. He/She will not criticize another investigator's work except in the proper forum for technical discussion and criticism.

**HE/SHE** will not compete illegally with other investigators in the solicitation of work and not engage in the unauthorized practice of law.



### **REMINDER: USING NCAPI LOGOS**

Members who wish to use the NCAPI Logos on their websites and other forms of media should only use logos that conform to the NCAPI Constitution requirements for the uses of the logos.

The Emblem of the ASSOCIATION shall be used on all official documents of the ASSOCIATION, as determined by the Board of Directors. The Emblem may not be used by any member in any form of advertising, promotion, or identification without first inserting the proper words: "CHARTER MEMBER", "ASSOCIATE MEMBER," OR "MEMBER," on the Emblem inside the innermost circle, above the NC / VA state line.

The Emblem shown to the left has been adopted as the official Emblem of the ASSOCIATION and may be reproduced only in colors or color combinations approved by the Board of Directors.

Logos are available for download on the NCAPI Yahoo group in the "Files," section.

# Note from the editor

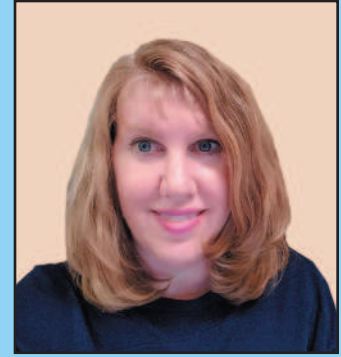
Greetings, my name is Hope Callahan and I am excited and honored to be designing and editing your bi-monthly newsletter.

I have 17 years of experience in the publishing industry as a graphic artist and currently work for a small publishing company in Roanoke Rapids, NC.

I look forward to working with the association to make this product, informative, enlightening and something we can all be proud of.

You can submit articles, pictures or even suggestions by emailing me at [news.editor@ncapi.com](mailto:news.editor@ncapi.com). I would suggest you keep articles to 500 words or less as recent studies have shown that most people prefer a brief burst of information.

I look forward to meeting everyone at the conference in November. Please let me know any ideas you might have on how I can make your newsletter better.



## UPCOMING EVENTS:

**October 26th:** PPSB/NCAPI MEETING (9:30 am)  
Asheville, NC  
Crowne Plaza Hotel Asheville  
1 Resort Drive, Asheville, NC 28806  
(828) 254-3211

**November 5-7th:** NCAPI Fall Conference  
Harrah's Cherokee Casino Resort  
777 Casino Drive, Cherokee, NC 28719

**December 21st:** PPSB/NCAPI MEETING  
(9:30am - 6:30 pm)  
Holiday Inn North  
2805 Highwoods Blvd., Raleigh, NC 27604

## ADVERTISEMENTS

*To advertise in the newsletter please contact any of the Board Members for more information. Advertising fees are on a per edition basis with the advertiser providing the advertisement in a PDF format.*

Advertising fees are:  
Full page \$125  
Half Page \$100  
Quarter page \$50  
Business Card \$25