

Protective Services and Investigations

The number and sophistication of potential threats a company faces are growing daily. AFI International's corporate investigation team is a valued partner in protecting companies from losses perpetrated by determined criminals, both inside and outside the organization. Using AFI's risk analysis programs and investigative strategies, companies can set policies that ensure staff is accountable, profits are retained, and losses are kept to a minimum.

AFI International employs only experienced and licensed investigators with both unique expertise and the specific skills needed to perform diverse assignments in challenging circumstances. The investigative team uses a proven five-step process that enables them to understand the issues and present the evidence in an unbiased manner that withstands the scrutiny of both courts and insurance companies.

- We meet with the client to learn how they have become aware of a potentially damaging situation and why an investigation is warranted
- We prepare a plan for the client that details the AFI investigative approach
- We employ the latest techniques and technologies during the investigation, from interviewing potential witnesses and persons of interest to covert camera installation
- We use experienced investigators to capture the evidence and meticulously document, label, and photograph every step in the process
- We provide the client with periodic updates and deliver a comprehensive package that can be used in both criminal and civil cases as well as for insurance purposes



► Workplace Violence Program Assessment and Development

Comprehensive safety legislation at both the provincial and federal levels requires employers to provide a safe working environment. Many companies set policies that are designed keep them in compliance but ignore the actual spirit of the law, which is to protect employees from bullying, harassment, and violence in the workplace.

AFI recognizes that a company's employees are its most valuable resource. To ensure their safety, AFI International's management team aggressively works with clients not only to advise them on compliance issues but also to assist in creating sound strategies that actually protect the work force. AFI will investigate allegations of harassment and bullying and help prepare preventative strategies to counter violent incidences.

AFI strictly adheres to Canadian laws when conducting an investigation to mitigate a client's liability exposure. Investigations of employees must be warranted, and the experienced AFI management team is well aware of the "red flags" that pass the legal tests for surveillance and understands the need to comply with privacy laws.

► High Risk Termination Planning and Response

Terminating employees is never pleasant, but the stakes become extremely high if the individual potentially could be aggressive or violent. With AFI International as a partner, companies can effectively handle these hostile terminations while increasing employee safety and confidence.

AFI personnel will coordinate a risk assessment with a client's

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management and human resource staff as well as with local law enforcement. The assessment may warrant placing a plain clothes officer in the room during the high risk termination meeting or in an adjacent office to help staff respond to potential confrontations. The officer can also escort the employee from the premises and deliver a “Do Not Trespass” warning.

Once the employee has left the premises, AFI investigators can monitor the individual’s activities during a certain time frame to help avoid a workplace violence scenario. Based on a predetermined risk protocol, the investigator can alert the client should the individual deviate from his or her normal activities or approach the plant or a manager’s home. Key employees can be given portable GPS tracking devices, which will send an emergency signal should they receive a real or perceived threat. An alert can be sent to three different numbers, immediately notifying management of a potential emergency, locating the employee, and sending assistance if needed. If unusual behaviors are repeated, the investigator may contact local police.

This service is offered with three goals in mind: to reduce the potential threat of workplace violence at the client’s business, to protect employees from undue harm, and to reduce the potential liability of the organization.

► Executive & Close Protection

AFI close and executive protection specialists are prepared to safely escort and transport a client’s executive personnel both in North America and around the world. AFI’s professional management team can quickly provide clients with the appropriate level of security coverage for both short site visits and prolonged domestic or international travel. The resulting plan can provide protective escorts from point-to-point or continuously throughout the day either physically or, during times of lower threat levels, through technology.

Both male and female close protection specialists are available 24 hours a day, seven days a week. AFI protective officers are specially trained in the use of technological aids such as personal GPS tracking devices. Through these systems, the officers can monitor the location and movement of high-risk executives who may need to visit regions of the world affected by war, disease, or natural disaster. These portable GPS tracking devices can send an emergency notification to three different numbers, immediately notifying management of a potential emergency, locating the employee, and sending assistance if needed.

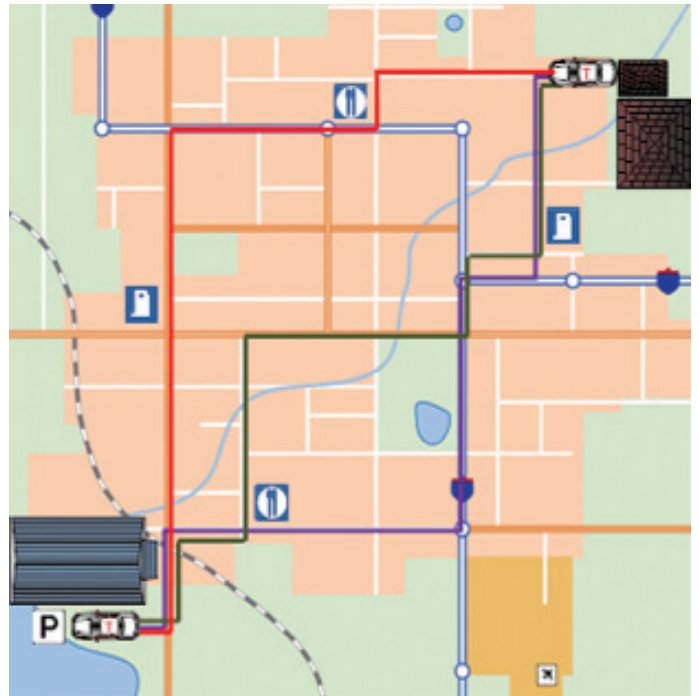
AFI executive protection specialists will gather intelligence and prepare a target vulnerability assessment. They will conduct site-specific security advance visits, coordinate secure ground and air transportation, and develop immediate reaction protocols and emergency response contingencies. They remain alert for any surveillance of the protected executive and engage in proactive

counter-surveillance operations.

AFI clients benefit from time-tested protective methodologies combined with specific knowledge on how they apply to the locations on the itinerary. Effective executive protection techniques will vary from country to country or even from city to city within the same country. As highly-credible service providers, AFI protection specialists easily adapt to any environment and are trained to conduct operations in a manner that is practical, legal, and effective.

► Protective Security Drivers

If clients do not need a full-scale protective detail, AFI can provide security drivers for executives and family members at home and while traveling. The security drivers practice daily surveillance detection techniques and can recognize potential threats. Once advance notice of an itinerary is received, AFI drivers select appropriate routes with alternates, and design an unpredictable schedule that maximizes security and safety during daily commutes or event-related travel. Emergency evacuation contingencies are also a key component of the driver’s security planning, noting safe havens along each route.



► Corporate Event Security

Corporate events are often high-profile affairs, and AFI can be relied on to ensure executives who attend these unique events feel safe and secure. Whether the event is an annual shareholder meeting, a product or service announcement, an executive retreat, or a corporate celebration, AFI can be relied on to deliver special response security time after time.

Successful event security depends on planning, and experienced AFI protection specialists will conduct advanced risk assessments and

develop a contingency plan. The plan will coordinate logistics with the venue's special event security and other stakeholders. Access control and perimeter security monitoring as well as the security of designated VIP rooms and parking areas will be reviewed and adjusted if necessary. The contingency plan will also include actions to be taken should an emergency occur, including immediate response protocols.

AFI will supply fully-trained uniformed and plain-clothes event security personnel as necessary. The on-site team can offer bomb threat reaction planning and coordinate with law enforcement and emergency response service providers.

► **Domestic and Overseas Travel Security**

Today's corporate executives often must travel to unstable locations around the world, and their safety should always be of the utmost concern. AFI protection specialists are experienced in making security arrangements for executives visiting high-risk environments. With its unparalleled global reach, AFI can provide detailed security plans and coordinate operations no matter where employees must travel.

Before departure, AFI specialists will provide intelligence briefings for the countries on the employee's confidential itinerary. Plans will be prepared for arriving at commercial airports or securing corporate aircraft at each destination. Local options for ground transportation will be explored and vetted. Security at specific hotels and other sites to be visited will be reviewed, and proactive security procedures will be enacted before the employee arrives. Emergency evacuation procedures will also be designed for each location.

AFI can also provide specific training programs to educate clients on how to protect and safeguard themselves when traveling. AFI also offers expertise in travel security planning and in-class or online training on how to handle potentially hostile environments. Additional professional security awareness briefings can bring peace of mind to the family and to the security team, since both must rely on each other for the plan to work.

► **Executive Protection, Program Assessment, and Design**

In its over twenty-five year history, AFI has successfully protected senior personnel from all types of industries who face myriad security challenges. This broad experience makes AFI an invaluable partner in assessing a company's existing executive protection operation or designing a new one.

The AFI management team diligently stays abreast of security trends, innovative products, and protective techniques that constitute an effective executive protection plan. Experience shows that a plan must evolve and account for perceived or actual threats based on government and private risk assessments. It also must reflect the corporation's environment and culture as well as individual styles.

The AFI team will evaluate the options when designing a plan for a specific principal, including briefings, escorts, and security drivers. AFI will coordinate the efforts of all corporate entities that will be affected by or involved in executing that plan. By tailoring the program's design to an executive's specific needs, the team can establish buy-in from the executive as well as his or her family.

► **Benefits Claim Investigations**

Fraudulent benefit claims directly affect a company's bottom line. When a company becomes aware that an employee is falsely receiving benefits, AFI International will objectively provide advice on the best course of action in light of recent case law and worker's compensations board rulings in various provinces.

AFI investigators gather the necessary information and evidence accurately and legally. Documents are compiled and supplied to the client so its executive team can make sound business decisions and withstand the tests of civil litigation or arbitration hearings.



► **Corporate Theft and Fraud Investigations**

AFI International has been conducting corporate investigations since 1986. Its highly skilled investigators have probed numerous situations in a variety of industries using both overt and undercover personnel. AFI investigations are discreet and always meet the compliance, privacy, union, and legislative standards expected of private industry.

Theft and fraud eat away at corporate profits in companies both large and small. AFI investigators have been called in to unravel insidious plots to steal meat from a packaging plant as well as to uncover unexplained losses at a major trucking company. In each case, AFI investigators worked with the client to understand how the theft came to light, prepare a targeted investigative plan, pinpoint the source of the loss, and document the steps that lead to recovery.

AFI recruits former police officers and insurance fraud examiners onto its corporate investigative teams. As a result, the investigators know how to deliver an air-tight package that can be used in criminal or civil court. They also frequently work with clients to recover losses through their theft insurance policies.

AFI strictly adheres to Canadian laws when conducting an investigation to mitigate a client's exposure to liability claims. Investigations of employees must be warranted, and the experienced AFI management team is well aware of the "red flags" that pass the legal tests for surveillance and understands the need to comply with privacy laws.

► **Special Air Cargo Screening**

AFI provides a specialized certified service to screen cargo according to the United States Transportation Security Administration (TSA) standards. AFI security officers perform physical security screening for all freight moving into the United States in accordance with TSA's Foreign Air Carrier Model Security Program. They specifically look for explosive devices as well as for contraband and other prohibited substances.

Screening can be conducted using physical searches, explosive trace detection equipment, or x-ray devices. AFI security officers will select the appropriate screening technique depending on a client's requirements, cargo volumes, and commodity types.

► **Undercover Investigations**

A pending theft or fraud case may merit an undercover investigation when the company suspects that a potential loss or serious problem exists within its workforce. In these cases, an undercover operative has the best chance of confirming or disproving rumours and exposing the guilty parties.

AFI International will recommend using an undercover operative in the following instances:

- The company has received reliable information of criminal activity but lacks sufficient detail to prevent new occurrences and apprehend the perpetrators
- Losses are known to have occurred in a certain department but the company does not know how they are occurring or who may be involved
- Personal relationships within a targeted department need to be unraveled
- Actual practices by employees need to be measured against practices required by company policy

A correctly placed and carefully managed discreet investigation is an effective way to thwart employee thefts of time, product, and property. But they can also unearth plots to damage a company's image or competitive advantage through conspiracies against the company and its management or the leaking of confidential information.

Most importantly, undercover operatives can document violations that compromise the health and safety of employees. When workers themselves or their union representatives warn an employer that a problem exists, the company has an obligation to investigate or face criminal negligence charges if an employee is injured.

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AFI International has used both undercover and overt investigators to document that employees are smoking marijuana, for example, or drinking alcohol during work hours and on company property and then returning to work. The undercover operative will verify who is involved and where the violations are taking place. Another investigator will capture the suspects on camera or video so appropriate action can be taken against the perpetrators.

