



# INTERNATIONAL ASSOCIATION OF SECURITY & INVESTIGATIVE REGULATORS

## 2017 IASIR Conference November 8-10 Chattanooga, Tennessee

WEDNESDAY, NOVEMBER 8<sup>TH</sup>, 2017

8:00 A.M. – 9:00 A.M.	CONFERENCE REGISTRATION
8:00 A.M. – 9:00 A.M.	BREAKFAST
9:00 A.M. – 9:15 A.M.	OPENING CEREMONIES <i>Color Guard, Call to Order and Welcome Host Greeting</i>
9:15 A.M. – 10:15 A.M.	<b><i>KEYNOTE ADDRESS: Terror Strikes Chattanooga – Behind the Scenes as the Governor's Homeland Security Advisor</i></b> David Purkey, Commissioner Tennessee Department of Safety and Homeland Security  <i>Commissioner Purkey will focus on the July 16, 2015, incidents in which terrorist Muhammad Youssef Abdulazeez opened fire at a military recruiting center and then a U.S. Navy Reserve center in Chattanooga. Five military individuals were killed and another two wounded. Purkey will address the events of that day, as well as changes made in response, including free training for both public and private sectors in active shooter situations and legislative and policy changes for security at military installations.</i>
10:15 A.M. – 10:45 A.M.	BREAK
10:45 A.M. – 12:00 P.M.	<b><i>Planning for the Big Event: Partnerships Key to Safety and Security</i></b>  <i>Sporting, festival and other common annual events are one segment of the security industry that comes with a variety of credentialing challenges. But what happens in your jurisdiction when pop-up events like a natural or manmade disaster, the aftermath of a protest or some other unforeseen or unplanned event triggers the need for surge response? This is often when event-based companies potentially take on a more traditional and significant security role due to their ability to amass large numbers of security officers on short notice. Being part of a command team is essential in providing safety and security. This session will help to identify partners who should be involved in the event planning stage, including city, county, state and federal law enforcement, event promoters and management, the joint terrorism task force, fusion center, military personnel, county fire department, ambulance companies and security companies hired to work the events.</i>
12:00 P.M. – 1:30 P.M.	SPONSORED LUNCH

1:30 P.M. – 2:30 P.M.	<p><b><i>RoboCop: From Fiction to Reality</i></b> Panel presentation</p> <p><i>Technological solutions are advancing to address ongoing security challenges. Security robots are showing up in malls, corporate office buildings and even at public events. Is artificial intelligence (AI) the future of security? Is this removing too much of the human element? Will jobs be taken away from security personnel? How will these companies be regulated and by whom? In this session, we will hear from security robotics manufacturers, security firms utilizing the technology, and jurisdictions where the robots are in place.</i></p>
2:30 P.M. – 3:30 P.M.	<p><b>EXTENDED BREAK FEATURING LIVE ROBOTIC DEMONSTRATIONS AND TIME TO MEET OUR SPONSORS</b></p>
3:30 P.M. – 5:00 P.M.	<p><b>BREAKOUT SESSIONS</b></p> <p><b><u>Industry:</u></b> <i>Discussion amongst regulated industry members on current topics, training, reciprocity, regulatory concerns and who may be doing it better. We will poll for topics prior to the conference to produce an agenda for a focused and productive meeting.</i></p> <p><b><u>Government:</u></b> <i>This session is exclusively for government representatives who regulate the industry and enforce state/provincial/federal private security legislation. It's a unique opportunity for program administrators to discuss best practices and issues they're struggling with in an informal roundtable session. In fact, we hear testimonials every year on how shared information has been applied in practical ways, such as drafting or re-drafting regulatory legislation, redesign of licensing documents and processes, use of technology, and development of ongoing information-sharing relationships.</i></p>

**THURSDAY, NOVEMBER 9<sup>TH</sup>, 2017**

8:00 A.M. – 9:00 A.M.	BREAKFAST
9:00 A.M. – 10:00 A.M.	<p><b>OPEN DISCUSSION</b></p> <p><i>An open forum between government regulators and Industry representatives addressing questions and concerns generated in Wednesdays breakout sessions.</i></p>
10:00 A.M. – 10:15 A.M.	BREAK
10:15 A.M. – 11:45 A.M.	<p><b><i>Federal Contracts: A Case Study, an Exercise, and A Lot of Questions</i></b> Fabian Blache III, Executive Director &amp; Chief Administrative Officer Louisiana State Board of Private Security Examiners</p> <p><i>This session will take a layered approach toward looking at what states face when confronted with the nuances of federal contracts, which can, by design, circumvent local and state licensure requirements. This will be a joint session of industry and regulators, analyzing the exposures and opportunities that federal contracts present. Along with a general introduction on trends and challenges, Fabian will guide participants grouped by table through a fictitious scenario with multiple considerations and difficulties. This will segue into a white board analysis and discussion of how contiguous states handle these engagements differently, landing on a real-world examination of DAPL (the Dakota Access Pipeline) and the regulatory concerns that have emerged in its wake. The segment will be bolstered by the experiences of IASIR attendees and anchored with commentary from representatives of the North Dakota Private Investigation and Security Board.</i></p>
11:45 A.M. – 1:45 P.M.	LUNCH ON YOUR OWN

<p>1:45 P.M. – 2:30 P.M.</p>	<p><b><i>Worker Classification: Employee or Independent Contractor?</i></b>  Alison Broady, Stakeholder Liaison, IRS Communications &amp; Liaison office</p> <p><i>It is critical for business owners to correctly determine whether the individuals providing services are employees or independent contractors before rendering payment for services. This presentation is informational only and will provide you with information on what the law says in general about what factors and situations indicate a worker should be treated as an employee and which situations indicate workers should be treated as independent contractors. Worker classification determinations are made on a case by case basis, depending on the specific facts and circumstances. During this session, the presenter will not be able to provide you with a specific answer to your individual situation, but will discuss the procedures to request a written determination from the IRS.</i></p>
<p>2:30 P.M. – 3:00 P.M.</p>	<p><b><i>Next Generation Identification Rap Back: FBI Program Updates and User Experiences</i></b></p> <p><i>The FBI has long provided non-criminal justice agencies with fingerprint background checks of applicants, employees, volunteers, licensees, and other individuals in positions of public trust; however, this one-time check meant future offenses could go undiscovered. The FBI's Non-Criminal Justice Rap Back program is a national subscription/notification service providing a real-time notification of criminal activity to authorized agencies. We'll hear from states participating in Rap Back, program statistics, and updates on the new version 4.0 and plans for contractors.</i></p>
<p>3:00 P.M. – 3:15 P.M.</p>	<p><b>BREAK</b></p>
<p>3:15 P.M. – 5:00 P.M.</p>	<p><b><i>Pre-employment Background Investigations: Public and Private Processes and the Pitfalls</i></b>  <u>Walter Valentine, CFC</u>: Former FBI Special Agent; Private Investigator and Owner, Valentine Investigations, Inc.; Member, Tennessee Private Investigation and Polygraph Commission  <u>Don C. Johnson, CLI, CII</u>: Private Investigator and Owner, Trace Investigations, Inc.; Chairman, Indiana Private Investigator and Security Guard Licensing Board  <u>Bruce H. Hulme, CFE, BAI</u>: Certified Fraud Examiner and former New York Private Investigator; Director of Government Affairs, Investigative and Security Professionals for Legislative Action; IASIR's Associate Director for Private Investigation; Member, New York State Security Guard Advisory Council</p> <p><i>This session will cover risk factors in litigation, regulation and legislation affecting employment background investigations. It will reveal potential nightmares that may arise when improper background checks or due diligence investigations are illegally conducted and when federal or state laws are violated when providing inaccurate or incomplete information. Examples of violations of the federal Fair Credit Reporting Act resulting in multi-million dollar verdicts and class action lawsuits will be discussed.</i></p> <p><i>The presentation will also provide guidance in obtaining criminal background history information in connection with employment hiring and retention decisions. It will identify states that restrict employers from using arrest records, reporting misdemeanors, using expunged or sealed records, and limit first offense records. The presenters will also comment on emerging trends such as recent "Ban-the-Box"</i></p>

	<p>provisions implemented by states and municipalities, and EEOC enforcement guidance and proposed legislation that arrest or conviction reporting must have a rational relationship to the job assignment duties given the nature and gravity of the offense, nature of the job and age of offense.</p> <p>Other topics will focus on negligent hiring, improper use of credit reports, lack of proper controls in social media screening, improper reliance on bulk-data dumps of adverse information, illegal or improper reporting of incorrect information on a subject, and failure to correctly match a derogatory record with the subject of the background investigation.</p>
--	--

**FRIDAY, NOVEMBER 10<sup>TH</sup>, 2017**

8:00 A.M. – 9:00 A.M.	<b>BREAKFAST</b>
9:00 A.M. – 10:30 A.M.	<p><i>Interstate Compacts and Occupational License Portability</i>  Rick Masters, Special Counsel  National Center for Interstate Compacts  The Council of State Governments</p> <p><i>This presentation will feature an overview of interstate compacts and their law and use in promoting uniform regulation of interstate transactions and activities, including occupational licensure. The program will also provide a discussion and status report concerning existing professional licensure compacts for medicine, nursing, physical therapy, emergency medical techs, and psychologists.</i></p>
10:30 A.M. – 10:45 A.M.	<b>BREAK</b>
10:45 A.M. – 11:45 A.M.	<p><b>PANEL DISCUSSION: DEREGULATION AND OVER-REGULATION</b>  <i>In recent years, we have heard frequent bi-partisan discussion both in private sector and government forums and in the media on how over-regulation of trades and professions has hampered job growth and limited employment opportunities. These concerns have resulted in constitutional challenges to licensing authorities and calls for the federal government to intervene with state licensing laws. We've seen a restriction of trade ruling against the North Carolina Dental Board and court rulings that a crime must have a nexus (link) to a profession to deny licensure. In the private investigation sector, we have seen the sudden growth of internet referral networks, such as Trustify, which may be skirting state licensing requirements.</i></p> <p><i>How real are these various challenges to a state's duty to provide consumer protections and ensure public safety in certain professions and trades? Do our private investigation and security guard licensing codes and regulations, and those for related industries, require a detailed review by stakeholders looking for modifications or adjustments that would protect us and the public we serve from misguided public policy and legislation? Join us for this important discussion.</i></p>
11:45 A.M. – 12:15 P.M.	<p><i>Awards</i>  <i>Final Committee Reports</i>  <i>Other IASIR Business and Updates</i></p>
12:15 P.M. – 1:30 P.M.	<b>SPONSORED LUNCH</b>
1:45 P.M. – 3:00 P.M.	<b>TOUR: TO BE ANNOUNCED</b>

THANK YOU TO OUR 2017 SPONSORS:

**NASCO**

National Association of Security Companies

Prota**TECH**

DRAFT