



GUIDE

# SPRING 2023 EDITION



PENNSYLVANIA  
INNOCENCE  
PROJECT



PALI's Russ  
KOLINS helps  
FREE  
WRONGFULLY  
CONVICTED  
Andrew  
SWAINSON -  
PAGE 7





# **WELCOME** **FRANK V. DeANDREA, Jr.** **Editor-In-Chief**

## **Welcome to the PALI Guidon SPRING 2023 Edition**

**With April upon us, our thoughts turn to SPRING and warmer weather. As an organization we begin to gear up for the end of Summer Conference as it is just 5 months away.**

**At the end of March, INTELNET held their 40th anniversary conference in Orlando and I was fortunate enough to attend. The list of speakers was incredible, and I walked away again enlightened. What I have come to realize is the importance of stepping out of our comfort zone, of listening with an open mind to a topic that you thought you would have no interest in. It is then that I find my biggest breakthroughs.**

**Through the serendipity of a random talk I gain insight into problems I am trying to solve using approaches that have nothing to do with the original problem. Similar to when Martin Chalfie went to a “lunchtime” talk on jellyfish and walked out with the Nobel Prize winning idea of injecting the Green Fluorescent Protein (GFP) from Jellyfish into transparent worms to see the cells within the living animal.**

**As we approach the combined PALI / NJALPI conference in September, I hope all of our members will consider attending, stepping out of the comfort box, and enjoying the serendipity of a random talk. Who knows, you too may have a eureka moment and solve a global problem simply by attending a conference with an open mind.**

**I hope to see all of you in September 2023.**

**Until then, enjoy SPRING and stay safe.**

**Frank**





GUIDE  
ON

## PRESIDENT'S CORNER: RICK CARPENTER



Hello and Happy Spring to everyone,

It is hard to believe that winter is almost behind us and spring is right around the corner (more than likely it will officially be Spring by the time you read this). I hope everyone remained somewhat healthy this past winter. I know most if not all of us have been affected one way or another with Covid, I had Covid three times and I even have my shots and boosters. It has been rough but hopefully we have reached the apex of this Virus.

With Spring upon us, now is the time to focus on our priorities.... Family, Health, Faith, and Work... I put family first because without the support of our family this job would be much more difficult. Then health, without our health we would not be able to do our job or take care of our family. Faith, whatever religion you believe in and practice, that helps to balance the other three, and then of course work... We need to have the other three in place in order to successfully do our job. This of course represents my views and opinions and not those of PALI.

As the President of PALI, I am honored to hold this position and will continue to strive to make PALI an organization everyone can be proud to say they belong to. I would like to recognize the PALI board of Directors, Regional Directors, Directors at Large, All of the conference committee members and of course all members of PALI for the support and time everyone has contributed over the years...

As the saying goes from one of my favorite TV shows...  
"Let's be safe out there."

Richard Carpenter

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ORLANDO

# PALI MEMBER PHOTOS



Jim and Connie Carino



Jeff and Tina Stein



Connie Carino's Award



PALI members in attendance at the INTELNET conference in Orlando Florida



**Eileen Law Stewart sings at the memorial for Joseph Augusta Zarelli**



**Most Likely to say "KISS MY ASS"**



**The OFFICIAL INTELLENET Hospitality Room Banner hung by the Executive Director's**



**Lightening about to STRIKE as Eileen Law Stewart plays a Nun in "Sister Act"**



Sandy DeAndrea rides the electric s in Orlando (Day 5!)



Jim Carino receives the "Most likely to sleep through the conference" award from Jeff Stein and INTELNET Assistant Executive Director Remi Kalacyan



Kitty Hailey reveals her secret identity!!



DeAndrea and the Editor Frank DeAndrea celebrate Sandy's 29th Birthday (Again!)



# **RUSS KOLINS RECEIVES THE BRAD PENNY AWARD**

During the 40th Anniversary INTELNET GALA held in Orlando Florida, Guest Speaker Andrew SWAINSON stepped up and took the microphone. Little did the event participants know, he was about to tell a ten minute story of how Russel KOLINS worked pro bono to free Andrew from his wrongful Murder conviction. Andrew proceeded to tell how Russel would be working the streets of Philadelphia and Andrew was actually afraid for Russ being in a bad part of town.

Andrew spent 31 years in jail for a crime he did not commit and because of the work of Russ KOLINS, individuals who testified at the 1988 trial were re-interviewed, admitted to lying during their testimony, and provided statements that Andrew was in fact innocent and falsely accused arrested and convicted of a murder he did not commit.

For details of the compelling story please check out the Pennsylvania Innocence Project website at: <https://painnocence.org/Andrew-Swainson?locale=en>

After Andrew spoke, Russ KOLINS was honored with the Brad PENNY special recognition award.

Congratulations Russ on a job well done.



**Russ Kolins with Andrew Swainson**



**Russ Kolins with Jeff Stein**



# CONNIE CARINO RECEIVES FOUNDERS SPECIAL RECOGNITION AWARD

At the 40th Anniversary INTELNET GALA held in Orlando Florida, Connie CARINO was recognized for her lifelong efforts, contributions and support to INTELNET. Connie's acceptance "speech" was eloquent and heartfelt. She thanked the room for recognizing her profession and then looking at her partner of 64 years, thanked him for their life together. Connie's talk cause many of the rooms attendee's allergies to "kick up" as most people were wiping their eyes.

Thank you Connie for everything you do. CONGRATULATIONS on an award well deserved!



Connie Carino with  
Jeff Stein

Connie Carino gives her heartfelt acceptance speech and there was hardly a dry eye in the room



As Jim Carino and the entire room listens, Connie speaks to him as if there was not another person in the room. A more endearing talk I cannot recall.



# **BILL FLEISHER RECEIVES INTELLENET LIFETIME ACHIEVMENT AWARD**

At the 40th Anniversary INTELLENET GALA held in Orlando Florida, Bill Fleisher was awarded the Lifetime Achievement Award for, well for a lifetime of achievement! Bill, who was not able to attend the conference, will receive his award at the next VIDOCQ Society meeting in Philadelphia Pennsylvania. Bill, one of the three founding fathers of the Vidocq Society, will be in good company as several members of PALI are also VIDOCQ society members and will be on hand for his award. Congratulations Bill for a lifetime of achievements and the betterment of so many.





# FOUNDATIONS OF WORKPLACE VIOLENCE CONSULTING: OFFENDER TYPOLOGY BY: DENNIS EBERLY

“In 2020, assaults resulted in 20,050 injuries and illnesses involving days away from work and 392 fatalities.”[i] “A total of 17,865 workers were victims of workplace homicides from 1992 to 2019.”[ii] Statistics such as these underscore the negative impact violent acts consistently create in workplaces across our nation.

Security consultants endeavor to work with clients in an effort to drive these numbers downward and enhance safety for American workers. In order to be effective in this task, it is necessary to gain a basic understanding of the various origins of threats in the workplace setting. Knowledge of the types of offenders leads to identification of a variety of broad preventive strategies to be considered in efforts to reduce the impact of these threats.

In 2003, the FBI published a workplace violence offender typology which has been adopted by most organizations. The offender types have been identified as:

TYPE 1: Offender has no relationship with the victim or workplace establishment.

TYPE 2: Offender currently receives services from the workplace, often as a customer, client, patient, student, or other type of consumer.

TYPE 3: Offender is either a current or former employee who is acting out toward coworkers, managers, or supervisors.

TYPE 4: Offender is not employed at the workplace, but has a personal relationship with an employee.[iii]

In 2016, Steven Crimando, an internationally-recognized workplace violence expert, presented a case for inclusion of a fifth type of offender. Due to a number of terrorism-related incidents occurring in the U.S. around that time, he proposed the addition of:

TYPE 5: Ideological violence.[i]

Let's take a closer look at each type of offender to gain a better understanding of each one. TYPE 1 involves the traditional criminal action, perpetrated by someone from outside the targeted workplace. The most common crimes committed are shoplifting and robbery. Other crimes committed by these offenders may include assault, sexual assault, or homicide. Certain occupations experience higher probability of victimization by these offenders. Taxi drivers and late-night retail clerks are more frequently targeted.





# FOUNDATIONS OF WORKPLACE VIOLENCE CONSULTING: OFFENDER TYPOLOGY BY: DENNIS EBERLY

TYPE 2 offenses are committed by those served by the targeted workplace. They carry labels such as customer, client, student, inmate, or patient. Another group which may also fall in this category is the vendor or delivery person, who provide products or services to the involved workplace setting. These offenses tend to be rooted in some kind of interpersonal conflict resulting from their legitimate interaction with the business or organization. Healthcare professionals, law enforcement, correctional officers, and educators tend to experience a high rate of victimization in this category.

TYPE 3 offenders represent the threat from within the workplace setting. They tend to be rooted in interpersonal conflicts between co-workers, supervisors, or managers. These offenders may be embroiled in disciplinary actions and/or termination from employment.

TYPE 4 offenders are intimate or domestic partners of an employee at the workplace. The domestic abuse situation carries over from the residential setting. Female employees are more frequently victimized in this category.

TYPE 5 offenders are those driven by a commitment to certain religious, ideological, or political beliefs. Extremists and terrorists (domestic or international) are the common actors associated with this type. Environmental or animal rights activists also fall under this category.

It is hoped that this article facilitates the security consultant's understanding of the various sources of workplace violence. With that understanding, the consultant is able to analyze a variety of broad preventive strategies for consideration in countering the array of threats presented by this typology. These will be the topic of discussion by the author in a future article submission

## Endnotes

[1] National Safety Council (2022). Assault at work. Injury Facts.

<https://injuryfacts.nsc.org/work/safety-topics/assault/>

[2] Bureau of Justice Statistics (2022, July). Indicators of workplace violence, 2019.

<https://bjs.ojp.gov/content/pub/pdf/iwv19.pdf>

[3] E.A. Rugala, U.S. Department of Justice, Federal Bureau of Investigation, Critical Incident Response Group, National Center for the Analysis of Violent Crime (2003). Workplace Violence: Issues in Response. <https://www.ojp.gov/ncjrs/virtual-library/abstracts/workplace-violence-issues-response>

[4] S.M. Crimando (2016). The Case for an Expanded Workplace Violence Typology: Improving Threat Detection Capabilities. Risk and Resilience

Hub. [https://www.riskandresiliencehub.com/eguide\\_article/workplace-violence-typology/](https://www.riskandresiliencehub.com/eguide_article/workplace-violence-typology/)

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GUIDE

# FOUNDATIONS OF WORKPLACE VIOLENCE CONSULTING: OFFENDER TYPOLOGY

BY: DENNIS EBERLY



### ABOUT THE AUTHOR

**Dennis L. Eberly, M.S., LPI**

Dennis L. Eberly is a licensed private investigator and the owner of On Target Investigation & Consulting, LLC since 2016. He is currently licensed in Delaware and Pennsylvania. He also provides security consulting services, to include preparation for and response to Workplace Violence issues nationwide.

**Dennis may be contacted by phone: 717-869-9210  
or e-mail: OnTargetPlandConsultant@comcast.net**

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INDU  
GION

# SAVE THE DATE

## 2023 CONFERENCE INFORMATION

THE COMMITTEE HAS UNANIMOUSLY DECIDED UPON THE BEAUTIFUL

### **VALLEY FORGE CASINO RESORT**

1160 FIRST AVENUE, KING OF PRUSSIA, PENNSYLVANIA 19406.

THE DATES ARE

### **MONDAY AND TUESDAY, SEPTEMBER 18TH AND 19TH, 2023**

WITH A PRE-REGISTRATION THE EVENING BEFORE ON SUNDAY, SEPTEMBER 17TH.

WE ARE EXCITED TO INFORM YOU THAT WE WILL BE HAVING A JOINT CONFERENCE WITH THE NEW JERSEY LICENSED PRIVATE INVESTIGATORS ASSOCIATION (NJLPIA.)

#### YOUR CONFERENCE COMMITTEE:

- ~ EILEEN LAW - CONFERENCE CHAIR - DETLAW@AOL.COM
- ~ BILL EVERMAN - WHEVERMAN@COMCAST.NET
- ~ RUDY MULLER - RMULLER@METROLPI.COM
- ~ SEAN HALL - LANCASTERDETECTIVE@GMAIL.COM
- JIM NANOS - NANOSJ@APPLEINVESTIGATIONS.COM - CONFERENCE VICE-CHAIR
- ~ JEFF FRIEDMAN- JEFF@AXEINVESTIGATIONS.COM
- ~ BRANDON MALTZMAN@SPECTATORINV.COM
- ~ ANTHONY NIGRO - INFO@CJINVESTIGATIONS.COM

WE HAVE A BLOCK OF ROOMS RESERVED AND HAVE NEGOTIATED WITH THEM AT A REDUCED NIGHTLY RATE OF \$145.00.

CONFERENCE INFORMATION SHALL BE POSTED TO THE WEBSITE AS WELL AS SENT VIA E-MAIL TO MEMBERS SPRING 2023

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# PALI MEMBER SPOTLIGHT- RULES

## **PALI Member Spotlight Rules:**

Except for the Winter issue where the PALI Investigator of the Year is recognized, all other issues of the Guidon shall have a PALI Member spotlighted for her/his accomplishments in the Law Enforcement /Private Investigative world.

Members will be able to forward suggestions of future spotlight members following these simple rules:

1 – NO SELF SUBMISSIONS

2 – Submitting Member must be a member of PALI in good standing.

3 – SPOTLIGHT Member must be a member of PALI in good standing.

4 – Submission shall include a brief, 750 words or less, BIO of the candidate that does NOT list every school, training, or good deed.

The BIO should capture what the MEMBER has done that has changed the way PALI or the Private Investigation industry or Law Enforcement does business or capture what makes the candidate worthy of spotlighting. Think big picture.

There were no member submissions for consideration for this edition.





**GUIDE**

# CURRENT PALI BOARD OF DIRECTORS

**CHAIRMAN OF THE BOARD  
EILEEN LAW**

**PRESIDENT  
RICHARD CARPENTER**

**FIRST VICE-PRESIDENT  
SANDRA DEANDREA**

**SECOND VICE PRESIDENT  
ROBERT T. KOZURA**

**SECRETARY  
SEAN HALL**

**TREASURER  
DENNIS EBERLY**

**EXECUTIVE SECRETARY  
LINDSAY KOWALSKI**

**REGIONAL DIRECTORS  
REGION 1  
ALEX SOUTOS**

**REGION 2  
ADAM NOWICKI**

**REGION 3  
CHARLES "CHUCK" KLEBER**

**REGION 4  
SCOTT WARNER**

**REGION 5  
GEORGE GALOVICH**

**REGION 6  
DENNIS LAGAN**

**DIRECTORS AT LARGE  
REGIONS 1 & 2  
MARC BOURNE**

**REGIONS 3 & 4  
FRANK VALENTE**

**REGIONS 5 & 6  
ED LINTON**

All Board Of Directors should take note of the following dates and times for the 2023 Quarterly Meetings:

- ~~Wednesday, January 11th, 2023~~
- ~~Wednesday, April 5th, 2023~~
- Wednesday, July 12, 2023 – 12 Noon
- Monday, September 18th – Time to be determined

The September meeting shall be held during the 2023 Annual Conference and as such, the time shall be determined and announced once Conference itineraries are confirmed.





# [PALIMEMBERS] GROUPS.IO LISTSERV USER INSTRUCTIONS BY: CHARLES “CHUCK” KLEBER

## 2023 PALI-Member Groups.io Listserv Rules of Behavior

Use of the Listserv is a privilege to PALI members. Posts are not moderated and don't reflect the opinion or endorsement of PALI or the Board of Directors.

Please follow these rules:

1. Posts are limited to areas of professional concern and interest to PALI Members and or the field of Private Investigation.
2. Jokes, Profanity, Obscenity, Blatant Advertising, Libelous Comments, or Personal Attacks of any kind will not be tolerated.
3. Discussion of business fees or hourly rates is prohibited.
4. An identifying signature line is required on all posts, NOT TO EXCEED (8) EIGHT LINES, including any email disclaimers at the end of the message.
5. No posting of Information obtained from an anonymous source or forwarding/sharing PALI Member ListServ posts to anyone who is not a Member of PALI.
6. When a Member changes their listserv E-Mail address, they are required to immediately notify a Moderator.
7. To avoid harming other member's IT systems, No attachments are allowed (unless posted by a Moderator). All member posts should be submitted in text format.
8. No posting of any personal identifiers (PII). Posts regarding specific cases or clients should be worded in general terms. Absolutely NO use of names, social security numbers, dates of birth, addresses or any other information that could be used to identify a person.
9. Any member who believes that a post is in violation of these rules or otherwise inappropriate or untrue should notify a Listserv Moderator Chuck Kleber ckleber@att.net or Bill Everman wheverman@comcast.net and request the post be removed. Upon receipt, the Moderators will consider and review the request.
10. Violations of these rules could result in a Moderated posting status, Suspension or Removal from the Listserv. Disciplinary Action for offenders will be acted upon at the discretion of the moderator, under the authority of the Board of Directors.

1st violation - Warning.

2nd violation – Moderated Listserv Status

3rd violation - Immediate suspension from the listserv for two weeks

4th violation - Indefinite termination and loss of listserv privileges

ted below are the 2023 PALI Listserv Rules of Behavior.







GUIDE

# [PALIMEMBERS] GROUPS.IO LISTSERV USER INSTRUCTIONS BY: CHARLES "CHUCK" KLEBER

Please don't attach your entire life history as part of your signature line, or your fax disclaimer.

This Listserv is Private and only PALI Members have access.

The purpose of the signature line is to identify the author. Not a place for blatant advertising.

Your compliance will be appreciated.

Thanks  
Chuck Kleber

The message applies to all PALI Listserv messages.  
You will no longer be able to upload attachments to this group or the Chat group.  
You can still cut and paste information into a message.  
Attachments have been discontinued to protect all users of our listservs from accidentally uploading or opening a virus through this listserv.

Thanks  
Chuck Kleber  
Listserv Moderator



# SECRET RECIPE ITALIAN CROSTOLI “CRYSTALS”



## Nana Mary Colombo's Italian Crostoli "Crystals" Recipe

### Ingredients

2 whole eggs	2 cups flour
1 egg yolk	1 tablespoon brandy
2 tablespoon sugar	2 tablespoons butter softened
1 teaspoon vanilla	1/8 teaspoon salt
2 cups vegetable oil for frying	powdered sugar for dusting

### To make the dough-

In a stand mixer with a paddle attachment, place the flour.

Add in the eggs, egg yolk, butter, brandy, sugar, vanilla and salt. Mix on low until combine.

Switch to dough hook attachment and knead for about 5 minutes until the dough is smooth and elastic.

Rest the dough for 30 minutes.



# SECRET RECIPE ITALIAN CROSTOLI "CRYSTALS"

## Nana Mary Colombo's Italian Crostoli "Crystals" Recipe

### To roll and prepare Crostoli for frying

- Cut a small portion of dough off the "mother" dough.
- Flatten the smaller piece and begin to roll it with a rolling pin.

Roll until dough is smooth and thin.

If you are using a pasta machine, you want to run it through 5 or 6 times until you get to the lowest/smallest/thinest setting.

- Dust with extra flour as required.
- You could also manually stretch the dough to ensure it is as thin.
- Cut the dough along the length into about 2in strips.

### To fry Crystals

- Heat oil in a heavy, high sided frypan to 350°F
- When the oil is hot slip in 3 or 4 crostoli
- Work quickly because they take about 30 seconds (or less) to cook on each side if you have the oil hot enough. Turn them. once a lot of bubbles have formed and before they color too deeply.
- Crystals should be light golden in color. Nana Mary says: "If they are brown, they are burnt."
- When cooked on both sides, remove them and drain them on absorbent paper. Your crystals will be a little soft but will get crisp on cooling.
- Nana Mary says: "If your crystals take too long to cook it means that the oil is not hot enough!" and they will absorb too much oil resulting in heavy crostoli.
- When cool, dust generously with powdered sugar.
- Store in an airtight container for two weeks.



**WARNING:  
CRYSTALS  
DISAPPEAR  
QUICKLY**





GUIDON

# THANK YOU

**This brings to a close the Spring 2023 edition of the PALI Guidon.**

“The difference between ordinary and extraordinary is that little extra.” -Jimmy Johnson

My thanks to everyone who sends me photos articles and the like for this newsletter.

The Chinese proverb: “The best time to plant a tree was 20 years ago. The second best time is now.” is fitting.

We can not change what was done or not done in the past, but moving forward, I hope more of you will assist me with the content of this newsletter by submitting articles, pictures, stories, happenings and the like for inclusion here in the PALI Guidon.

UNTIL WE MEET AGAIN...  
STAY SAFE,  
*Frank*

