



PALI

NON GUIDO

SUMMER 2024 EDITION

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PALI CONFERENCE 2024



DESTINATION PITTSBURGH





PALI

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GUIDON

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



Welcome to the Summer 2024 edition of the PALI Guidon.

Many things are going on with committees, board of directors and the membership. These are exciting times for PALI and PI's in Pennsylvania for sure.

The Listserv has been busting with chatter pertaining to issues of importance and several members have voiced that PALI has tried several times to reach resolution over past years to no avail. Many of the emails refer to efforts that stopped or hit a wall. Perhaps the best advice came in an email from Jim Carino to the membership explaining the efforts of past. Jim ended with encouragement saying: "Good luck to the current crew. The old crew was obviously unsuccessful though we tried hard."

I applaud the new committee for not being willing to settle for 'we tried' and for taking the time to wrestle with this herculean task.

In this edition you will see the activities of several of our regions on display. Thank you to all of the Regional Directors for your assistance in keeping the membership informed.

The newsletter is only as good as its content. I ask all of you, the readers, to consider sending anything PI related such as photos, events, happenings, travel to conferences and all things of interest. If it is PI related it is news.

Just as it is an honor to be the Guidon Bearer in a military unit, It is equally an honor to serve as the "Guidon Bearer" for PALI as the Editor-In-Chief. Sandy and I would like to wish all of you a safe and healthy summer and Fourth of July.

*Stay Safe,
Frank*





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GUIDE

PRESIDENT'S CORNER: RICK CARPENTER



Dear PALI Members

It is that time of year again where the kids are out of school, we open the swimming pools, go on vacations, and enjoy quality time with our families. Please remember to take time from your busy work schedule to spend time with those closest to you and remember to stay safe.

As President of PALI my focus is to grow the membership, maintain existing members, and work with members on new initiatives to bring in billable business. There have been a few initiatives over the past year involving several PALI members benefitting from work given to them by other PALI members. There is at least one new initiative that will involve a large number of PALI members throughout the state (more to come on this initiative).

On a positive note, PALI now has new Legal Counsel, Attorney Rita K. Borzillo (an email was sent to the entire PALI membership). We are certainly excited to have Attorney Borzillo on board and look forward to working with her on some of PALI's pressing issues. Attorney Borzillo was also invited to attend the 2024 PALI Investigators Conference. I would like to take this opportunity to thank the selection committee (Eileen, Frank and Marc) for making this happen.

There has been at least one Luncheon hosted by a PALI member with a decent turnout (Thank you Sean Hall). We did receive feedback on how to improve the luncheons which we will incorporate into the next one. In addition to the initiatives and luncheons we also have a few new committees that deal with rewriting the Private Detective Act and the ongoing issues with Constables. Both matters have been ongoing for years and each President and Board Members over the years have worked diligently to move things along. I believe with the individuals we have on board for both committees we should see positive movement in the upcoming months. Sometime in August or September I hope to have what I will call a Townhall meeting to update PALI members on where we are with both issues.

I saved the best for last, mark on your calendars the 2024 PALI Investigators Conference, September 9 & 10 at the Wyndham Grand Pittsburgh Downtown Hotel, 600 Commonwealth Place, Gateway Center, Pittsburgh, PA 15222 (REGISTRATION IS OPEN, deadline for registration is August 7, 2024). The conference committee has once again outdone themselves on both the venue and program of gifted presenters. There is even talk of members in the Eastern part of the state going out together on a bus or something similar.

Best Regards,

Rick

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A LETTER FROM THE CHAIRMAN OF THE BOARD EILEEN LAW STEWART



I wonder how many of you were guilty, as I was, of rolling your eyes when your parents or relatives would repeat ad nauseum certain adages such as “Do you think money grows on trees?” or “Look at me when I’m talking to you.” Don’t forget: “Speak up! I can’t hear your head rattle;” or “Because I said so.” Then there’s my favorite, “As long as you live under my roof, you’ll do as I say!”

There’s a series of commercials on television showing “Dr. Rick” - a life coach who purports to help people not to turn into becoming their parents. He says that they need to let go of things that make you “become your parents. “ He asks a young female, “Do you really think we need 47 photos of dinner at Pam’s?” She responds most emphatically, “Yes!” He replies: “NO!” The same woman on another segment proudly displays her collection of tissue box covers. Dr. Rick snaps them away from her throwing them into the dumpster saying, “No! Remember, tissues already come in their own boxes.” In the end, an announcer proclaims: “While we can’t save you from becoming your parents, we can save you money on car insurance.”

Isn’t it odd that some of us often do or say things in our daily lives because that’s what we heard or saw growing up, even using the same comments our parents would use as listed above. Every Fourth of July, my Grandmother would quip: “Here it is the Fourth of July, and before you know it, it will be Christmas again.” On Christmas Day, she would recite the same phrase changing out the holiday. I can picture her now with a can of Ballentine beer in her hand, regaling us with that phrase, as I rolled my eyes.

As we approach yet another Fourth of July ~ “Independence Day” commemorating the Declaration of our Independence back in the year 1776, I can’t help but wonder how our Forefathers would think of these United States today. My hope is that however you celebrate it, that the memories you have will be nothing compared to the new ones you will make.

For some becoming our parents isn’t a bad thing at all. For others, well, perhaps not so great. I often say that the parents and families we are given are the ones God chose for us, it was His intention from the beginning be they right, wrong, or indifferent.

So, as we approach this holiday, (with the knowledge that Christmas really is right around the corner) instead of my Grandmother’s Ballentine beer, I will raise a Margarita instead as I recite her words: “Here it is the Fourth of July, and before you know it, it will be Christmas again.” I shall not roll my eyes, but may need a tissue to dab at the tears which will no doubt form in them. Have a Happy and safe holiday, everyone!

Regards,

Eileen





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 allow for a PALI Member spotlighted for her/his accomplishments in the Law Enforcement /Private Investigative world.

Members are able to forward suggestions of other PALI members they feel should be in the “Spotlight” 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.

Members desiring to submit a “Spotlight Article” on another member, complete with photos should send it to the Editor-In-Chief, Frank@DeAndrea.biz. All Newsletter Policy requirements shall be applicable. To review the newsletter Policy go to <https://pali.org/pali-policies/>



Nominating Member: Marc Bourne, VSM

Congratulations to Gary DeFinis on 34 Years!

Recently, Gary DeFinis a PALI member who is located in Philadelphia (PALI Region 1) celebrated 34 years of being in the PI industry. Gary specializes in insurance claim surveillance, child custody cases, domestic spousal cases, nationwide locates, background checks and process serving. He offers a comprehensive range of investigative services and refers clients to PALI members for specialized needs.

Gary DeFinis, a dedicated Dad, private investigator, and longtime member of the Pennsylvania Association of Licensed Investigators (PALI). With 34 years of experience in the field, Gary's journey is a testament to his dedication, passion, and unique approach to work life balance. Hopefully, this article gives you a little glimpse into the man that you see regularly posting in our PALI Chat Listserv offering tips, news and funny quips.



Gary started working at a young age, mowing lawns in his neighborhood, managing 33 lawns by the time he was 20. It was then that Gary's story as a private investigator began. In August 1990, he met retired police lieutenant Russell Taylor while mowing his lawn, and their chance encounter changed the trajectory of Gary's life. His initial interest was in real estate, but meeting Russ Taylor in 1990 changed everything. Russell introduced him to the world of private investigation, assigning him a surveillance task that Gary found instantly captivating. "I loved it immediately," Gary recalls. This experience sparked a passion that led him to switch his major to criminal justice at Penn State, with a minor in research and policy analysis.

After college, Gary joined Maitland Associated Investigations in Harrisburg, where he spent three years refining his skills. He worked tirelessly, traveling across Pennsylvania to conduct surveillance, often putting in 60 hours per week. "I traveled the entire state doing surveillance from corner to corner," Gary says, reflecting on those formative years.

In 1996, Gary moved to Florida, expanding his expertise under the challenging conditions of the Sunshine State. He mastered new surveillance techniques and learned to navigate the bustling highways, working cases from the Panhandle to the Keys. "I've seen places in Florida that most visitors have never seen," he reminisces. By 1997, Gary decided it was time for him to hang up his pastel-colored suit reminiscent of Miami Vice and leave Florida. He returned to Philadelphia, obtained his license in Philadelphia County, and has been continuously licensed ever since.



PALI MEMBER SPOTLIGHT- Gary DeFinis June 2024

Gary has been a member of PALI since 1997, making him one of the organization's longest-standing members. He values the networking opportunities and the access to experts across the state. "When I need something done in a faraway county,

I have always relied upon fellow PALI members to assist," Gary explains. The PALI meetings and conferences have provided him with valuable connections, renewing friendships, and continuing education.

Gary highlights the wealth of experience within PALI, from retired FBI agents like Dave Richter to fellow PIs with diverse backgrounds. He fondly remembers a challenging case where he and another PALI member tracked a subject from Philadelphia to Vermont, a testament to the teamwork and expertise within the organization. "The key to my success has always been my team at PALI," he emphasizes.

Staying relevant to clients after so many years is something Gary has mastered through his personable approach. He treats every client like a friend, using his gift for conversation and humor to build strong relationships. "I treat every customer as if their case is the most important," Gary says. His quick wit and ability to change his voice on command often leave clients amused and at ease. I know I've been the victim of his voice changing pranks quite a few times.

While Gary was active in various professional organizations earlier in his career, his priorities shifted in 2009 with the birth of his daughter. As a single parent, he balanced his career with raising his child, making significant sacrifices but finding unparalleled joy and fulfillment. This period saw him focusing on word-of-mouth referrals and repeat clients, prioritizing quality over quantity in his work. He also learned to work around his daughter's school schedule to ensure that after 2pm he resumed the role of "Dad" and ended his day remotely catching up on calls and emails. Knowing Gary personally and working with him on many cases, I can attest that his greatest joy in life is being a Dad to his daughter and it truly shows.

Outside of work and parenting, Gary enjoys landscaping, gardening, making homemade wine, and writing poems. He is a supporter of 2A rights and runs a YouTube channel focusing on the opioid crisis in Philadelphia. He also loves cooking and spending time with his girlfriend Sandy, whom he considers a blessing in his life.

Gary's dedication extends beyond his professional life. He briefly organized a group called Veteran Stones, dedicated to cleaning the gravestones of veterans and uncovering the rich history in cemeteries. This initiative reflects his respect for history and commitment to community service. Gary DeFinis's story is one of passion, dedication, and a deep commitment to both his profession and his personal life. His journey serves as an inspiration to many within the PALI community and beyond, showcasing the impact one can have through a genuine love for what they do. From all of us at PALI, Congrats to 34 Years and wishing you many more years of success!





SAVE THE DATE 2024 PALI CONFERENCE PITTSBURGH, PA SEPT 9 and 10

2024 CONFERENCE IN PITTSBURGH

It's hard to believe we are just a little over three months out from our next annual conference. We have chosen the beautiful Wyndham Grand Pittsburgh Downtown, located at 600 Commonwealth Place. The dates are Monday and Tuesday, September 9th and 10th, 2024. Vendor setup and early registration will be on Sunday, September 8th. We have reduced the price of the conference from last year. If you go onto our website at www.PALI.org and click on "Events" you will see the dropdown box that says "conference" and you can register there. We've procured a block of rooms for Sunday, Monday and Tuesday nights, and a couple for Saturday and Wednesday if you want to prolong your stay. The cost of the rooms are \$149.00 plus tax. You may book the room via our website, or via their direct link at <https://book.passkey.com/go/PALI2024>.

The topics and speakers are as follows:

- ~ "Pittsburgh: Promiscuity To Palatial Palaces Topped With Ketchup" ~ Reverend Ed Gray
- ~ "Using PI's In PA Innocence Project Investigations" ~ Elizabeth DeLosa, Esquire & Keri Bozich
- ~ "Human Trafficking vs. Missing Persons vs. Runaways": Knowing the Difference & What To Do When You Find The Answers ~ Eileen Law
- ~ "A Fool and His Money are Soon Parted" - How to Identify and Prevent Computer Scams ~ Sandy DeAndrea
- ~ "From Cash To Crash ~ Civil Investigations" ~ Bill Everman
- ~ "Protecting Your Assets ~ Pitfalls Regarding Liability Insurance" ~ Mike Yergey
- ~ "Keeping The Gold In Your Golden Years"- How to Protect Yourself and Your Loved Ones from Financial Exploitation ~ Frank V. DeAndrea, Jr.
- ~ "Act 235 & State Police New Requirements" ~ Greg Angell, Esquire
- ~ We are also planning to have our new solicitor in attendance.

The fees for the conference are as follows. Deadlines will be strictly adhered to:

- ~ Early Bird Attendees for members BY JULY 31ST is \$255.00 – Non-members \$300.00
- ~ Spouse/Guest MEALS ONLY for members & non members is \$125.00
- ~ Attendee registration for members BY AUGUST 7TH is \$295.00 – Non members \$315.00
- ~ Spouse/Guest MEALS ONLY for members & non members is \$125.00





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SAVE THE DATE 2024 PALI CONFERENCE PITTSBURGH, PA SEPT 9 and 10

The cost of the conference includes high quality topics and training as listed above, exhibitors, vendors, two breakfasts, two lunches, a plated dinner, a hospitality suite with a 1.5 hour Open Bar, entertainment, refreshments, a monogrammed gift bag with useful gifts, door prizes, a paid membership to our organization and reimbursement for a lucky winner(s) for the cost of the conference, and the opportunity to make friends for life. We will be announcing the next "Professional Investigator of the Year." Will it be you? Join us to find out.

The Pittsburgh Pirates will be playing at home during our stay. Ed Gray is looking at planning an outing to a game on Sunday, September 8th. There is also a game on Tuesday and Wednesday evenings as well. You may contact him directly at reved@comcast.net.

You can get a train from many cities around our Commonwealth. Obviously, prices and times vary. For example, you can travel from Harrisburg to Pittsburgh starting at \$47.00 which takes about five and one-half hours to arrival. There are so many things to see and do, we hope you can spend more time checking them out.

I want to thank our fellow committee members, Bill Everman and Marc Bourne for their dedication and input. If you wish to be a vendor, exhibitor and/or sponsor, feel free to reach out to either one of them at wheverman@comcast.net and marcbournepi@gmail.com. All of the fees for sponsors/vendors are on our website as well. If you have any questions, feel free to e-mail me at DetLaw@aol.com. We hope you will join us as we learn and compare business ideas to grow your business, make contacts to further enhance your portfolio, and maximize your time learning new methods.

Best Regards,

Eileen



THE PALI 2024 CONFERENCE COMMITTEE HAS PUT ON THEIR THINKING CAPS TO MAKE THIS CONFERENCE AN INCREDIBLE EXPERIENCE! YOU WILL NOT WANT TO MISS IT!



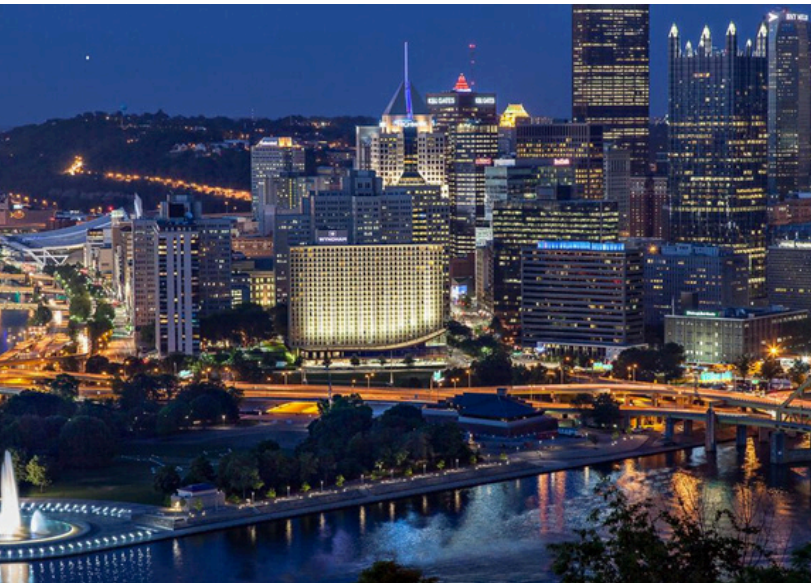


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SAVE THE DATE 2024 PALI CONFERENCE PITTSBURGH, PA SEPT 9 and 10

The Wyndham Grand Hotel Pittsburgh is close to everything. Located in the heart of downtown, where Pittsburgh's famed three rivers meet soaring skyscrapers, The hotel is within walking distance of Acrisure Stadium, PPG Paints Arena, PNC Park, the Cultural District, and 80+ restaurants, bars, entertainment venues & shopping.



All Photos Courtesy of Tanya McKee-Ayanru | Director of Convention Services
Wyndham Hotels & Resorts 600 Commonwealth Place | Pittsburgh, PA 15222
www.wyndhamgrandpittsburgh.com





CURRENT PALI BOARD OF DIRECTORS

Chairman of the Board:	Eileen Law	DetLaw@aol.com	(610) 388-1776
President:	Rick Carpenter	rcarpenter@ina-inc.com	(717) 648-4911
First Vice President:	Sandy DeAndrea	sandy@deandrea.biz	(570) 233-8114
Second Vice President:	Marc Bourne	marcbournepi@gmail.com	(215) 669-5160
Secretary:	Frank DeAndrea	frank@deandrea.biz	(570)233-1069
Treasurer:	Dennis Eberly	ontargetpiandconsultant@comcast.net	(717) 869-9210
DIRECTORS AT LARGE:			
Regions 1 & 2:	William Everman	wheverman@comcast.net	610) 494-0635
Regions 3 & 4:	Sean Hall	Lancasterdetective@gmail.com	(717) 553-7503
Regions 5 & 6:	Ed Gray	revved@comcast.net	(239)293-8084
REGIONAL DIRECTORS:			
Region 1:	Alex Soutos	alex@samosinvestigations.com	(484) 467-6911
Region 2:	Adam Nowicki	lehighpi@gmail.com	(484) 809-9101
Region 3:	Chuck Kleber	warnerpi@yahoo.com	(717) 495-1889
Region 4:	Scott Warner	ckleber@att.net	(570) 777-2367
Region 5:	George Galovich	ggalovich@delphi-services.com	(412) 474-2351
Region 6:	Dan Benny	drbennypi@comcast.net	(717) 574-9273





ETHICS

BY: Kitty Hailey, CLI
SME on ALL things Ethics

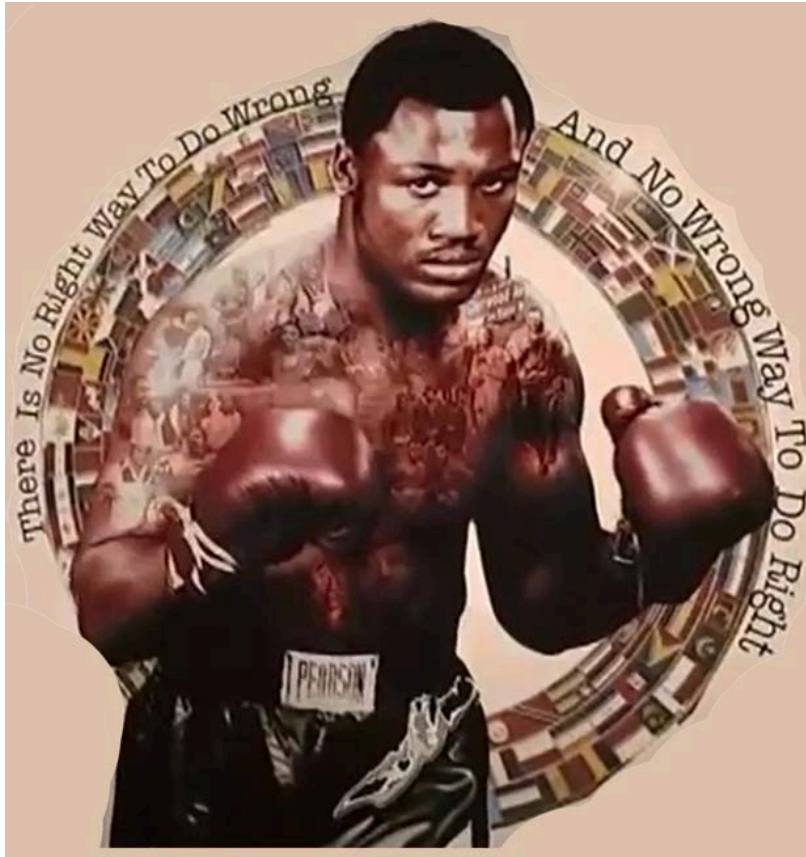


Writing a column about Ethics on a regular basis is a challenge. I recognize immediately that it is not the first article an PALI reader will gravitate towards. Most of us are advanced in our profession

and possess the skills that have allowed us to reach these levels of excellence. We got here because we have most likely conducted ethically based investigations that have not necessitated disciplinary action or worse. My problem is appealing to the majority of you, the reader, without sounding preachy or didactic.

We all have decisions to make daily which reflect upon our skills and our ethics. We are adults with businesses that support ourselves and our employees. Our responsibilities to conduct our work in a manner that is acceptable becomes heightened.

I was considering all of this when driving through north Philadelphia, or the "badlands" as it is called locally. Among the decaying houses and the homeless encampments I saw nothing



but urban decline. But Philly is the birthplace of many people who have risen out of the ashes and created lives that impacted on themselves and their families. Kevin Hart, Richard Gere, Kobe Bryant, Will Smith, Bob Saget and even Grace Kelly were products of my city.

I was wondering about this when I saw a piece of urban art up on the side of a decaying building.

It was a large oval painting of Joe Frazier, another Philly family member. Around his huge biceps and boxing gloves were the words:

"There is no right way to do wrong and no wrong way to do right."

Therefore, today, I'm not presenting an article for you to ponder, but the words of one man who made an impact with his fists, with his heart and with his humanity. I'm not a boxing fan but the excellence of these words made me smile.

This is my article. These are my feelings. He echoes my ethics to their core.

Kitty Hailey is a regular contributor to the Ethics Column of this newsletter. Her publication:

Code of Professional Conduct: Standards and Ethics for the Investigative Profession

is now in the fourth edition.

She can be reached at www.kittyhailey.com





PALI REGIONAL DIRECTOR'S UPDATES AND GOINGS-ON

As part of one of President Carpenter's initiatives to keep the membership informed, Regional Directors have been sending in information of activity within their regions for members to be aware of. Any PALI member who has anything newsworthy for the newsletter can submit it to their regional director whose contact information is on page 12, or directly to the Newsletter Editor. Members are reminded to follow the Newsletter Policy published on the PALI Website especially for photo release information and copyright permissions.

REGION 1 and 2

Vice President Marc Bourne submitted the PALI Member Spotlight "Congratulations to Gary DeFinis on 34 Years!"

Recently, Gary DeFinis a PALI member who is located in Philadelphia (PALI Region 1) celebrated 34 years of being in the PI industry.

REGION 3 and 4

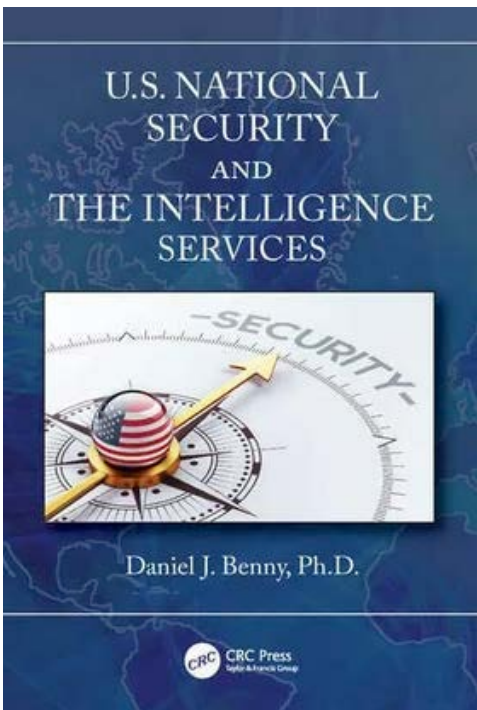
Sean Hall Reports: We had a PALI lunch at the Outdoor Country Club, 1157 Detwiler Dr, York, PA 17404 on May 08, 2024 at 11:30 AM. We had 19 attendees, 9 of the attendees were non PALI members. unfortunately I don't think we have any photos. I will email Rick to see if he does, sorry I should have had someone do that. There was interest from some of the non-members regarding joining PALI. I plan on doing one for Region 4 in the near future.

Web site Committee

We have been continuing to discuss website/hosting and redesign, Members are Sean Hall, Chuck Kleber and Conner D. O'Rourke. Any member interested in assisting the Committee in the redesign / hosting of the PALI Website can contact Sean or Chuck using the contact information on Page 12.

REGION 5 and 6

Region 6 **Director Daniel J. Benny, Ph.D., CPP, PCI, CFE** Private Investigator & Security



Expert has had his 8th textbook Published by CRC Press, U.S. National Security, and The Intelligence Services. His other textbooks published include The Complete Guide to Physical Security, General Aviation Security, Cultural Property Security, Industrial Espionage, Maritime Security, Private Investigation and Homeland Security, and The United States Coast Guard Auxiliary and Homeland Security.

CONGRATULATIONS Dan!



ROOM 301

The Power of Kindness

By: Frank V. DeAndrea, Jr.

February 6, 2011, at around 4:30 pm I was shaving, getting ready to go to a super bowl party. I have no idea who was playing, nor do I remember who won. What I do recall vividly is that Monday morning, February 7, 2011, at 5:30 am I was shaving to go to work when I noticed a small, pea size lump on the side of my neck. It was NOT there the afternoon prior. I thought I was the picture of health. However, four office visits and a fine needle biopsy later I was diagnosed with HPV and cancer of the throat, tonsils and lymph nodes. I spent two weeks in a tailspin. I was bouncing between otorhinolaryngologist, surgical oncologists, medical oncologists, hemato oncologists and of course, radiation oncologists. If nothing else, I learned some excessively large words quickly. Bad news, I had the worst possible kind of cancer, would not be able to eat, speak, talk, chew, swallow or use my right arm after the 5 surgeries that would be required. Good news, after all the surgeries, I would only survive for about six months.

All I could think about were my six children and my wife. Who was going to take care of them? My two youngest children were 4 and 5 years old. The thought of them



The photo I took April 2011 as I entered "The room that changed my life!"

having to grow up without a father was killing me faster than the cancer. And then there was my wife. She did not sign up for this.

Never having been diagnosed with cancer before, and certainly not ever being told by no less than five professionals that I only had six months left to live, I quickly retired from work in the Pennsylvania State Police and attempted to get my affairs in order. Anxiety and fear set in as I had no idea all the work I needed to do to get my entire life in order and prepare to die. A living will, a last will, life insurance, too later for anything additional. Giving my wife ALL my passwords to all the accounts I have so she

could either cancel them or pay the bills when they come due. Writing down things I want my 5-year-old son and 4-year-old daughter to know such as just how much I love them and that they were truly God's gift to me. Trying to figure out how I tell my older children I am dying. Writing good-bye letters to my loved ones. Dealing with my Human Resources Department to make sure all my beneficiary paperwork is up to date. Feeling totally alone because there was no one to talk to about all the things I needed to do to prepare to die. Everyone I knew who died was...well, they were dead, and I could not talk to them.

I needed to get all my affairs in order in the next six months while juggling at least five different 10 hour surgeries!

I did not have any time to worry about me, to concentrate on the real issue of trying to get better. All I could think of were my wife and children. The countless two ½ hour trips to and from Philadelphia and now, the hospital stays, pre- and post-surgery she would have to deal with. How was my poor wife going to do all of this and handle the children, a career, the house and deal with a dying husband?

My doctor's admin, Tish, told me she could decide at the Hope Lodge for my family to stay free of charge, for as long as they needed while I was in the hospital in Philadelphia. It was as if she read my mind. I could take the worry about where my wife will stay and how she will drive 5 hours every day to visit me off my list.

Again, never having been "dying" of cancer before, I had no idea what a "Hope Lodge" even was. It ends up that the American Cancer Society Hope Lodge program provides a free home away from home for cancer patients and their caregivers.

I remember as if only yesterday, arriving at the Hope Lodge the evening prior to my surgery. The driveway was lined with daffodils in full bloom. I remember everything about the facility, right down to the beige carpet. We registered and went up to the third floor where I stopped outside of the door to the room. My room. Room 301.

The number sign on the door was a white rectangle with black numbers, 301. The plexiglass sign hanging above the numbers printed in black letters said:

**Salmansohn Room
in loving memory of
Rubin Salmansohn.**

I cried. Not because I knew Rubin Salmansohn or his family, I cried because I felt relieved. For the first time in months, I realized I could now concentrate on me getting better and fighting this cancer all because someone I never knew was kind enough to donate an entire room at a facility that did not charge cancer patients or their families to stay as guests. I think I had the best nights sleep of my adult life in that room.

I made it my duty to seek out this Rubin Salmansohn family and thank them. But, as life would have it, one surgery ran into another surgery ran into trying to teach myself how to speak again, and swallow, and chew and drink. Time passed and I was in remission and in nine months, the man who only had six months to live was going back to work as the Chief of Police in the City of Hazleton.

About 1 year after my stay in Room 301, while at my desk at work, I was on the internet researching something and on the right-hand side of my display, a quote popped up with a link to an article. As if being guided by some divine intervention, I clicked and followed to end up reading an article. It was a beautiful story about a woman, and her father. She learned that on the day her dad passed away,

her mom found an envelope in her dad's drawer that was over 30 years old. It was an old newspaper article that she had sent to her dad. She went on to share the clipping. I read the first two lines, and I was mesmerized. Almost hypnotized as they were so powerful.

It read: "Everything that is not given, is lost." Read those words again – and really take them in.

This summed up my life the past year dealing with cancer. I was currently burning my candle at both ends and the middle to share everything I had with my children, family and loved ones. I wanted them to have all my recipes written down, I needed a will, a plan for who gets my fishing gear, my hunting rifles, all the silly things I collected. I spent countless hours looking at old photos with my children telling them stories about who the people were in the photos with me and what we were doing. I spent more time talking to my wife about everything. But not talking as much as listening. Really listening, not just waiting to talk again. I began working on my book again with earnest. (Sadly, I have yet to publish it as I guess I am afraid but that is another story!) This article I was now reading was quintessential to realizing the truly important things in life.

I had been so focused on what the article said that I almost missed who the article was about and who wrote the article. Then it hit me...Rubin Salmansohn. Suddenly, as if by teleportation, I was standing in the hallway of the Hope Lodge and reading the sign on the wall of Room 301.

The article was by Karen Salmansohn. MY Karen Salmansohn! THE Karen Salmansohn! I was certain this was no coincidence. If this was not proof quantum entanglement was a real nothing was. I cried. More tears of joy that I found Karen, or at least found how to contact her. I felt that I had the opportunity now to finally say thank you and to tell her how her gift in honor of her father, to people she did not even know, changed my life and I am sure the lives of countless others. I spent the rest of the day writing a letter, no, a manifesto, and sent it off to www.notsalman.com.

Did you ever write to someone INCREDIBLY famous? Anticipating that you will never hear back from them but still feeling good that you took the time to say thank you. The Thank you I was writing was for me, not for gratification or recognition. I wanted to express my heartfelt thank you because that room, my room, room 301,

the Rubin Salmansohn room, changed my life.

The mind is such an important part of the healing process. I am confident if I were not able to focus my mind on me, healing, getting better, I would never have survived. It was room 301 that allowed me to know there were good people in the world and that I would be able to focus my mind on getting better.

I never expecting to get a reply to my letter. I just needed to say thank you. About a week later, I received a reply. Not an auto generated "thank you for contacting www.notsalman.com reply. Not even a "I will pass this message on to Karen" reply from an admin. I received a glowing lengthy, heartfelt reply from Karen herself. More importantly, I have become friends with Karen. She is an amazing woman. Beautiful, intelligent, witty and giving.

I cannot help but feel as if Rubin himself has guided me to Karen. And every so often, I read something on the internet that links me back to Karen.

You might have heard of Karen. She is a New York Times bestselling author having sold over two million copies of her eighteen separate books.

She is a columnist on OPRAH, Psychology Today, MSN, CNN, Yahoo, AOL, Mind Body Green, Huffingtonpost, Match, Bettyconfidential, Minyanville, Daily Love, etc.

She has been a Happiness Expert on The Today Show, The View, CNN, Bill Maher's show, Fox and Friends – and hundreds of morning TV shows across the country. Over the past 12 years Karen and I have remained close. I try NOT to alert her EVERY time one of my six children has a birthday, loses a tooth, gets accepted to college, gets a new job, has a child, or gets married because she is busy being a self-help expert. But through this all, I am reminded of her, and her generosity nearly every day. I speak to Rubin often as if we are old friends.

When Karen's father Rubin passed away Karen and her family decided to donate to the Hope Lodge and have a room named in Rubin's honor. Room 301. My room. I do not believe Karen had any idea as to how many people she would help with her kindness. Karen cast a pebble into a pond and started to create ripples of good. The Hope Lodge opened in 2009. I stayed there with my wife in 2011.

By now, Room 301 has served hundreds of people. Fortunately for me I survived and have gone on to help others. I attribute my survival to the mental relief I received, the inner peace that allowed me to concentrate on me. All because of Karen's magnanimous gesture. I remain forever beholden to Karen for casting a pebble not knowing who the ripples would reach.

It is June 5th, 2024, as I author this story. Why, because yesterday, June 4, 2024, my Favorite Uncle, Louis Colombo passed away 1 month shy of his 99th birthday. He was a role model to me most of my life and one of the people I tried to emulate.

This is what happened that has prompted me to write this article for a Private Investigator Newsletter. Because, skeptical as we all are, one might be asking: "What the hell does this have to do with Private Investigations?!"

I might not be that smart. I may not be smart at all, but I know how police, security, private investigators and the lot think and act because I have spent my life not only being one myself but being married to one.

We often are so busy making a living that we forget to take time to make a life. We get so

tied up and focused on the issue at hand, that we forget about the big picture.

We spend our lives toiling away solving everyone else's problems, never giving any thought to our own. We lecture and teach others why it is important for them to prepare now for the day they cannot protect themselves, cannot do for themselves, or that they are no longer here but we DO NOT take our own advice.

The following is the message I read from Karen Salmansohn the day my Uncle Lou passed away. IT IS THE SAME MESSAGE I READ FROM KAREN IN 2012!!

"Everything that is not given, is lost."

Read those words again - and really take them in.

"Everything that is not given is lost."

This is a potent wake-up call.

Because we are mortal... every talent, skill, ability we possess...

every thought and feeling we ever have...

...every beautiful sight we ever see.... every material possession we own.... will ultimately be lost...

Unless we give what we have to others...

...to our spouse, our children, our friends, our neighbors...

...to the strangers we encounter on our path...

.... what we know and value will be irrevocably and utterly gone!

But...

If we give freely of our minds, hearts, spirits... who we are...

...then what matters most to us will never die...

...but will live forever in the psyches of not only all those who know us...

..but everyone who encounters them...

... and then everyone who encounters those who knew them...

...in an infinite regression of mysteriously unseen effect!

That's why the metaphor of a pebble in a pond is so potent. We toss the pebble of our soul into the pond of life... and ripples are created!

If we hoard ourselves ...our gifts, our talents, our love, our thoughts, our feelings, our insights, our words....

...we will make a very little splash.

...and the ripples will soon end.

But if we give fully... with abandon and abundance... the ripples go out infinitely, overlapping and intermingling with other souls.

Viewed this way...what kind of ripple do you want to be?

******-Karen Salmansohn
www.notsalman.com***

So, my friends and colleagues, here is to hoping you are never diagnosed with Cancer. That you are never EVER given six months to live and that you never have to suffer the mental pain and anguish of dealing with this type of disease.

But if you do, here is to hoping you ALL have a Room 301, a Rubin Salmansohn, a HOPE Lodge and a Karen Salmansohn to help you through.

Now go make some ripples.

All the best, always.



If you want to read the entire article by Karen Salmansohn, go to:

<https://www.notsalmon.com/fr ee-stuff/>

<https://www.notsalmon.com/2011/08/05/making-ripples/>

Author's Note:

I have so many people in my life who I am incredibly grateful for daily. But I would not be here today if it were not for the love and support of my wife, Sandy. After five oncologists had given me a prognosis of six months to live and a diagnosis of the "Worst Possible Kind of Cancer!" Sandy told me we were going for a second opinion.

I informed Sandy that according to the Kübler-Ross five stages of grieving, she was clearly in denial and could not accept I was going to die. I gently attempted to reason with her explaining we just had five expert opinions and they all agreed I have about six months to live. Sandy, in her unique way of inserting four letter expletives to heighten the importance of a statement, proclaimed: "Then we are going for a (EXPLETIVE)ing sixth, and we are getting the (EXPLETIVE) out of here! I have a tee shirt with the silhouette of Wonder Woman on it that reads: I asked God for courage and strength; he sent me my wife! I could not be prouder to wear that shirt. When I give up, she showed me the difference between denial and persistence! Thank God for the women of this world.

PS: I was given 6 months to live in 2011, 13 years ago. If you are keeping a list of my finer attributes, along with "not having a choke", "being the reason for the need for safety briefings", "not stopping to think", causing the warning "Don't try this at home" to be created and "being a bad example", please add "not being a very good listener" to the list.

Author's Note:

*** I credit Karen Salmansohn for the quote in this article because even though she said she found it in a magazine 40+ years ago, she is the only author I can find attributed to this passage.

Besides, for the past 13 years, I cannot see a ripple in a pond without smiling and thinking of Rubin and Karen.

Thank you, Rubin, for connecting me to Karen.

Thank you, Karen, for the millions of people you have helped with your selflessness, generosity, and willingness to teach. Thank you for caring although by this point of our relationship, I have realized, sharing caring teaching and giving are not what you do, they are who you are. The world, no, the universe is a better place because of you.

One day, I will write the book you are always pushing me to do.

About the Author:

Frank V. DeAndrea, Jr. is the Editor-In-Chief of the PALI Guidon. He is the Secretary of the PALI Board of Directors and has been a frequent contributor to the newsletter. Frank can be reached through his website: www.deandrea.biz or via email at: frank@deandrea.biz



2024 PALI CONFERENCE SCHEDULE

(Subject to Change)

Sunday, September 8, 2024

07:00 – 08:00 p.m. Pre-registration ~ Bridges Foyer

Monday, September 9, 2024

Vendors ~ Bridges Foyer

**** PLEASE HOLD ALL QUESTIONS UNTIL AFTER THE SPEAKER HAS FINISHED THEIR PRESENTATION. ****

07:30 – 08:30 a.m. Registration ~ Grand Foyer. All Classes in Smith & Birmingham

Continental Breakfast ~ Heinz Room

08:30 – 09:00 a.m. Opening Remarks & Brief Attendee Self Introductions ~ President Rick Carpenter

09:00 – 09:30 a.m. "Pittsburgh: Promiscuity To Palatial Palaces Topped With Ketchup!" ~ Reverend Ed Gray

09:30 – 10:30 a.m. "Using PI's In PA Innocence Project Investigations" ~ Elizabeth DeLosa, Esquire, and Keri Bozich

10:30 – 10:40 a.m. Break ~ Vendors' Stations

10:40 – 11:45 a.m. "Human Trafficking vs. Missing Persons vs. Runaways: Knowing The Difference & What To Do When You Find The Answers" ~ Eileen Law

11:45 – 12:00 p.m. Vendors & Sponsors Presentations: Mike Yergey, Yergey Insurance; Nicole Cusanelli, PI Magazine

012:00 – 0:15 p.m. Lunch ~ Heinz Room

01:15 – 02:30 p.m. ~ "A Fool and His Money are Soon Parted"—How to Identify and Prevent Computer Scams ~ Sandy DeAndrea

02:30 – 02:40 p.m. Break ~ Vendors' Stations

02:40 – 04:30 p.m. "From Crash To Cash ~ Civil Investigations" ~ Bill Everman

04:30 – 06:00 p.m. ** Free time for registrants ** Board Meeting for PALI Board 4:30 p.m.

06:00 – 7:30 p.m. Dinner ~ Heinz Room ~ "Professional Investigator of the Year" awarded

07:30 – 11:00 p.m. Hospitality Suite ~ Ft Pitt ~ Open Bar for 1.5 hrs., then Cash Bar

~ PLEASE WEAR YOUR ID LANYARD





2024 PALI CONFERENCE SCHEDULE

(Subject to Change)

Tuesday, September 10, 2024 ~ Wild Rose A-B

Class in Smith & Birmingham

07:30 – 08:30 a.m. Continental Breakfast ~ Heinz Room

08:30 – 9:00 a.m. "Protecting Your ASSETS ~ Pitfalls Regarding Liability Insurance" ~ Mike Yergey

9:00 – 10:00 a.m. ~ “Keeping The Gold In Your Golden Years”- How to Protect Yourself and Your Loved Ones from Financial Exploitation ~ Frank V. DeAndrea. Jr.

10:00 – 10:10 a.m. Break ~ Vendors' Stations

10:10 – 11:00 a.m. "Act 235 & State Police New Requirements" ~ Greg P. Angell, Esquire

11:00 – 12:00 p.m. Lunch ~ Heinz Room

12:00 – 12:30 p.m. Closing Remarks & Door Prizes (must be present to win) *This includes one paid dues membership, as well as one reimbursement for conference fee* ~ President Rick Carpenter

Schedule is Subject to Change



“If you want to make a difference
in someone’s life,
you don’t need to be
gorgeous, rich, famous, brilliant
or perfect...
you just have to care.”

— **Karen Salmansohn**





2024 PALI CONFERENCE TOPICS and SPEAKER INFORMATION



Reverend Ed Gray

Topic: Pittsburgh: Promiscuity To Palatial Palaces Topped With Ketchup!

Founded in 1758, the City of Pittsburgh has a rich and fascinating history. But the travelogues and visitor guides only tell part of the story. The official, antiseptic version told by those who inhabit the streets during the light of day. Those that work during the evening hours and the graveyard shifts know what truly went into the development of the Steel City. Rev. Ed Gray will offer you an introduction to the 'Burgh as seen thru the eyes of the Law Enforcement Community for nearly one hundred years. How the Red Light District was transformed into the Cultural District. The subtle nuances that separate the Golden Triangle from the various ethnic neighborhoods that line the shores of the three rivers. And the critical role that the local Law Enforcement and Private Security Agencies played in shaping the labor unions and policies throughout the United States. All punctuated with humorous tales and anecdotes gathered from the cops on the beat, the undercover detectives that patrolled the region, and those that serve today.

Biography:

Rev. Edward Gray is part of three generations of Law in Pittsburgh, Pa. Having cofounded a successful detective agency in Allegheny County with his father in the 1980's, he was called into full time ministry and ordained in the Presbyterian Church (U.S.A.) A graduate of Duquesne University and Pittsburgh Theological Seminary, he has served 5 congregations and ministries, overseeing the construction of a new church in Washington, Pa. and a New Church Development in Southwest Florida. While in Florida he returned the private security field, acquiring the licensing necessary to establish Jericho Security and Jericho Academy which trained and provided security personnel throughout the region. Eventually, he accepted a call to return to full time ministry in Pa., but was also asked to renew his licenses and training credentials in order to serve the larger church. Jericho Investigations, LLC is now a licensed agency in Pa. and specializes in offering security services, active shooter training and various other services to faith based agencies. Gray is a licensed PI in Florida and Pa., a certified NRA Law Enforcement Firearms instructor and a Certified ALICE instructor, as well a Regional Director for PALI.



Greg P. Angell, Esquire

Topic: Act 235 & State Police New Requirements

Greg will speak on recent developments in Act 235 firearm instructor certification and the Pennsylvania State Police position on certification of licensed private detectives, with specific reference to recent litigation in that area.

Biography:

1995 Graduate of the University of Pittsburgh School of Law, member of the Pennsylvania and Federal Bar since 1995, Associate at Buchanan Ingersoll and Rooney, P.C., Partner at Biancheria, Ericksen, Maliver & Angell, sole practitioner since 2006.





2024 PALI CONFERENCE TOPICS and SPEAKER INFORMATION

Elizabeth DeLosa and Keri Bozich

Topic: Using PI's In PA Innocence Project Investigations

Pennsylvania boasts one of the strictest appellate and post-conviction landscapes in the nation. This presentation will highlight the stark differences between investigating pre-trial criminal cases and post-conviction case. Learn what you need to know about Pennsylvania post-conviction law to ensure you can identify and follow the investigation leads that are most likely to uncover new evidence that was not available at the time of trial. Decade old cases can be complex and overwhelming – join us to explore the fundamentals of investigating and litigating in the Pennsylvania post-conviction arena.

Biographies:



Liz is the Managing Attorney of the Pittsburgh Office of the Pennsylvania Innocence Project. Liz is a 2004 graduate of the University of Pittsburgh and 2010 graduate of Duquesne University Kline School of Law. After law school, Liz worked as a public defender with the Allegheny County Office of Conflict Counsel and as an Assistant Federal Defender for the Federal Defender’s Office in the District of the U.S. Virgin Islands. In 2016, Liz began her work with the Pennsylvania Innocence Project as Managing Attorney. Liz also teaches courses on wrongful convictions, criminal procedure, Pennsylvania Appellate procedure, and United States Criminal Law and Procedure for Duquesne Kline School of Law, the University of Pittsburgh’s School of Law, and the University of Cologne, Cologne Germany.



Keri is a licensed private investigator and has owned and run KBI Keri Bozich Investigations as a sole proprietor for the last 10 years. She works predominantly criminal defense in both state and federal court, and also works on civil rights cases. Keri has testified for the defense in both state and federal court and has been qualified as an expert witness in financial cases. Keri works with the Pennsylvania Innocence Project and recently assisted in the exoneration of an individual who was serving three consecutive life sentences. She's worked with countless attorneys on hundreds of cases and is deeply impacted by some of the injustices she's witnessed. Keri graduated Summa Cum Laude from Washington and Jefferson College in Washington, PA. She has a bachelor's degree in Accounting. While a junior in college, Keri worked at the Internal Revenue Service - Criminal Investigation as a Special Agent Student Trainee in Pittsburgh, PA. She spent six months at the Federal Law Enforcement Training Center and became a Special Agent for the Internal Revenue Service - Criminal Investigation. Keri was the recipient of the Law Enforcement Agency Director's Group Award and several Manager's Awards.



“Honesty is the first chapter in the book of wisdom.” –Thomas Jefferson.





2024 PALI CONFERENCE TOPICS and SPEAKER INFORMATION



Eileen Law

Topic: Human Trafficking vs. Missing Persons vs. Runaways: Knowing The Difference & What To Do When You Find The Answers

Approximately fifteen years ago, while searching for a nurse who had gone missing in Chester County, Detective Eileen Law uncovered some disturbing facts about missing persons cases. At the time, she had specialized in finding kidnapped children, missing persons and biological families with a 98% success rate in the then 24 years she had been doing that. However, in the case she was working, the things she uncovered forced her to delve into a world that, at the time, was more of an “underground” situation ~ something that people didn’t understand or talk about ~ that being Human Trafficking. She learned some of the most clever ways that those involved in this despicable crime use to lure their victims, male and female, young and old. She was determined to do more, and volunteered on the committee headed up by Senator Andy Dinniman to bring awareness to these matters, even though many in law enforcement blatantly denied that it existed. In this presentation, you will learn how to identify when a person who has gone missing, be it on their own volition, was taken or a runaway, how they become victims of human trafficking, what to look for and more importantly, how to go about getting them out of this dangerous world.

Biography:

Eileen is a certified Missing Persons Expert and also performs Technical Surveillance Counter Measures (TSCM.) She is an author, having published five books: Somewhere Out There, From A Different Chair, Officer Glee, Backstory, The Girl In The Cellar ~ The Boy In The Box, and is currently writing her sixth, Crushed. She has solved several cold cases, including the oldest cold case murder in her county. She attended the Pennsylvania State University, the Philadelphia Police Academy, the Dickinson Law School’s Deputy Sheriff’s Academy, and finished first in her class at the Supreme Court of Pennsylvania’s Minor Judiciary College. She was formerly Paralegal to the District Attorney and Lieutenant with the Chester County Sheriff’s Office. She is the founder of CIA Detective Agency in Kennett Square, and is currently Chairman of the Board of the Pennsylvania Association of Licensed Investigators (PALI) where she was chosen as their first female president as well as being awarded their very first “Investigator of the Year.” She is also a member of The Vidocq Society, Intellenet, Chester County FOP Lodge #11, and on the Board of Directors of the Chester County Chiefs of Police Association where she also serves as their Chaplain. She was formerly radio talk show host of Ask The Detective.



“It is far better to be alone, than to be in bad company.” –George Washington





2024 PALI CONFERENCE TOPICS and SPEAKER INFORMATION



Bill Everman

Topic: From Crash To Cash ~ Civil Investigations

Add civil litigation support to the services you offer, or, if you're already working for attorneys who handle civil litigation matters, pick up tips and strategies, as well as ways to get more business from your existing clients. Learn how investigators can support civil litigation throughout the life of a lawsuit.

Biography:

Bill has been working in the private investigative field since 1988. His principal area of practice is civil litigation, in which he has investigated everything from dog bites to wrongful deaths; he also conducts criminal defense and insurance investigations. He is a past president and chairman of the board of the Pennsylvania Association of Licensed Investigators, and the recipient of the 2022 James A. Carino Investigator of the Year award.



Mike Yergey

Topic: Protecting Your ASSETS ~ Pitfalls Regarding Liability Insurance

I will break down the differences in the policies, coverage and what you Really need to know before you sign a contract. I am here "To Protect Your ASSETS" before you get in too deep.

Biography:

Michael T. Yergey started with Yergey Insurance Agency in 1990, and after graduating from Ferrum College as a triple major in business. He started in sales for small businesses in the small family owned agency and subsequently has worked in personal and commercial services, accounting and sales. He became a partner in 2004 and handled personal lines and special programs. In 2017, Mike formed Yergey Insurance Services that is specializing specifically in special programs that include private investigators and security guard industry.

Mike has been working with State Organization and Departments of Public Safety Groups with their guidelines and bylaws. Yergey Insurance has been endorsed by many different National and State Associations for their insurance products and services that they provide.

Since graduating from college, Mike has been involved with a few different Non-Profit organization like Fellowship of Christian Athletes in Northern Virginia (FCA) and Nokesville Volunteer Fire and Rescue Department as a running member. Mike has also been a member of Independent Insurance Agents of Virginia since 1995 and has been a committee chair for the Membership Committee of the IIAV. Mike won the Young Agent award from the IIAV for his outstanding contribution to the association during his time as committee chair. He is now serving as Past Chairman for the IIAV.

Mike currently resides in King George, VA with his wife Mary and their three children.





2024 PALI CONFERENCE TOPICS and SPEAKER INFORMATION



Sandy DeAndrea

Topic: “A Fool and His Money are Soon Parted” –How to Identify and Prevent Computer Scams

In today’s cyber world, Phishing scams are all the rage. Sandy teaches you how to not get caught “Hook Line and Sinker.” This presentation is a walk on the wild side by anyone’s standards. She walks you through computer scams from the most common to a scam so advanced even the Federal Bureau of Investigations did not recognize it. In this discussion she will teach you what to look for, how scams work and most importantly, how NOT to get caught. Abraham Lincoln said-“You can fool all the people some of the time, and some of the people all the time...” Sandy teaches you how to NOT be one of those people.

Biography:

Mrs. DeAndrea holds a BA in Administration of Justice from the Pennsylvania State University, served as a First Lieutenant in the U. S. Army Military Police, and spent a career of twenty-seven years in the Pennsylvania State Police. While in the State Police she has worked in the capacity of Patrol Supervisor, Criminal Investigator, Asset Forfeiture Officer, Police Instructor, Gaming Enforcement Office Supervisor, and a member of the State Police Organized Crime Division. She has conducted more than one hundred Financial /Money Laundering investigations. She is an expert in VIP Security having provided close protection for Pope Francis, several Governors, players from MLB, the NFL, and Television celebrities. Sandy also maintains a black belt in Gojo Ryu Karate and is proficient in a multitude of weapons.

Sandy also has the distinction of being a senior undercover operative working a highly covert, multi-state, homeland security investigation known only the four Command staff members of PSP. Maintaining a total covert, fictitious identity she traveled out of state and attended meetings and social gatherings up and down the East Coast infiltrating several international organized crime organizations Sandy has uncovered several multi-million dollar international fraud / money laundering and human trafficking rings and speaks as an expert on this topic.

Sandy is wiretap certified, an emergency vehicle instructor, a police academy instructor and has received countless awards and recognition. Sandy is the First Vice President of PALI, the Chair of the Intellenet Protective Services Committee and the co chair of the Vidocq Society’s training and Education committee. She has been featured in PI Magazine with her husband and partner, Frank DeAndrea, Jr.



“It is amazing what you can accomplish if you do not care who gets the credit”
– Harry S Truman





2024 PALI CONFERENCE TOPICS and SPEAKER INFORMATION



Frank DeAndrea

Topic: Putting the Gold back in your Golden Years

This presentation turns financial exploitation of older adults on its head. Frank DeAndrea presents this topic in a way that is guaranteed you have not heard before. Using medical studies, cartoons, pictures and video clips, he will explain the inner workings of the human brain and why older adults are targeted and fall prey to financial exploitation. After hearing this presentation, you will never look at this topic in the same fashion and you will understand why financial exploitation of older adults continue to occur and exactly how to protect you and your loved ones from losing your life savings.

Biography:

Frank DeAndrea, Jr. has over 40 years of Law Enforcement experience to include the United States Army, retired Pennsylvania State Police Sergeant, prior Chief of Police City of Hazleton, Pennsylvania; current Pennsylvania Police Academy Instructor and is the President of DeAndrea Investigations & Security LLC. He is a subject matter expert on police policy and procedure investigations, financial exploitation of older adults and how to investigate police departments. He has written multiple regulations for state and municipal police departments and assisted in writing the Pennsylvania gaming enforcement regulations as well as the Lackawanna College Police Academy curriculum.

Mr. DeAndrea has spoken on Capitol Hill and the Pennsylvania State Capitol. He consults and trains federal and state congressmen, senators and representatives, and frequently lectures internationally to federal, state and local law enforcement agencies and private investigators. He has received countless awards and recognition to include the PALI 2023 Investigative Professional of the year award. Frank is on the board of directors for PALI and Intellenet, publishes the newsletter for both and is co-chair of the Vidocq Society's training and education committee. He was featured in April 2022 issue of PI Magazine with his wife and partner, Sandy DeAndrea.



“In matters of style, swim with the current; in matters of principle, stand still like the rock.”

– Thomas Jefferson



2024 PALI BOARD OF DIRECTORS IMPORTANT DATES

All Board Of Directors should take note of the following dates and times for the remaining 2024 Quarterly Meetings:

- **Wednesday, July 10, 2024 – 12 Noon**
- **Monday, September 18th – Time to be determined**

The September meeting shall be held during the 2024 Annual Conference and as such, the time shall be determined and announced once Conference itineraries are confirmed.

Members who would like an issue or topic discussed at a Board of Director meeting should contact their regional director, or any Board member, prior to a meeting date and provide them with the information.



CREATING BUSINESS LEADS

BY: William F. Blake, MS, CPP, CFE



Creating business opportunities can be a challenging task that is avoided by some Private Investigators. Actually, creating business opportunities can be a relatively uncomplicated process. Let us take a look at a simplified approach.

- The first step is to identify potential targets.
- Then it is necessary to determine what the company has to offer from a private investigation and security management perspective.
 - * What products or services does the business provide?
 - * Do they have multiple locations?
 - * Who are the management executives?
 - * How long have they been in business?
 - * What is their reputation within the community?
 - * Do they have a dedicated security unit?
- What questions can I expect from the business owner?
 - * How long have you been in business?
 - * What services can you provide?
 - * How many employees do you have?
 - * What are your references?
 - * What professional associations do you belong to?
 - * What is your experience?
 - * Do you have any professional certifications?
 - * What is Intellenet and how long have you been a member?
 - * What are the advantages of collaborating with your company?
 - * What is the cost savings collaborating with you?
- Where can I find potential business leads?
 - * Chamber of Commerce
 - * Local business associations
 - * Personal community knowledge
 - * Local business newspapers and media outlets
 - * Civic groups, i.e., Rotary Club, etc.
- Develop a presentation with emphasis on how you can assist the client. Remember, you have access to experienced investigators with specialized technical skills, such as Business Continuity, Crisis Management, Security Devices and System, Undercover Operations, etc.

William F. Blake is a frequent contributor to the PALI Guidon.

He can be reached at Blake and Associates, Inc,

(303) 683-3327

E-mail: billblake2@aol.com



POLICIES, PROCEDURES and the LAW

IS YOUR WEBSITE ADA COMPLIANT?

By: FRANK V. DeANDREA, Jr.



Recent conversations with several different individuals have made me realize many people are totally unaware of the law pertaining to ADA Compliance.

On April 24, 2024, the Federal Register published the Department of Justice's (Department) final rule updating its regulations for Title II of the Americans with Disabilities Act (ADA). The final rule has specific requirements about how to ensure that web content and mobile applications (apps) are accessible to people with disabilities.

Many citizens, to include those with disabilities, obtain many of their services, programs, and activities through websites and mobile apps. When these websites and mobile apps are not accessible, they can create barriers for people with disabilities.

- For example, individuals who are blind may use a screen reader to deliver visual information on a website or mobile app as speech. A state or local government might post an image on its website that provides information to the public. If the website does not include text describing the image (sometimes called "alternative text" or "alt text"), individuals who are blind and who use screen readers may have no way of knowing what is in the image because a screen reader cannot "read" an image.

Websites and mobile apps that are not accessible can make it difficult or impossible for people with disabilities to access services, like ordering food or shopping for goods and services. Yes, even searching for a Private Investigator. Searching for the information, goods and services that are quickly and easily available to other members of the public online. Sometimes, inaccessible websites and mobile apps can keep people with disabilities from joining or fully participating in civic or other community events like town meetings or programs at their child's school.

This rule will help make sure people with disabilities have access to state and local governments' services, programs, and activities available on websites and mobile apps. This rule will also provide state and local governments with more clarity about what they have to do to comply with the ADA.

As in the past, 2020, and 2022, this rule is the bellwether and precursor to other court rulings on the private sector.

Currently, the law on ADA Compliance is as follows:

ADA Compliance is the Law – What Courts Say You Should Do

The Americans with Disabilities Act was passed in 1990. At that time the Internet, Smart phones and the like were non-existent. Over the years since, regulations pertaining to physical spaces were written so that businesses can use them to remain in compliance with the ADA.

Unfortunately, digital space accessibility guidelines are not as easy to come by. Although there is a lack of guidelines, it does not mean there is no need to remain ADA Compliant with a web site.



In a letter to Congress, the Department of Justice stated: “the Department has consistently taken the position that the absence of a specific regulation does not serve as a basis for noncompliance with a statute’s requirements.”

Along with this is the fact the ADA is a “no-fault” statute. This means that ignorance of ADA requirements is not an acceptable excuse in the eyes of the law. In this particular case, ignorance of the law is not an excuse and if your website broke the law, you and your business are responsible for any sentence or fine handed down by the court.

Section 508 of the Rehabilitation Act of 1973

In 1998, Congress amended the Rehabilitation Act of 1973 to require Federal agencies to make their electronic and information technology (EIT) accessible to people with disabilities. The law (29 U.S.C § 794 (d)) applies to all Federal agencies when they develop, procure, maintain, or use electronic and information technology. Under Section 508, agencies must give disabled employees and members of the public access to information comparable to the access available to others.

Title III

Most businesses fall under Title III of the ADA, unless they do significant business with the federal government, which is covered by Section 508 of the Rehabilitation Act. State and local governments fall under Title II Here’s what the law says regarding Title III:

“No individual shall be discriminated against on the basis of disability in the full and equal enjoyment of the goods, services, facilities, privileges, advantages, or accommodations of any place of public accommodation by any person who owns, leases (or leases to) or operates a place of public accommodation.”

Under Title III, businesses that fall into the category of "public accommodation," such as hotels, banks and public transportation, are also required to comply. That means the entirety of the law applies, from physical considerations to digital accommodations.

In 2018, there were over 2,200 federal lawsuits alleging company websites were not compliant with the Americans with Disabilities Act (ADA) of 1990. That’s 177% increase over 2017.

On June 23, 2021, a federal appeals court upheld that Domino’s Pizza must make its website and mobile app accessible after a customer, who happened to be blind, sued Domino’s for being unable to order a pizza on the site. The suit, that took over five years to settle awarded the aggrieved individual \$4,000.00 in damages and Domino’s was responsible for paying the legal fees he incurred over the five year battle which were considerably higher than the damages awarded.

Of equal importance is the fact companies must also address their internal-facing employee websites or intranets. As companies build more diverse workforces that increasingly work remotely and access work resources through digital channels, these digital tools and platforms must also become ADA-compliant.

It’s not just desktop and mobile—other overlooked liability risks include kiosks offering company information or customer service, as these are digital platforms that fall under the ADA mandate. That means your booth at a trade show has to be ADA Compliant.



If you are questioning if a Private Investigative Website falls under Title III or not, I remind you that I am personally aware of lawsuits filed against Private Investigative websites in California, Florida, Texas, and Indiana so far. If the Federal Government recognizes Private Investigative businesses in four states as falling under Title III, I am confident when suits are filed in the other 46 states they will also be recognized as falling under Title III.

Website Compliance Laws

The majority of lawsuits filed thus far have centered on a lack of digital accessibility for blind or visually impaired individuals, however, to comply with the ADA, websites will also need to be accessible to individuals with physical, mental and neurological impairments.

Disabilities covered under the ADA:

- Blindness
- Hearing impairments
- Mobility/Musculoskeletal
- Epilepsy
- Neurological/Cognitive
- Cerebral Palsy

How Website ADA Compliance Affects You

Reebok, Harvard, Williams-Sonoma, Winn-Dixie, Marriott, Domino's Pizza, Beyoncé, and Playboy are just a handful of companies that have been hit with web accessibility lawsuits.

You might be tempted to say, "I'm not big like them. I don't have to worry." Resist that temptation. Complacency is not your friend. Remember, new ADA compliance lawsuits are filed every day.

How do you comply?

A quick search of the internet will reveal many companies in the business of making Web-sites ADA Compliant. As the number of ADA non-complaint website lawsuits continue to increase, forewarned is forearmed.

If you manage your own website, a simple internet search on "ADA Compliance Checklists" will give you all the information necessary for you to make sure you are compliant. In most cases it is best to have experienced digital accessibility solutions expert review and or build your website. Recognizing not everyone can afford these businesses, it is imperative to know what challenges are involved with building your own website.

Saying things like: "I don't have time." "This is how we always did it." "There are a gazillion others who do the same thing!" will not exonerate you and in fact, in most cases, will make things worse. The courts have ruled consistently when you are hit with website title III accessibility lawsuits, ignorance of the legal requirements cannot stand as an excuse for the consequences of non-compliance.



Making matters much worse is the fact that A recent conversation with a nationally known “Private Investigator” Insurer informed me that for most small Private Investigative Businesses, the cost of an insurance policy with appropriate third-party riders would be thousands of dollars a year where the cost to have a company make your website ADA compliant is a few hundred dollars. Unless you have a specific rider covering these type of lawsuits, your insurance does NOT COVER these type of lawsuits.

From the ADA Compliance website:

The Rise of ADA Compliance Lawsuits

Every year, millions of people are building new websites for their businesses, but the unfortunate thing is that most of these websites still have some digital accessibility issues. In most cases, neither the business owners nor the website designer understands the intricacies of ADA compliance requirements. That's why it is important to hire experienced digital accessibility solutions experts to put you and your business on the right track. While it is easy to ignore this fact about your company's website, you might be at risk of rising ADA web accessibility lawsuits related to ADA. When you are hit with website title III accessibility lawsuits, ignorance of the legal requirements cannot stand as an excuse for the consequences of non-compliance.

The long-term benefits of an ADA compliant website far exceed the risk of waiting and hoping a lawsuit doesn't arrive because it is NOT a matter of if, but when. The question should not be “Can you afford to comply?” The question should be: “Can you afford NOT to?”

Frank V. DeAndrea, Jr. is a frequent contributor to the PALI Guidon. He is the Editor-In-Chief of the newsletter, Secretary of the PALI Board of Directors, Editor-In-Chief of the Intellenet Global Gazette, on the Intellenet Board of Directors, the Co-Chairman of the Vidocq Society Training Education and Seminar Committee and a recognized international expert in Police Policy and Procedure Investigations.

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“One man with courage is a majority.”
– Thomas Jefferson

PALI MEMBERS PHOTOS and HAPPENINGS

PHOTOS and HAPPENINGS of MEMBERS
Around the Globe



ABOVE: PALI Members: Eileen Law, Bill Fleisher and Russ Kolins on a recent trip to Ireland with Intellenet seen here with their wives and other friends.



ABOVE: PALI Member Marc Bourne (left) speaks at the FAA Designated Employer Representatives Roundtable sponsored by Republic Airways at their training facility in Indianapolis, IN on April 10th and 11th.



LEFT: PALI Members Sandy DeAndrea (5) and Frank DeAndrea (1) along with Don and Karen Aravich (6&7) and Jeff Stein (8), attend a personal tour of the J&J McConnell Irish Whisky Distillery in Belfast Ireland. Also in the front row, Mark Johnson (2) head of sales and Marketing, Sarah Kennedy (3) Whisky Brand Ambassador and Graham Milar (4) Master Distiller. Frank and Sandy enjoyed the tour so much they are now the proud owners of a cask of J&J McConnell's Irish Whiskey. Needless to say they will be returning to the distillery every year to visit with their cask!



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GUIDE

SECRET RECIPE

4th of July Strawberry Pie

Because nothing says 4th of July like strawberry pie!

BY: Frank V. DeAndrea, Jr.

Ingredients:

PIE CRUST

- 1 baked 9 inch pie crust

FILLING

- 4 cups (2 ponds, 1 quart or 2 pints) fresh strawberries cleaned and hulled.
- 1 cup white sugar
- 4 tablespoons cornstarch
- ¾ cup water
- 1 teaspoon vanilla

TOPPING

- 1 cup heavy whipping cream cold
- 2 tablespoons powdered sugar
- 1 teaspoon vanilla



DIRECTIONS:

1. Gather all of your ingredients.
2. Arrange 1/2 of strawberries in baked pastry shell. I pick the ones that are all about the same size. Place remaining strawberries in a medium saucepan.
3. Add sugar to the strawberries in the saucepan; mask with a fork, place over medium heat and bring to a boil, stirring often.
4. While the strawberry mixture is coming to a boil, boil the 3/4 cup of water and then in a small bowl, whisk the cornstarch and water together.
5. Gradually stir cornstarch mixture into boiling strawberry mixture. Turn heat down to low and simmer mixture until thickened, about 10 minutes, stirring constantly.
6. Pour cooked strawberry mixture over berries in the pie crust and shake pie gently to allow cooked mixture to spread evenly in the pie crust coating all of the berries.
7. Refrigerate until chilled and set, at least 3 hours.
8. Before serving, add heavy cream and powdered sugar in a mixing bowl. Beat on High until soft peaks form. Add the vanilla and whip for 30 more seconds. Do not over whip!
9. Cover pie with whip cream, slice and serve.

ENJOY!





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GUIDON

THANK YOU

President Abraham Lincoln's Gettysburg Address was delivered in just 272 words and only 2 minutes. My welcome in this newsletter was exactly 272 words. I fear my thank you will be a bit longer as there is so much to be thankful for.

These are exciting times for PALI. Technology is creating Job Security as there are more scams and crimes using sophisticated electronics than ever before. All creating a need for investigators.

Act 235 is being addressed by the Board of Directors spearheaded by Regional Director Nowicki. The committee to re-write the Pennsylvania Private Detective Act of 1953 has drafted a new version and is in the process of presenting it to the Board of Directors for their review and approval. The Conference will be an exciting time as Pittsburgh is beautiful, the speakers are top notch, and the comradery will last a lifetime, and, next week will be the 4th of July. A time for celebration and reflection.

While you are out enjoying the patriotic display of burning Strontium, Copper and Magnesium (Red White and Blue) remember to play safe and responsibly.

As for me, I have a lot to be thankful for, Dad and Mom both turned 88 this year. Kids are all growing and doing well. Added a new grandchild making the total 5. Business is great. All of the family is healthy and Sandy loves me.

At the close of each newsletter, I often pause in writing to think of all the acts that have transpired to allow me to be where I am today. I am grateful that my father taught me the important things in life. He is my best friend. And for my sons who have shared countless hours by my side.

Yet it seems as if it is the women in my life who have woven my "life tapestry" into the shining guidon I am today. So to them, my wife, mother, sisters, daughters, and Joyce Mathews thank you. For seeing something in me that often I do not. For raising me, teaching me, listening to me, trusting in me and loving me.

Thank you members and readers, for all that you do to make this world a better place. Remember, we have no idea what problems other people may be dealing with so be kind and check on your friends.

Here is to hoping you are never faced with adversity. But if you are, I hope you all have a wife who loves you so much she refuses to give up and will take you for a 6th (Expletive) opinion that saves your life. I hope that you will all find a Room 301, a Rubin Salmansohn, and a HOPE Lodge. As for finding a Karen Salmansohn, we are blessed that she is only one click away!

<https://www.notsalmon.com/>

Until next time, go make some ripples.

Stay safe,

Frank





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