

CASIA Communicator



Volume XXXII Number 1

January 2012

Connecticut Alarm & Systems Integrators Association, Inc. Publication • P.O. Box 7290 Wilton, CT 06897 • Tel. 203-762-2444

Annual Meeting and Election of Officers 2012-2013

Please attend to cast your vote!

Applaud the volunteers
who accepted the task of
guiding your association
(proposed slate on pg. 4)

February 23, 2012

Membership EXPO!

- member recognition
- new member recruitment

VENDOR EXHIBITS!

Keynote presentation developed by
**Security Business Institute
for CASIA**

Presented by
Donald J. Hahn
(see bio p. 8)

Thursday, January 26, 2012

ANNUAL POLICE SERVICES NIGHT

6:15 p.m. at Laurel View Country Club, Hamden

➔ **Police Person of the Year Award**
will be presented to:

Detective Richard Perron
Madison Police Department

➔ **NEW Connecticut State Police Museum**
keynote by:

Jerry Longo

Sgt. Connecticut State Police (ret)
Chairman of the Museum & Educational Foundation

- ◆ History of the Department
- ◆ Development of the Museum
- ◆ How the Museum can assist Law Enforcement Agencies

VENDOR EXHIBITS

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Jerry Longo, a retired veteran of the Connecticut State Police Department, will be speaking on the new CT State Police Museum, of which he is the new director.

Jerry Longo has been a Senior Investigator for the Mohegan Tribal Gaming Commission since 2003 after concluding his career in state service which totaled more than 31 years. He has developed an expertise in gaming related criminal cases and Asian organized criminal activity. His duties included the investigation of fraud, counterfeiting, cheating, loan sharking, money laundering and human trafficking and acting as a liaison with the FBI, IRS, Central Intelligence Agency, Homeland Security, local & State police and the Secret Service.

He has lectured and taught the history of law enforcement and in particular the History of the C.S.P. He teaches at the State Police Academy and has been a guest speaker at conferences on Gaming, Asian Organized Crime and Terrorism all over world.



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Charter State Association of the
National Burglar and Fire Alarm Association, Inc.
Associate Member: Connecticut Police Chiefs Association
Member: National Fire Protection Association (NFPA)

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CASIA's Next Events for 2012

January 26

**ANNUAL MEETING
ELECTION of OFFICERS
and POLICE SERVICES NIGHT**
Laurel View Country Club • 6:15 p.m. Social Hour
NEW Connecticut State Police Museum

Guest Speaker: Jerry Longo
Sgt Connecticut State Police (Ret.)

Chairman of the Museum & Educational Foundation
CASIA Police Person of the Year Award

VENDOR EXHIBITS

February 23

Membership EXPO!

Member recognition

New member recruitment

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Donald J. Hahn

2012 MEETING CALENDAR

6:15 PM Social Hour; 7:00 PM Dinner
Laurel View Country Club

March	No meeting. See you at ISC West
April 26	Fire & Code Officials Night
May 31	AUCTION!
June 28	Lobsterbake & Barbeque / Fairfield Beach
July 26	GOLF TOURNAMENT / Lyman Orchards
September 27	Membership Meeting/Ron Davis, keynote speaker
October 25	Membership Meeting
November 29	Membership Meeting
December 20	Holiday Party

Other Important Events in 2012

March 27-29	Tuesday	AIREF Golf Tournament
	Wed – Thurs	ISC WEST Sands Convention Center, LAS VEGAS
Wednesday, May 23		NEAAC GOLF Tournament



From the President



Happy New Year everyone!

The New Year is traditionally a time of retrospect for people and businesses alike to plan for changes throughout the remaining months.

This is no different for CASIA or me. Our January 26th meeting is our annual Police Services Night, elections of the new slate of officers and my last meeting as president. It is difficult to believe that two years have come and gone so quickly.

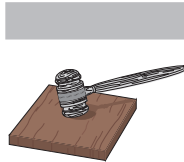
Being president of CASIA has been such a positive experience. I have met a number of people nationwide within in our industry that I will undoubtedly remain in contact with. I have been educated in ways that have allowed me to better not only our state association but my company as well. I have attended training sessions on a variety of subjects and meetings where my input was utilized to improve products offered within the systems integration genre. In addition I have been exposed to so many associations, all of which benefit our industry in one form or another, the most notable being ESA. The national association does an impeccable job of promoting professionalism, education and participation in our industry and associations nationwide.

On a personal note, I want to thank all of the members of CASIA for giving me the opportunity to represent you for two of the most difficult financial years I can recall since the early 1990's. Without your attendance and participation in so many of our meetings and events, this association would not be what it is. In addition I want to thank Pat Remes, the backbone, and dare I say pulse, of our association. Without her my job would have been a great deal more difficult. Lastly, I want to thank my wife Debbie for encouraging me to take on the position, supporting me throughout and always being there to help me.

I have no doubt that my successor will do a fine job representing CASIA and undeniably benefit in the same ways from working with all of those within our industry. I wish you all the best for a happy, healthy, prosperous 2012!

Jason

**See you at
CASIA's Annual Membership EXPO!
February 23**



IF YOUR HEALTH INSURANCE PLAN IS RENEWING SOON, YOUR MEDICAL INSURANCE PREMIUMS WILL INCREASE!



As your health insurance renewal approaches, the new mandated benefits of Affordable Care Act may increase the cost of your health insurance plan.

If your health insurance renews in the 1st Quarter of 2012, Mass Marketing Insurance Consultants (MMIC) can provide you with alternative health insurance quotes at no cost or obligation to compare against your health insurance renewal.

To receive a free no obligation quote:

- 1. Health Insurance quote for Individual and/or Family** - click Proposal Request form for Individual and Families.
- 2. Group Health Insurance** - click Proposal Request form for Group (2 or more employees).

All health insurance quotes will be e-mailed within 48 hours.

If you do not wish to obtain a health insurance quote or purchase insurance, your association membership allows you to obtain a free discount pharmacy card providing saving of 10% - 60%. Just click, Free Prescription Discount Card.

Any questions just e-mail or call toll-free.

mmic@mmicinsurance.com

Tel: 800-349-1039

Fax: 877-349-0105

Ed Sterczek

Mass Marketing Insurance Consultants, Inc

CASIA Proposed Slate of Officers - Two year term, 2012/2013

President	Dana Klesh (United Alarm Services, Inc., Brookfield, CT)
1st Vice Pres.	Andrew Wilson (Fireworks, LLC, Cheshire, CT)
Secretary	David Wilson (Berkshire Alarm, Litchfield, CT)
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Litchfield	David Dubaldo (Dubaldo Security, Manchester, CT)
New London	Erik Turnquist (Standard Security, Bridgeport, CT)
New Haven	Dominic Prete (Reliable Detection, Hamden, CT)
Fairfield	Gerald Longobardo (Longhall Security, North Haven, CT)
Windham	
/Tolland	Dan DePaolo (Monitor Controls, Wallingford, CT)
Associate Member Representatives	
Julie Robillard	Centra-Larm Group of Companies, Manchester, NH
John Alberino	MRI Direct, Plainville, CT



The 9th Annual Alarm Research and Educational Foundation (AIREF) golf tournament will be held Tuesday, March 27, 2012 at the Revere Golf Club in Las Vegas. Help support AIREF by purchasing one of the many sponsorship packages available. Take part as a player and enjoy exciting golf with other industry professionals. Single golfers and pairs are welcome – our golf committee will set you up in a foursome. It's a great way to golf without guilt, spending quality time with clients, and networking with industry colleagues. Golfers know great ideas for business are seeded on the greens!

Funding for AIREF (www.airef.org) is derived almost solely from this event so make sure you mark your calendar and lend your support to this important foundation.

For more information about the golf tournament and sponsorship opportunities call (203) 762-2444 or email Pat Remes at premes@airef.org.

9th Annual AIREF Golf Classic @ ISC West Player REGISTRATION FORM Tuesday, March 27, 2012

Revere Country Club / Lexington Golf Course, Las Vegas / Shotgun Start at 8:45 a.m.



REGISTRATION

Golf Tournament and Post-Play Reception @ Revere
Full day of fun, food, beverages, prizes and tournament awards!
Duffer Mulligan Packet (2 Mulligans + 4 raffle tickets)

Fee	Quantity	Total
\$300.00 each	_____	\$ _____
\$100.00 each	_____	\$ _____
Total to be paid:		\$ _____

*Company Name:		
*First Name:		
*Last Name:		
*Address:		
*City:	*State:	*Zip:
*Phone:	*E-mail:	

Golfer Registration

Name	Company	Email	Cell Phone	Golfer Handicap	BUS Yes or No

*Required

<input type="checkbox"/> Visa <input type="checkbox"/> MasterCard <input type="checkbox"/> American Express <input type="checkbox"/> Check (payable to AIREF)	
*Credit Card No:	*Exp Date:
*Card Holder Name:	
*Card Holder Signature:	

Please fax or mail form to: AIREF Golf Classic, P.O. Box 7230, Wilton, CT 06897 Fax: 203-762-9211
To register by phone or for additional information or questions contact Pat Shea Remes, 203-762-2444, premes@airef.org
Visit the AIREF Website @ www.airef.org

Education Schedule Spring 2012



NTS classes will begin in March. Course schedules are being finalized and will be posted on the website www.casiact.org by February 1 and listed in the February COMMUNICATOR.



***2012 CEU REGISTRATION FORM / one registrant per form**

License Holder's Information / all fields of information must be completed / please print clearly

Name: _____
Last First
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Date of Birth: ____/____/____ License(s) Type (ELC): _____ License(s) # _____
Home Phone # _____ Cell Phone # _____ Email: _____
Optional / company working for at present _____

2012 CONTINUING EDUCATION CASIA School Code # 1290

4 HOURS MANDATED FOR LOW VOLTAGE LICENSE RENEWAL. CASIA's "CUSTOMIZED" COURSE MAKES CASIA CEU TRAINING UNIQUE FROM OTHER PROVIDERS

Location: Four Points by Sheraton, 275 Research Parkway, Meriden, CT 06450

Hours are 8:00 a.m. to Noon

Thursday, April 12; revised date Saturday, *May 12; Saturday, June 9; Friday, September 7, 2012

Course of Study

NEC / 2005 to 2011 Understanding Code Revisions

Deadline for registration is 2 weeks prior to class date. Cancellation policy: Full refund will be issued 10 days prior to class. Less than 10 days, a \$40 administration fee will be charged. No shows will forfeit all registration fees.

VALUE is in Content!

PLEASE KEEP A COPY OF THIS FORM FOR YOUR PERSONAL RECORDS

Registration: \$99.00

To be admitted to class, you MUST BRING your copy of the new 2011 NEC Code Book to class. Codebooks can be purchased at local electrical supply houses and distribution centers. No student will be allowed to participate in the class without their own copy of the Codebook

To register: Mail / Fax / E-mail / Call CASIA

Enclosed is my check for: \$ _____. Charge my credit card: MasterCard _____ Visa _____ AMEX _____
Name on Card: _____ Card #: _____
Exp. _____

Curriculum manual will be given as part of the registration fee. There is NO test at the end of class. You must be present at the end of the course to receive your Certificate of Attendance. There is a \$25 charge for *replacement* certificates.

Note: A licensee shall not be required to comply with the continuing education requirements for the licensee's first renewal. For example, if you received your original license in November 2011, you are not required to take continuing education for the 2010-2011 year. If you received your original license before September 30, 2011, you are required to take continuing education.

CASIA submits an electronic record of your attendance to PSI Examiners for the State. It is your responsibility to keep a copy of your Certificate of Attendance.

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- Promote and maintain high sales standards of security services
- Understand how to limit your liabilities through legal contracts
- Develop a sound business plan for today and the future
- Find out how to motivate and inspire your employees
- Build relationships that will help you personally or professionally
- Find out what's new for 2012 from leading industry vendors
- Receive NTS CEU credits necessary to renew licenses
- When the hard work is over, let SentryNet show you how to play at the annual social event

2 Day Conference Agenda:

On Wednesday, April 25th we will begin registration at 8:30 am and end the day of classes at 5:15 pm. At 5:30 pm we will board a bus to the social event and return to the hotel around 10:00 pm.

On Thursday, April 26th we will get started at 8:30 am and finish classes about noon. The tradeshow will be hosted from noon until 5:00 pm. Lunch will be provided and you are invited to tour the new SentryNet Memphis Central Station. Don't miss this!

Visit www.sentrycon.us to register!

Register today at www.sentrycon.us and make plans to attend April 25-26, 2012

Or call us at 1.800.932-3304 for details

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New Year Rings in New Laws and Legislation

OSHA Training Requirements – 4 Hour Refresher Course

Electrical workers and plumbers who are required to complete continuing education units in order to maintain their licenses will be able to take a four-hour OSHA refresher training course every five years instead of the ten-hour training course that state law now requires every five years for workers on state and municipal public works projects. The state Department of Labor is expected to propose regulations to implement the change by April 1, 2012. All other trades and construction workers subject to the state's OSHA-10 hour safety and health training standards are responsible for a 10-hour class every five years.

Paid Sick Leave Law – Are you in Compliance?

Effective January 1, employers with 50 or more full or part-time employees are required to provide service workers with five paid sick days per year. Service workers include occupations such as secretaries, administrative assistants, salespersons, janitors, mail clerks and data entry and information processing workers. Employers must allow workers to accrue leave at a rate of 1 hour per every 40 hours actually worked, which does not include vacation time. Once they have accrued 680 hours, service workers can use the leave in one hour increments for a variety of reasons, including their own illness or to care for a sick child or spouse, or for doctor's appointments. The CT Department of Labor has provided online compliance information and a sample poster in English and Spanish to assist employers in complying with the new law. Visit www.ctdol.state.ct.us for more information.

NLRB Right to Unionize Poster Rule Delayed Until April 30, 2012

The National Labor Relations Board (NLRB) has agreed to postpone the effective implementation date of its employee collective bargaining rights poster requirement, which includes a right to unionize notice, to April 30. The new rule has been delayed because several lawsuits have been filed by business groups to block its implementation. Depending on the outcome of these legal changes, the rule will go into effect April 30. If the rule is implemented, the poster must be hung in a conspicuous place with other workplace rights notices. The rule will apply to all employers with a gross annual business volume of \$500,000 or more, whether or not the employer operates a non-union shop or conducts business in a "right to work" state.

Annual Reports – Electronic Filing Requirements

Starting January 1, businesses registered in Connecticut are required to file their annual reports with the Secretary of State's office online. According to Secretary of State Denise Merrill, the new requirement is a "simple, common-sense step to modernize the way we perform the essential functions of state government." Secretary Merrill is encouraging businesses to go online now to www.sots.ct.gov to become familiar with the new system. Waivers will be made available to businesses without online access.

State Legislature Convenes February 8

The state legislature will convene on February 8 for a short

legislative session. Agencies have already submitted their legislative proposals to the Office of Policy and Management for consideration. The state Department of Consumer Protection is initiating a bill to enable the Department or licensing board to reinstate a license which a licensee has failed to renew in a timely manner within two years of the expiration of the license rather than one year. According to the department, the change is "fairer to the tradesperson who through human error or due to circumstances beyond their control have failed to renew their license. Allowing reinstatement within two years will assist the boards, the Department and license-holders in streamlining the reinstatement process."

2012 ICC Building Codes

The state Codes and Standards Committee in conjunction with the Office of the State Building Inspector has started the process of reviewing the 2012 International Code Council's Family of Codes for the next code cycle, including the 2012 IBC International Building Code, the 2011 National Electrical Code and the 2012 International Fire Code. If anyone is interested in submitting code changes for consideration, proposals must be submitted on the proper form to the committee by March 20, 2012.

Membership EXPO – SBI Bio

Who we are:

Security Business Institute is an affiliate ESA member dedicated to the ongoing growth and development of the security industry and its members. We deal solely with companies who are concerned about

- Sustaining revenue growth
- Streamlining your operation
- Maximizing human capital to improve work life balance

SBI Mission:

We exist to enhance profitability and promote business growth for independent electronic security firms.

About Donald J. Hahn

Having over 25 years of executive leadership experience, Don founded Hahn Training in November of 2001. Dedicated to developing learning organizations and fostering change, Don has provided training programs for hundreds of firms and thousands of professionals. He is a Certified Franklin Covey Coach and member of the International Coaching Federation. Don is sought after for his unique insights into change management, strategic planning, leadership and sales.

Join us January 26 for
**CASIA's Annual Meeting, Election of Officers
and Police Services Night**



Happy, healthy and prosperous New Year to all.

It's that time of year again, so here's some thoughts on New Years Resolutions for 2012 and Predictions for this year:

1. Contract scrutiny by potential buyers, and judges who are charged with enforcing your contracts will be more stringent. Update your contracts. Your contracts are the most important asset you have in your business. It's your contracts that will protect you from liability and build equity in your business. Your goal for 2012 should be significant RMR growth. I predict that the multiple that will be paid for state-of-art contracts will increase this year.
2. RMR growth will depend not only on aggressive sales efforts but diversification of your services. System Integrators do more than intrusion systems. Subscriber enabled monitoring services, permitting Subscriber to view data, listen to audio, arm and disarm systems will become more popular and a money maker for alarm dealers. This technology should also assist with false alarm problems and issues. Also remember that it's important to balance your sales, if possible. That means not limiting yourself to just commercial, or residential; to just leasing or just sales; just intrusion or just fire. Mix it up as long as you have the competence to provide the service. Use the Standard Alarm Contracts to structure your RMR growth. The Fire All in One and the Subscriber Enabled Monitoring Service contracts are great contracts to increase your RMR. Be sure you're using your own Monitoring Contract and not just one provided by the central station.
3. Check your insurance coverages. Not all insurance companies are the same and not all premiums are equal. You want to be sure your E&O coverage is current and in sufficient amount. Take some time to evaluate your life, health and disability insurance needs and be sure to look for competitive pricing.
4. If you are still conducting business in your own or an assumed name you need to incorporate, do it now. You don't want to continue to invite personal liability for your business activities. I recommend a business corporation, sub chapter S election.
5. Make sure your license to conduct your business is active and up to date. Be certain you know all of the licensing requirements in all of the jurisdictions you do business. It's not enough to get the license. There are all kinds of Regulations that go along with that license, many of which affect your employees. Be compliant and avoid heavy fines and possible suspension or loss of your license.
6. Review your accounts receivables. In our economic environment it is essential to stay on top of your receivables. You may need to become more aggressive with your collection efforts and procedures. Don't carry subscribers who are in default, which means falling out of their regular payment schedule or more than 30 days in arrears.
7. If retirement or sale is remotely in your future start thinking of an exit strategy. If transition to family members is your plan then perhaps you need a Trust and should start transferring stock to that Trust, or to your kids now. If you think you might sell out then you need to start running your business like a business. In either event, you should be increasing your recurring revenue under contract. For transactional legal services, which you should seek before you start making deals, make sure you engage a competent alarm attorney – give me a call.
8. Try to pay down debt. Manage your business to operate within its means. That's sound advice for your personal finances as well. Working harder and making better sales decisions is a better way to raise money. Selling your subscriber accounts and contracts is like selling your soul to the devil. If you belong to a dealer program or group that encourage you to sell your subscriber accounts then get out and pick another dealer program. If you sell your accounts to your dealer program you may as well get a job with benefits, you'll probably end up with more money, vacation time, health benefits retirement plan and less headache.
9. Make sure you are getting the best deal from your suppliers, and that includes your central station and equipment distributors. Times are tough for them too and they are looking to hold on to good accounts, like yours. Be sure you have your own line into the central station and that your control panels are remote programmable. If you now own your radio network then your contracts probably have to be updated. Give me a call. If you pay your bills you have a right to be demanding. Affordable services are available from reputable suppliers; you don't have to continue dealing with suppliers that are not responsive to you or your subscribers' needs and requirements.
10. Get the Standard Alarm Contracts at www.alarmcontracts.com. All of them. They will make you lots of money and protect your business. The longer you wait the longer you put your business at risk and delay in growing your RMR.

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BUILD AND PROTECT YOUR COMPANY
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STANDARDIZED ALARM CONTRACTS

Making Bigger Idiots

By David Simon

Director of SIAC Communications and Marketing



Whether “idiot” is the operative word, I’m unsure. Perhaps “numbskull” is better or “dumbbell” could fit. “Nincompoop” is another possibility. Whatever word is chosen, it would be used to describe how I feel (and other people too, probably) when repeatedly losing something that is part of a normal routine.

You know the drill. You grab your stuff to walk out the door to work in the morning. It’s easy to remember: Your keys, cell phone, wallet, maybe a sandwich.

“Forgetful” is probably a good choice for this scenario, when you have an item that should never get lost, but somehow does. In this story, it was an ID badge that a friend of mine carries with him every day. Without it, he does not get on-site. In fact, if he loses it, he can get in trouble because it could give someone else access to a place they shouldn’t be.

So he guards the badge. He keeps it around the neck. I can picture him fingering it as he takes the train to his next job assignment. He’s reading the paper or working on his laptop. Absent-mindedly, he takes it off and places it on the seat next to him with his paperwork, so that it stops flopping in front of his eyes while he tries to read. He knows he’ll remember to put it back on, but the gentle rocking of the train causes it to slide to the floor or into a crevice while he is focused elsewhere.

Arriving at his stop, he grabs everything, stuffs it into his carrying satchel, and exits into the crisp northern morning air. He’s striding with purpose, ready to get things done. The only problem is, it’s not going to happen without that badge, and it’s hiding back on the train.

He, of course, doesn’t know this at the time, only figuring it out later when he must present identification. This could be very, very bad.

When he gets home, he turns his house upside down and inside out, screaming like he wishes to pop a blood vessel in his forehead. His lungs feel like they will burst. Frustrated, he slams pillows down, shoves chairs, glowers at the dog cowering behind the couch. They are lost, he is sure. It is lunacy.

He has a checklist he performs each morning. This allows him to backtrack through his mind and determine whether he left the house with the ID badge. That mental reminder failed, as another friend points out, while also suggesting that this lapse could mean he’s unsuitable for other jobs. Only good friends can say things like this.

Like the good, mostly organized man that he is, he decides to backtrack and logically determine the last place he had it, thus narrowing down options where it got lost and where it could now be. Three places: 1) The train, which would be good because it is likely it would get turned in by the good Samaritan to the lost and found. 2) The food court at the train station, which could be bad because of the riff raff that hang around there. 3) The Public Library. This would be perfect because you mentally assume people who visit the library are law abiding and helpful. This means it would get turned in to the little old lady at the checkout counter.

He checks the train station first. No dice. He goes to the food court and asks the guy cleaning the tables where the lost and found is. He is Polish and at first my friend believes he cannot understand a word of English. Then he points to the front door, and my buddy understands him to say “security guard.”

He talks to the guard. The guard radios someone else, and by golly, it’s been turned in, and the security people have been trying to track him down on Facebook, to return the badge. My buddy is not a touchy feely guy, but he hugs the chunky lady who gave it back to him. She blushes.

It was stupid, as he puts it, to get so angry about losing the ID. “Even when you make things idiot proof, they make better idiots.”

That line was so great, I figured I had to spin his tale around it. Don’t give him a commercial-sized video camera, because he believes he could even leave that behind.

Though it doesn’t make him a nincompoop, and there’s no way to “idiot proof” things, it does appear that forgetfulness is rampant these days. So check your pockets, belt and any other critical body parts three times when you leave the house just to be safe. If you lose something then, you can just call yourself unlucky.

What if SIAC Didn't Exist?

Sometimes we take things for granted. But the problem with taking things for granted is that if you're not careful, those things can quickly disappear.

Support the Security Industry Alarm Coalition (SIAC). Across the country, this non-profit organization works with law enforcement and alarm associations, fighting against onerous alarm ordinances. If these ordinances are passed, they could seriously jeopardize your business.

You might say, "It doesn't matter if SIAC is helping dealers miles and miles from my business." But if you neglect the problem until it reaches your door, it might be too late.

Support SIAC today at www.siacinc.org

7 Reasons for an Optimistic Employment Outlook in 2012



by Kevin M. Spagone

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The new year is still full of promise, and I thought it would be best to start 2012 by sharing some optimism that hangs in the air throughout the search industry. As we continue to see Integrators and Manufacturers throughout Electronic Security Space cautiously add talent, we felt it important to share these broader indicators that confirm an upbeat outlook for the US job market.

1. The **U.S. economy has been adding jobs now for more than a year.** The December employment report has demonstrated continued job growth.
2. The stock market has responded to reports of **strong growth in manufacturing and increased construction spending.**
3. A study by Careerbuilder.com states that **one in four employers plans to add permanent staff this year**, about the same number the job board reported for 2011. The 11 percent unsure what they'll be doing can be read to mean that if the economy improves—as the rising consumer confidence measures suggest the country expects—then even more hiring could be coming.
4. Manpower's quarterly employment survey was even a bit more positive. It found that **14 percent of employers intend to add jobs in the first three months of the year**, its strongest hiring outlook since 2008.
5. Consumers, too, are more hopeful. The venerable **Consumer Confidence Index has climbed almost 25 points since October.** At 64.5, the Index is at its highest point in eight months.

The holiday spirit may account for some of that, but there's also evidence that employment prospects are brightening. The Conference Board's Employment Trends Index was up 6.4 percent in November compared to the year before.

6. Last week, Challenger, Gray and Christmas found that 30 percent of the callers to its annual free, phone-in job help line were optimistic they would land a job within three months. In 2010, only 18 percent thought that was the case.
7. Since **June the number of new jobs created each month has been above 100,000.** It's still a slow growth rate, but it's a significant improvement over 2010 when six out of the 12 months showed job cuts.

*Source: John Zappe, ere.net

As always we welcome your thoughts and insights on these and other hiring, selection and retention trends.

Directions to Laurel View Country Club

310 West Shepard Avenue, Hamden, CT 06514

www.laurelview.net 203-287-1988

From the North or South/Interstate 91:

Take I-91 to Exit 10 (Mt Carmel/Cheshire) Rte 40 (Exit 10 puts you on the Rte 40 Connector running from I-91 to Whitney Avenue, Hamden). Take Rte 40 Connector to the end. Bear left at the fork. Take a left onto Whitney Avenue. Follow approximately 1.2 miles. Take a right onto School Street. Follow through 3 traffic lights and take a right onto Shepard Avenue. Looking at the YMCA. At the next light, take a left onto West Shepard. The Country Club is located a half mile on the left.

From Rte 15 - Wilbur Cross Parkway/Merritt Parkway:

Take Exit 60. Take a left onto Dixwell Avenue, the road will fork after 5 traffic lights, stay left and head straight through the 6th stoplight, passing Sunoco on your right and Applebee's on your left. This will bring you onto Shepard Avenue. At the fifth light, take a left onto West Shepard Avenue. The Country Club is located half a mile on the left.

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Tom Galanis Joins ADI

Tom Galanis has joined ADI in the role of Senior Product Marketing Manager for Residential and Commercial A/V for the US and Puerto Rico. With more than 30 years of experience, Tom brings to ADI a high level of expertise in home theater and custom electronics.

Before joining ADI, Tom held the position of VP Of Operations at Sixth Avenue Electronics where he was responsible for all aspects of their A/V, custom installation and home theater business. Tom joined Sixth Avenue Electronics when it was a single store operation, and helped expand the company to 19 retail locations with installation and design centers in each. Tom began his career working at high end audio video boutiques where he specialized in offering design and installation services.

Tom's experience, reputation and knowledge of the industry will help strengthen and grow ADI's residential and commercial A/V business, and create new opportunities for our customers.

NOTIFIER LAUNCHES EMERGENCY COMMUNICATIONS SYSTEMS VIRTUAL DEMO SITE

New Site Demonstrates Effective Use of Integrated Fire Alarm and Emergency Communications Systems

NOTIFIER by Honeywell announced the launch of a microsite to educate users on effective deployments of integrated fire alarm and emergency communications systems through virtual demonstrations of emergency scenarios. The Emergency Communications Systems Microsite explores real-world fire, weather, intruder and hazardous gas leak disaster events within various facilities throughout a common campus setting while demonstrating the life-saving functions of NOTIFIER systems.

Facility and security managers tasked with protecting multiple buildings can utilize the Emergency Communications Systems Microsite to learn the fast, effective response of a diverse assembly of technologies – all tied together through NOTIFIER fire alarm and emergency communications systems. Indoor speakers, LED signage, graphic displays, outdoor giant voice systems and even distributed recipient technologies such as email, text messages and computer pop-ups are shown informing and communicating instructions to facility occupants.

To explore the Emergency Systems Microsite, visit www.notifier.com. For more information on any fire alarm or emergency communications solutions from NOTIFIER, contact a local sales representative.

SILENT KNIGHT ENHANCES HYBRID FIRE ALARM CAPABILITIES

IntelliKnight™ 5600 Mixes Conventional Fire Alarm Simplicity with Advanced Protection for Small-Scale Applications

Silent Knight by Honeywell announced significant upgrades made to its hybrid conventional/addressable fire alarm system to simplify installation and operation while expanding its capabilities with a second line of initiating devices and a new remote annunciator. Version 2.00 of the IntelliKnight 5600 is a 25-point fire alarm

control panel designed to provide small applications the same intelligent detection and maintenance features as larger, addressable systems at a conventional system price.

Compatibility with two series of devices offers IntelliKnight 5600 applications a wider range of cost-effective and easier-to-install equipment options. Regular IntelliKnight system installers can now utilize many of the standard SK (Silent Knight) series of detectors, modules and pull stations, along with the new 5635 remote annunciator. Available in either red or white, the 5635 provides an 80-character LCD display, used to provide status information on the fire alarm system's AC power, plus alarm, trouble, supervisory and alarm-silenced conditions.

The IntelliKnight 5600 is ideal for small applications where two to five-zone conventional fire alarms are traditionally installed. To maintain the installation simplicity of a conventional system, the IntelliKnight 5600 is equipped with Silent Knight's exclusive JumpStart™ software, which automatically performs basic system programming.

For more information on the latest fire protection technologies from Silent Knight, visit www.silentknight.com.

TRI-ED/NORTHERN VIDEO DISTRIBUTION WELCOMES FARPOINTE DATA AS A VENDOR PARTNER

Tri-Ed/Northern Video Distribution is pleased to add FarPointe Data to its roster of valued vendor partners. FarPointe Data is one of the access control industry's leading independent manufacturer of readers, cards and tags.

"The design specifications, superior manufacturing process, and competitive pricing along with reliable performance make FarPointe Data a preferred choice of professional security installers," notes Jeffrey A. Stout, Director of Network Solutions for Tri-Ed/Northern Video Distribution.

For more information please visit www.tri-ed.com.

TRI-ED/NORTHERN VIDEO DISTRIBUTION PARTNERS WITH DFI SOFTWARE TO OFFER FIRST DIGITAL SOFTWARE FOR THE SECURITY INDUSTRY

Tri-Ed/Northern Video Distribution is pleased to announce the addition of DFI Software as a vendor partner. DFI's Digital Contract software solution allows security companies of all sizes to easily produce professional, legally binding contracts and agreements while increasing profits, streamlining their businesses and improving efficiencies.

Digital Contract offers installing dealers and integrators many features and benefits to help them run their businesses including customizable digital contracts and proposals that capture and bind legal signatures to their agreements. The software's Pay Now feature reduces accounts receivable and enables sales staff and technicians to process credit card and debit payments, as well as credit approvals, on-the-spot for immediate authorization.

For more information please visit www.tri-ed.com.

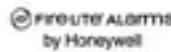
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