

CASIA Communicator



Volume XXXI Number 4

May 2011

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

Annual Fire & Code Officials Night

Thursday, May 19, 2011

note earlier week

Laurel View Country Club, Hamden, CT

6:15 Social Hour / Dinner / Awards / Exhibits

Speaker

Thomas Von Essen

30th Commissioner Fire Department of New York

FDNY Commissioner during 9/11

Bio / page 4

Thank you, Allen Fritts and Honeywell for inviting the Commissioner to address Connecticut's fire community and CASIA members

2011 Fire Specialist of the Year

Fire & Life Safety Products / VENDOR DISPLAYS

2011 CASIA Youth Scholarship Fire Award

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WEDNESDAY, June 29

Lobsterbake

@ Fairfield Beach

Thursday, July 28

Golf Tournament at

Lyman Orchards.

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Connecticut Alarm & Systems Integrators Association, Inc.
PO Box 7230 Wilton, CT 06897
(800) 762-3099 (CT) • Fax (203) 762-9211
Web site: www.casiact.org

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

Executive Committee

President

Jason E. Sokol
Monitor Controls
178-180 Center Street
Wallingford 06492
(203) 269-3591
jsokol@monitorcontrols.com

First Vice President

Dana M. Klesh
United Alarm Svcs, Inc
1087 Federal Rd
Brookfield 06804
(203)775-8788
dana@unitedalarm.com

Treasurer

Andrew Wilson
Fireworks, LLC.
PO Box 97
Cheshire 06410
(203) 271-7079
fireworks_llc@cox.net

Secretary

Stephen Goldberg
Alert Security Systems, Inc.
308 Blake Street
New Haven 06515
(203) 387-8332
steve@alertsecuritysystemsinc.com

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Regional Vice Presidents

New Haven

Dan DePaolo
Monitor Controls
178-189 Center Street
Wallingford 06492
(203) 269-3591
ddepaolo@monitorcontrols.com

Fairfield

Erik Turnquist
Standard Security
PO Box 4005
Bridgeport 06607
(800) 341-4416
eturnquist@standardoil.net

Hartford

David Dubaldo
Dubaldo Security
110 Tracy Drive
Manchester 06042
(860) 645-6500
david@dubaldo.com

Litchfield

Jeff Barter
The Alarm Company
PO Box 270064
West Hartford 06127
(860) 523-4226
jeffalarmdude@aol.com

New London/Middlesex

Michele Fredericks
CT Home Automation
36 Carol Drive
Cheshire 06410
(203) 439-0776
michele@cthomeautomation.com

Windham/Tolland

David Wilson
Berkshire Alarm
PO Box 879
Litchfield 06759
(860) 567-5267
davidw@berkshirealarm.com

Associate Member Representatives

Todd Carson / Linear Corp. (203)-499-8144 toddc@linearcorp.com
Julie Robillard / Centra-Larm (508) 216-5233 jrobillard@centragroup.net

Committee Heads

Education	Government Affairs	Program
Joel Kent (860) 298-9769	Carl Spiegel (860) 442-2016	

Legislative Committee Chairman - John Yusza, Jr. (203) 269-3591

NEACC Representative

Paul Hoey (800) 645-9330 x355 Alt- Mark Resko (203) 377-5555

Connecticut Alarm & Systems Integrators Association, Inc.

Executive Director

Pat Shea Remes
(800) 762-3099 (CT)
Tel (203) 762-2444 • Fax (203)762-9211

Legal Advice

Buchanan Ingersoll
Paul H. Jeges
(412) 562-8804

Communicator

Judith Gould & Associates – Editor/Graphic Designer
(203) 876-2355 • Fax (203) 878-9613
judygould@sbcglobal.net

CASIA's Next Events for 2011

May 19

ANNUAL FIRE & CODE OFFICIALS NIGHT

6:15 pm

Social Hour & Dinner

Guest Speaker:

Thomas Von Essen

30th Commissioner

Fire Department of New York

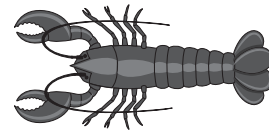
FDNY Commissioner during 9/11

Awards

Vendor Displays

Wednesday June 29

**Lobsterbake & Barbecue
at Fairfield Beach**



July 28

Annual Golf Tournament

Lyman Orchards



2011 MEETING CALENDAR

CASIA meetings are held the last Thursday of the month at Laurel View Country Club unless otherwise noted:

September 22 General Membership Meeting

October No Meeting

November 10 Polices Services Night

December 15 Holiday Party

From the President



If this spring is any indication of the direction CASIA is headed this year, then we're off to a great start!

Our first annual goods and service auction was met with stellar attendance. Our auctioneer made the evening truly entertaining allowing even John Dewey to feel as though he was going home with a great deal!

While the evening's triumph was highly dependent upon the turnout, it would not have been as great a success it was without the help of the vendors for going above and beyond their duty to obtain wonderful product donations from an array of manufacturers. Special thanks to Tom Capadonna, John Alberino, Michelle Rossi, and Steve Gochros for their tireless efforts.

Todd Carson, Dana Klesh, Julie Robillard and Andy Wilson were instrumental in the planning and setup of the evening's events. I extend to you my sincere gratitude for a job well done. A special side-note of thanks to the glue that binds our organization...Pat Remes. What would we do without you? Let's hope I never have to find out!

Connecticut, as usual, had outstanding representation at ISC West at the beginning of April. While I was under the weather during my visit, I did manage to attend the AIREF golf tournament, the opening of the show and the YSP events.

In mid April I attended the Connecticut Police Chiefs Association (CPCA) annual expo. I was honored to present Allie Bukowski with our \$1000 annual CASIA scholarship sponsored by ADI. In her essay, Bukowski praised her father Joe for his contributions to law enforcement in Connecticut. I must say, in my 14+ years on the executive board, I have never been more impressed with an applicant and his/her accomplishments.

May 19th Code Enforcement Night is really something to look forward to. In addition to table top displays from vendors, Former Commissioner Thomas Von Essen of the Fire Department of New York City will be speaking about his experience on September 11th, 2001. In light of recent world events, this could not come at a more judicious time.

To quote the great author "unknown", "There are so many men who can figure costs, and so few who can measure value". Be one of those who recognizes value in CASIA by attending our monthly meetings. I promise the value outweighs the cost!

See you all on May 19th!

**Last call –
Are your 2011 membership dues
fully paid?**

Bio of Thomas Von Essen



Thomas Von Essen was appointed the 30th FDNY Commissioner of the City of New York in 1996 and served in that position until December 31, 2001, nearly four months after the September 11, 2001 attacks.

In 1993 Von Essen was elected as President of the Uniformed Firefighters Association representing the department's firefighters and served in that post until his appointment as 30th Fire Commissioner.

At the present time he is a Risk/Safety Consultant providing consulting services in the areas of risk and threat assessment, fire and life safety, labor and management issues and municipal governance.

He is currently affiliated with the International Association of Fire Chiefs (until recently a Member of the Terrorism Committee).

IQ Certification Program Announces 2011 Board of Directors and Election of Officers

Following are the 2011 IQ Certification Program Board of Directors with their terms in parentheses. Each elected IQ Board member will serve a two-year term.

- Timothy Creenan, (2011-12) Amherst Alarm
- Jacqueline Currier, (2011-12) Rapid Response Monitoring
- Dave Currie, (2011-12) Security Response Center.
- Laurie Mitchell, (2011-12) Siemens Industry, Inc.
- Deborah Sokol, (2010-2011) Monitor Controls**
- Michael Allen, (2010-2011) Southern Utah Alarm

During the February meeting, the board also elected officers from the board roster. **Deborah Sokol will again serve as treasurer.**

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Forty-four lots of merchandise were auctioned off in a record 2 hours thanks to the terrific organization of the auction committee. Professional auctioneer, Paul Stancel, kept the pace rapid and the bidding lively. The night was a total success. Distributors: ADI, Alarmax, Edist, Tri-Ed/Northern Video did an outstanding job soliciting and collecting merchandise – KUDOS and Thank You!

The following manufactures were incredibly generous...I apologize if I missed anyone.

- | | | |
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| Amseco | Honeywell Power | Rapid Response |
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| Dytek | Onkyo | USA Central Station |
| GE | Pat Comunale | Visonic |

What to bid on?



Thank you to our distribution centers for soliciting and gathering the merchandise for auction: Mike Mauriello, ADI, Tom Cappadona, ADI, Jason Sokol, Michele Rossi, Tri-Ed/Northern Video, John Alberino, Edist and Ron Marshal, Alarmax.



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.

Mark your calendars

May 19

**Annual Fire & Code
Officials Night**

Legislative Update



by **Elizabeth Gara**

Gara & Markowski, LLC

1245 Farmington Ave., Suite 103, West Hartford 06107

Tel: 860-841-7350 Cell: 860-841-7350

E-mail: gara@gmlobbying.com Web: www.gmlobbying.com

Legislation Would Jeopardize the Use of Credit Checks

Two bills are under consideration by the state legislature that would prohibit employers from using credit checks as screening tools in making decisions about whether to hire or promote someone:

- **SB-361**—AN ACT PREVENTING THE USE OF CREDIT SCORES BY CERTAIN EMPLOYERS IN HIRING DECISIONS.
- **HB-6641**—AN ACT CONCERNING THE USE OF CREDIT REPORTS IN EMPLOYMENT DECISIONS.

The Connecticut Alarm & Systems Integrators Association (CASIA) is opposing the bills and urging members to contact legislators to explain how important credit checks can be to protect customers and their valuables.

Credit checks and criminal background checks are often performed – and should be performed – to screen job applicants in the alarm industry to ensure that a candidate will not pose a threat to customers and their property and other valuables. Employees of alarm companies often have knowledge of and access to customers' financial data and personal property, as well as information regarding when customers are away from home.

Federal law already provides protections to employees and job applicants relative to credit checks. For example, under the Fair Credit Reporting Act, employers must advise job applicants that they will be subject to a credit check and may receive a copy of the credit report if it is used to make an adverse employment decision. This strikes an appropriate balance that provides sufficient protection to consumers.

PLEASE CALL OR E-MAIL YOUR LEGISLATORS AND ASK THEM TO OPPOSE THESE BILLS!

House Republicans: (860) 240-8700

House Democrats: (860) 240-8500

Senate Republicans: (860) 240-8800

Senate Democrats: (860) 240-8600

Jack of all Trades Licensing Bills Die

Thanks to opposition from CASIA and other trade groups, bills authorizing "Jack of All Trades" licenses died in the General Law Committee.

- **SB-666** would have carved out an exception in the licensing

laws for owners of rental properties to allow them to perform certain maintenance work, including electrical and plumbing work on rental units.

- **SB-947** would have created a maintenance license allowing individuals to perform certain work, including low voltage electrical work, such as replacing and installing smoke detectors, with very little training in electrical work.

Vocational-Technical Schools

Due to opposition from teachers, students and trade groups, including CASIA, legislation to transfer oversight of the state's technical high schools to the local districts died. There were significant concerns raised that transferring oversight would put trade schools in the position of competing for local dollars with traditional high schools. Given that cash-strapped towns are having a difficult time funding education, trade schools could have been left to fall into rapid decline. There may be a task force created to look at funding issues but no one anticipates another move to transfer oversight.

Carbon Monoxide Detectors in Schools

Given an incident at a school in Connecticut where students fell ill due to a carbon monoxide leak, a bill is gaining steam in the legislature to require all schools to be equipped with carbon monoxide detectors. **HB-5236** requires CO detection and warning equipment on each floor of any building that is (1) to be built as an educational occupancy, (2) eligible for a school building project grant, and (3) put out to bid on or after July 1, 2004.

The bill prohibits the building inspector from issuing a certificate of occupancy to any public or nonpublic school issued a building permit for new occupancy after January 1, 2012, unless the local fire marshal or building official certifies that the building is equipped with CO detection and warning equipment complying with the Fire Safety Code.

Luxury Tax Applicable to Trucks with Combination Plates

Under the tax package adopted by the legislature and signed by the Governor, motor vehicles costing more than \$50,000 will be subject to a 7% sales tax. Although vehicles weighing over 12,500 pounds and vehicles weighing 12,500 pounds or less that are used for commercial purposes and issued a commercial registration from the Department of Motor Vehicles, vehicles such as service vans and trucks with combination plates may be subject to this higher sales tax.



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Prepare for the Worst, Hoping for the Best:

By Ron Walters

A couple of weeks ago in Lake Placid, Florida two fire alarm service technicians were killed when a 300,000 gallon water tank ruptured. There really wasn't much else reported but these men worked for a very reputable company and we can assume they were well trained. However, this tragic event brings forward some cause for us all to reflect.

In the infancy of owing my alarm company my partner died of a heart attack. He died in testate; *had no will*, and no known survivors. In addition to losing my best friend, the company lost our license holder and primary technical mind. This could easily have caused the company to close.

While we don't want to think about it, there are many thousands of our employees driving the roads everyday. It is inevitable that sooner or later there will be serious accidents. In addition, while we don't necessarily work with high voltage we are constantly drilling into walls and ceilings. Again, this is a recipe for unavoidable exposure to disaster.

There is no way to avoid these risks but there are ways to protect ourselves.

Over half of the customers in this great industry are serviced by small companies, many of whom are single owners. In fact I've known scores of small company owners that aren't covered by workman's compensation insurance as most owners are exempted by state laws. Yet the single most important employee in your company is undoubtedly YOU!

I remember how hard it is to run a start up company. Everyone who approaches you does so palm up looking for money. Accountants, attorneys and Insurance Agents are just a few and it always seems there are more important things than life insurance or making certain that you have some form of disability insurance for yourself and you really must have excellent auto insurance with high liability limits.

If you have a partner you both need life insurance that is equal to the percentage of stock that you each own. This combined with a buy out provision in your stockholder agreement allows you to not only protect your family, it protects you from being business with you partners survivors, or he yours.

Determining when the best time to begin this process may be the hardest decision. If you only have a few accounts you may elect to hold off on some items, but you should have some form of disability insurance just to protect your family if you are "*hurt and can't work*".

I feel your pain. Almost everyone in our industry started underfunded and struggled for years to reach a comfortable point to employ many of these provisions. However, there is one thing that is easy to do, and especially if you work from your home. By incorporating your company it will allow you to insulate your home from potential law suits against your company.

Finally, we must think about these two young men who were tragically killed. They both left spouses and young children and use this as a reminder that life is very fragile.

The Exit Interview



by Kevin M. Spagone

Reitman Security Search, p: (203) 488-6944
toll free: (888) 477-5613 fax: (203) 488-2012
kevin@reitmanpersonnel.com

I know this may seem odd, but often the most valuable feedback managers can get is from someone who is 'walking out the door'. In today's competitive market, honest information about how our employees view our business is crucial. Here are some things to consider:

- » Valuable employee feedback is rarely shared with management
- » Your former employees do impact your company image, including your future sales and recruitment capability.
- » Most often structural and political realities at your company preclude valuable employee feedback from reaching senior managers

Other potential advantages include

- » A last shot at retaining a valuable employee
- » An opportunity to have the employee leave with the most positive image of your company
- » Uncovering valuable insights about your operation, competition, your systems, supervisors and managers.

Obviously, not everyone can accomplish effective interviews and there are several issues and risk points to consider and plan for. (Exit interviews conducted by senior staff who are "removed" from the manager of the exiting employee can be the least confrontational option.) However, we have learned that the exit interview can be an effective management- if not a "best practices" tool.

Human resources consultants and industrial/organizational psychologists are among the professionals who can consult and teach the critical skills necessary to set up an effective exit interview system. Please don't hesitate to contact us to discuss this issue, or for a referral to such consultants.

Last call –
Are your 2011 membership dues fully paid?

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APRIL 21, 2011

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1ST PLACE WINNER

ALEXANDRA BUKOWSKI
Danbury High School



“What it means to me to have my parent involved in security the community”

(Detective Joseph Bukowski, CT State Police, Troop A, written by Alexandra Bukowski)

My dad wasn't with me on my seventh birthday; sitting on my parents' bed that night, my mom gave me a present that was supposed to be from him and said, "Daddy wishes he would be here on your birthday!" As I held the stuffed rabbit with its bright pink sweater, I couldn't help but feel upset and a little irritated. *Daddy couldn't come home from the academy for one night? It was my birthday...he had been at the academy every other night, couldn't he have taken just one night off?*

A few weeks later, as my seven-year-old self led the pledge of allegiance at the graduation of the 110th class of the Connecticut State Police academy and listened to my dad give the commencement speech that irritation turned into overwhelming pride. Since that day, he has missed Thanksgiving and Christmases, track meets, and quite a few family dinners, but never again have I reverted to those selfish feelings from my seventh birthday. Since that day, I have only felt swelling pride, knowing that, although I couldn't be with my dad that night, he was making our society a safer place so someone else could live in sound security.

Although I love to brag about my father's position as a Major Crime detective with the Connecticut State Police, the harsh reality is that I am actually quite terrified. Some girls' fathers have great jobs as businessmen, contractors, or teachers, but I watch my dad go to work every day carrying a gun, a badge, and the responsibility for the lives and safety of every citizen he has sworn to protect. The truth is that I actually brag about my dad quite a lot. It's not because of the gun and the badge, or the murders he has solved, or the families he had made safe; it's not because of where he is now, but where he has come from.

My father grew up in a broken home, one that did not have the luxuries or love of the home I have grown up in. Barely passing high school, he left his hometown and his past in the most definitive way he knew how: by joining the United State Marine Corps. From training in Japan to California to Washington, D.C., he was no longer a rogue high school boy, but a disciplined and confident Marine. After marrying my mother, he attended college and went on to receive his masters, becoming a high school teacher. After teaching history and students with learning disabilities, he became an EMT at Danbury Hospital. A few years of IVs, speeding ambulances, and midnight emergencies flew by, one night he received a call from the State Police. He left for the Academy shortly after that. Now a detective with the Major Crime unit, his former self is a distant memory. Had any number of his decisions

ACADEMIC ACHIEVEMENTS / RECOGNITION:

- **GPA 4.35 / 4.0 scale** – honors and advanced placement classes, 4 years
- Class Ranking 2 / 641

AWARDS / HONORS:

- National Honor Society / award for highest female GPA
- Oberlin College Book Award for highest GPA in the Humanities
- Boehringer-Ingelheim Scientific Scholar Program – intern, 2010

ATHLETIC PARTICIPATION:

- CIAC Scholar-Athlete, 2011
- Varsity Indoor Track, 2007-present. Co-captain, 2009 – present
- All-New England, All-State, All-FCIAC athlete
- Varsity Outdoor Track, 2007 – present.

COMMUNITY SERVICE:

- Coordinator: Shoe4Africa Community Fundraising
- St. Peter Church, Danbury, CT – Cantor, 2007-present. Youth choir, 2002 - present
- Unified Track and Field Meet volunteer

Extracurricular Activities:

- **Musical Theater** at Richter, Danbury, CT: performed in various roles, on and off stage,
- **Vocal Performances** with Danbury High School Madrigal Singers

been the wrong ones, the course of my father's life could have taken a very different turn. Fortunately for me, my family, and the many people he has affected throughout his lifetime, he made all the right ones.

In your life, you are in control. You have power: power to change your life, power to live as successfully and happily as you wish, and most importantly, the power to help others do the same. My father has not just changed the course of his life; he has changed the lives of countless other individuals: students whose other teachers never gave them a chance until my dad walked in; families who have been reunited by my dad's efforts; and citizens who safety is guarded daily by my father, the Connect State Police, and all the other servants of the people.

I cannot be the selfish seven-year-old anymore. With such a selfless, strong father, how can I? When I step off the graduation stage at the end of June, I will be taking my first steps into a large and corrupted world. With my father as a role model, I will be taking these steps with a commitment to make the word a better place. All throughout high school, my commitment to family and community has grown, just as my father's has over the course of his life. From church choir to Sunday school teaching, my family can be found at St. Peter church every Sunday morning. As a teacher of first-graders there, I think of the lives my father has changed by teaching and how I, too, could be changing lives without knowing it. In the same way, as part of our school Peer Leadership program, we mentor freshmen and develop strong, lasting relationships with them as they soldier through their first year of high school. Talking them through the issues of high school and growing up, both parties benefit from the connections we build. As two friends and I plan a community-wide fundraiser for the organization Shoe4Africa, I'm constantly reminded that I have the power to change lives by doing good works.

I will carry this power with me as I walk back to my seat with my diploma in hand, I will carry this power with me as I walk into my first day of college. I will carry this power with me each and every day of the life I have waiting for me. If I ever feel lost or discouraged, I am lucky enough to have a father I can look to for both inspiration and guidance. He lives the life many people wish to lead. He has shaped himself and the people he has met throughout the course of his job as a trooper and throughout his life. My father could easily have become a product of his environment, but now his environment is a product of him. And that is how, going forward into college and into life, I plan on living.

Life Lessons Final Chapter

By Steve Rubin, vice president, Davis Mergers & Acquisitions Group

In my last life lesson I talked about building towards retirement. Making mostly right decisions creates an easier life as you move from young, to middle age and finally to your waning years. These life lessons, hopefully, will contribute to helping you make the right decisions.

I assume that the vast majority of people reading this are either working for an alarm company or an owner. Outsiders looking at our industry think this business is a relatively simple one—find prospects, talk them into needing and buying an alarm system, installing it and collecting your money. Easy enough! I remember back many years ago when Ron Davis and I were talking about the next phase of our business. We decided to own and operate a central station. It seemed like such an uncomplicated business. An alarm is triggered; the central station receives the signal; the operator dispatches—done! Little did we know! Here's another one that I hear from installers and salespeople, "I just collected \$2,000 from a customer for less than one day's work. This is easy money. I think I'll start an alarm company."

What's the flaw in all this? If it were that easy, we'd all be doing it.

Life Lesson Alert—Think things through before acting.

- Solicit expert advice.
- Map out your strategy.
- Understand your risk versus rewards. Many of us ignore good sound business rules which are life rules as well. We start a company without realizing that the \$2,000 is not profit. We forget there are product, labor, sales and overhead costs. By the time we pay for the product, find someone to sell it and then someone to install it and, finally, allocate payments for rent, utilities, etc., guess what? There is only \$200-\$400 left.

That's why many young owners call us who have been in business for less than 5 years but already want to sell their company. They can't seem to get to the next plateau and they can't seem to turn the corner on making a profit. They never quite understand what it takes to build a sound profitable business for the long term.

We love it when an old timer comes to us ready to sell. We look at their business and if he or she has done it right over the years, the company and the owner is worth a small fortune. **It's a gold mine.** It's a pleasure to market this company to potential sellers. We know that the owner, when the sale is complete, will never have to worry about finances again for the rest of his or her life.

So how does a young man or woman just starting out in our industry get to be that successful?

Life Lesson Alert—Start by researching. In life, we're always researching. It could be a new relationship. It could be a college you're choosing or leisure vs. work. It could be choosing one sport over another. Consider what is so attractive about it. What are the downsides? How do I avoid them?

In your business career as in your everyday life, research takes many forms but, in the end, if you've done your homework properly, you should have a pretty good idea of your direction. Choosing an alarm company to work for is a great choice.

Life Lesson Alert—whatever position you have, don't simply work at it, work on it. In other words, if you're a salesperson, don't just go out there and try to sell. Learn what is necessary to be a good smart salesperson.

- That means research the position.
- Talk to other successful salespeople.
- Take classes. Learn the fine art of selling.
- This may seem strange but I would travel as much as possible with your technicians so you can see how they install the systems you sell. In fact, if there is a way to do this, I would work with an installer as a helper and possibly even install alarms for a period of time so you learn that

end of the business.

- Learn as much as you can about the products being installed. You don't have to be a techno geek but it's always good to know as much as you can about the technology in our industry. You've learned sales and installing. Now it's time to learn the administrative end of the business—how are your customers being billed? What is the connection with the central station? Can you be a successful liaison between your subscribers and vendors? Who answers the phones? Do you have someone who is capable and competent running the office?

Then the financial end of the business. How will everything get paid for? And how will the company meet all of its financial needs each month? Finally, envision yourself as the president: Do you see how everything is a decision making process?

Life Lesson Alert—everything is a process. Whatever decisions have to be made, there's a weighing process that has to take place. In life, there's always some "flying by the seat of your pants" but the majority of your decisions should be calculated. So, in your mind and, if necessary, on paper and with consultation, play the "what if game" until a decision is made. Hopefully, you will be right 80%, 90% or more times.

You don't have to learn everything in detail but it is helpful to know as much as possible about each department before venturing into your own business. Did I say your own business? That's right and that brings me to my last point.

Life Lesson Alert—When it's the right time—seize the opportunity to turn your dream/goal into reality. In order to do so successfully there's much to learn—take your time—Rome wasn't built in a day.

Once you start your business, use your Life Lessons to build it properly. Unlike in life where we stand on two legs, there are three legs that an alarm company stands on—sales, technical and administrative/operational. All legs have to be on firm ground in order to achieve success. If one leg is weak, it will cause a weakening, possibly a collapse. Attached is a checklist of things to do along the way, in each department, so that when you are ready to cash in, you're worth the maximum dollars possible. This industry presents phenomenal opportunities. Dedicated leaders will recognize that and seize them.

And one day, when you feel the challenge of running your company is dwindling and you'd like to reap the rewards, think of us, Davis Mergers and Acquisitions Group. We'll be there to package and sell your company to another aspiring organization. And as we do so, you will have realized your dreams.

If you have any questions or would like to discuss any of the Life Lessons described, please call me at 847 550 1557 or contact me at srubin@graybeardsrus.com.

Oh—one more thing—don't forget to have fun along the way.

CHECKLIST TO REALIZING YOUR DREAMS

- Build value every step of the way—maximize profits.
- Build a solid foundation—Technical, Sales and Operations.
- Good legal Monitoring Contracts with terms including renewals.
- Good legal Service/Maintenance Contracts with terms including renewals.
- Good legal Fire Test and Inspect Contracts with terms including renewals.
- RMR, RMR, RMR.
- Pay attention to attrition.
- Type of Corporation is crucial—Talk with your CPA and us.
- Financials need to be completed and studied monthly.
- Stay within the geography you can service.
- Own your phone lines going into the Central Station. Its weight in gold.
- Don't scrimp on E & O and Liability Insurance.
- Control your debt. Simplify your product offerings.
- Communicate daily with your people. Keep an open door policy.
- Stay connected to the industry by being a part of your local association.
- Contact The Davis Group to help negotiate the best transaction for you.



21TH ANNUAL GOLF TOURNAMENT THURSDAY, JULY 28, 2011

Lyman Orchards Golf Club, Middlefield CT

- Who?** CASIA Members & Guests: customers, staff, police & code officials...
- What?** 18 Holes of GOLF. Fun for all players – Scramble Format
- Time?** SHOTGUN START – REGISTRATION @ 8:30 A.M.
- Cost?** \$165 per player for: carts, lunch, refreshments, dinner and **PRIZES!**

Company: _____ **Tel #** _____ **Fax:** _____

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Please reserve (#) _____ players @ \$165 per player / Level of Play or comments

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3. _____
4. _____

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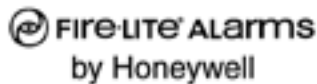
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Associate's Register

Mark Ingram
President
Tel. 800 223 0020
Mobile. 860 713 3231
mingram@visonic.com

Jesse Rivest
Sales Manager
Tel. 800 223 0020 #318
Mobile. 860 983 0168
jrvest@visonic.com

Visonic Americas
65 West Dudley Town Rd.,
Bloomfield, CT 06002
Fax. 860 242 8904



Honeywell

John Dewey
Regional Sales Manager
Northeast Region

Honeywell Fire Systems
One Fire-Lite Place
Northford, CT 06472 USA
(203) 484-7161 Main
(203) 484-7125 Ext. 5670 VMX
(203) 484-7118 Fax

FIRE-LITE ALARMS
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john.dewey@honeywell.com

Chris Ferro
District Manager
CT, Western MA, Upstate NY, VT



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christopher.ferro@interlogix.com
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