



# CANPRO<sup>®</sup> GLOBAL

A Risk Mitigation Company



ISSUE 6, SUMMER 2011



## CANPRO<sup>®</sup> GLOBAL NEWS

### GLOBAL RISK AND INVESTIGATION FIRMS MERGE TO CREATE CANADIAN BASED POWERHOUSE

I'm proud to announce that Canpro Global Services Inc. and King-Reed & Associates LP have amalgamated to create the largest full-service risk mitigation and investigation company in Canada.

Our new organization, Canpro King-Reed LP, becomes the dominant service provider in our field. As the President and CEO of this newly formed organization I am pleased to introduce Brian D. King as the Chairman of the Board of Directors. Brian has been the President and CEO and is the founder of King-Reed and Associates. By bringing together our two organizations we now blanket the country from coast to coast and our clients get the broadest range of services in the industry.

Canpro and King-Reed have been working co-operatively for 15 years through our managed associate program, Investigations Canada, so our integration has been seamless. The combined firm will deliver uniform reporting and methodology plus the ease of a single point of contact for national coverage. Our valued clients will now have access to expanded technology, geographic coverage, resources and industry specialists across Canada and in our international locations.

We continue to operate our 5 service lines; Investigations, Security and Risk Mitigation, Pre-employment Screening, Occupational Health & Safety, and Labour Risk Management. Canpro King-Reed combined includes over 450 professionals in 23 locations across Canada and abroad. Client sectors include government, corporate, financial, legal, extractive and insurance industries. The merger is the result of the private equity investment in both firms by Granite Global Solutions.

While the new company gives us a further reach and depth of service we will continue to operate under our subsidiary brands that you have come to know, for our clients there will be no change in services or personnel or management. As we move forward with our integration we will keep you, our clients, informed about new and expanded services as well as our expanded geographic coverage.

Please feel free to reach out to your Canpro King-Reed representative if you have any questions or would like to learn more about our capabilities.

I sincerely thank you on behalf of the Board of Directors and the staff of Canpro King-Reed LP, without your support we could not have achieved this level of success.

**ROBERT BURNS**  
President and CEO  
Canpro King-Reed LP



Attendees: Ken Cahoon, Robert Burns, Nino Calabrese, Paul McParlin  
Apology: Brian King

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## ENERGY COMPANIES NEED A SECURITY MANAGEMENT PROGRAM

The National Energy Board (NEB) has applied proposed changes to the Onshore Pipeline and Processing Plant Regulations, effective April 1, 2011.

These changes require that companies develop a security management program in accordance with CSA Z246.1-09 *Security Management for Petroleum and Natural Gas Industry Systems*. A security management program ensures security threats and associated risks are identified and managed.

The requirements of this CSA standard adopted by the NEB are applicable to all regulated companies regardless of their size.

Canpro Global is a market leader in the field of risk solutions and security management specializing in the energy and extractive sectors. Numerous clients in the oil and gas industry have relied on Canpro to provide services including threat risk assessments, emergency planning, physical security and program design and management. All of our services are tailored to individual business needs.

Contact our energy specialist, Senior Risk Manager, Paul Bates on 1-800-661-2245 ext. 3227, [paul.bates@canproglobal.com](mailto:paul.bates@canproglobal.com).

## REDUCING CARBON EMISSIONS

Being new to the objective of becoming carbon neutral, Canpro has set 2020 as the target for all divisions to become carbon neutral, with spring of 2012 being the target for the board to approve a comprehensive graduated plan for attaining this goal. As their plan is developed, it will be posted on their web site.

The Canpro Global group of risk mitigation companies has embraced the notion of working to reduce their carbon emissions, and working towards attaining carbon neutral status by 2020 across all divisions, in all their locations around the world.

Canpro Global's first step is identifying the most appropriate and accurate process for quantifying their current greenhouse gas emissions as a baseline. From there, each division will set goals annually, monitor their progress, identify weaknesses and make corrections as needed in their overall strategy.

Read more on Canpro Global's strategy online: <http://www.unep.org/ClimateNeutral/Default.aspx?tabid=1082>



## SOCIAL MEDIA 'Follow Us!'

Canpro Global 'live' on social media... We implemented new corporate accounts on Facebook, Twitter, LinkedIn and Instouch sites. With social networking playing a larger role in today's society, we felt it was essential to get onboard!

Visit Canpro Global's corporate site: <http://www.canproglobal.com/>

Our Canpro OH&S division has an additional account, with industry specific content and updates. Accounts are active, updated daily with relative content and achieving an audience of 'followers & connections' that is increasing by the tweet!

Stay connected, *follow Canpro today!*

### Facebook

<http://www.facebook.com/pages/Canpro-Global-Services-Inc/199607750057061>

### LinkedIn

<http://www.linkedin.com/company/232419>

### Twitter

CG [http://twitter.com/#!/canpro\\_global](http://twitter.com/#!/canpro_global)  
OH&S [http://twitter.com/#!/canpro\\_rescue](http://twitter.com/#!/canpro_rescue)

### Instouch

<http://www.instouch.com/group/canproglobal>

### '20 Reasons Why You Shouldn't Use Social Media'

Written by Jeff Bullas:

<http://www.jeffbullas.com/2010/08/10/20-reasons-why-you-shouldnt-use-social-media/>

Interesting read via Canadian Underwriter:

'Social Media represents opportunity for companies facing liability claims':

<http://www.canadianunderwriter.ca/issues/story.aspx?aid=1000404921&ref=rss>



## EMBEZZLEMENT

Some general observations made on 'embezzlement or the misappropriation' of resources by an employee or agent for their own purposes:

- Women are more likely to embezzle than men
- Men embezzle significantly more than women
- Perpetrators typically begin embezzling in their early 40s
- By a significant margin, embezzlers are most likely to hold financial positions
- Highest risk for major embezzlements are financial services and government agencies/municipalities
- On average, major embezzlements last 4½ years
- Vast majority of major embezzlements are caused by sole perpetrators
- Non-profit and religious organizations account for >11% of all incidents
- Gambling is a clear motivating factor driving some major embezzlements

Source: Marquet International 2010 Report on Major US Embezzlements, January, 2011.

[http://www.marquetinternational.com/pdf/the\\_2010\\_marquet\\_report\\_on\\_embezzlement.pdf](http://www.marquetinternational.com/pdf/the_2010_marquet_report_on_embezzlement.pdf)

## ARE YOU HIRING THE CRIMINALLY CONVICTED?

According to a recent US Government report, **92% of nursing homes surveyed have knowingly hired employees with criminal convictions.**

The report, obtained by CBS News, stated government investigators performed background checks on all workers employed on June 1, 2009 at 260 nursing homes across the United States. The report, written by the inspector general of health and H.R. Services, also revealed that at nearly half of the nursing homes, "five or more individuals" with criminal backgrounds were hired. Investigators found seven registered sex offenders employed in five different nursing homes; 43 percent of the criminal convictions were for property crimes such as burglary, shoplifting and writing bad cheques.

### Need to screen your new hires?

Concerns of fraud, theft, work place violence, negligent-hiring, wrongful dismissals and more are requiring many employers to be more selective about 'who' they hire. Canpro HRservices' screening division provides comprehensive pre-employment screening on Canadian individuals prior to employment or contractual relationship, taking the guesswork out of hiring and producing information that aids in selecting the best applicant for the job.

Screening saves time and money wasted in recruiting, hiring and training the wrong candidates and eliminates potential difficulties in the work force. In fact, vicarious liability suggests that **employers who fail to take reasonable precautions about whom they hire can be sued if an employee with a criminal background harms someone.** By outsourcing employment-screening services, your company is relieved of time-consuming and specialized tasks and is better-able to devote time and valuable resources to managing the business.

For more information, visit: [www.canprohrservices.com](http://www.canprohrservices.com)



## ARE CANADIAN WORKERS BECOMING MORE LITIGIOUS?

According to a recent survey by the Human Resources Professionals Association (HRPA) and Canadian HR Reporter, a majority of respondents (69.5%) believed that employees are more likely to bring legal action against previous employers today than they were five years ago; & almost 80% felt the situation will be worse five years from now. The most problematic issues in terms of litigation were:

- *Wrongful Dismissal* (67.7%)
- *Termination & Severance Pay* (57.9%)
- *Human Right's Complaints / Discrimination* (54%)
- *Accommodation Issues* (31%)
- *Severance Arrangements* (23%)

Nearly 75% also believed the courts and other adjudicative bodies were tilted in favour of employees, a perception that many respondents say prompts employers to settle with employees regardless of the merits of their case. This perception of bias was strongest among mid-level managers and executives (over 80%).

Source: <http://www.hrreporter.com/articleview.aspx?l=1&articleid=8365>



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## RECOGNIZING AN INDUSTRY PIONEER, CANPRO'S LANCE SAUNDERS

Canpro management and clients joined family and friends at the Calgary Petroleum prior to summer, celebrating Lance Saunders' fifty-year career in law enforcement and private investigations.

Many fine tributes were shared by family and colleagues about Lance's years with the RCMP, building Bison Security and more recently Canpro Global. As President Rob Burns poignantly noted, it was Lance Saunders who against a backdrop of many scattered one-man PI outfits, created the successful model of full-service investigative services company. Through his energy, competence, and integrity, Lance transformed this business into a profession. Canpro Global has been able to stand on the shoulders of this industry leader and a pioneer.

Congratulations on a remarkable *50 years* Lance!



**50 YEARS  
IN LAW ENFORCEMENT &  
INVESTIGATION**

## CANPRO'S ATTENDANCE AT THE '2011 INTER-AMERICAN DEVELOPMENT BANK ANNUAL MEETING'

The city of Calgary, Alberta, hosted the 2011 Inter-American Development Bank Annual meeting in late March. This meeting provided significant opportunities to build new partnerships both in Canada and abroad.

This forum attracted thousands of high-level participants from across the Americas, Europe and Asia, including heads of government, ministers, bankers and business executives. World-class speakers shared their expertise on key economic and social development issues affecting the region, from energy to infrastructure development, social and corporate responsibility and environmental sustainability.

## ANNUAL 'JAZZ NIGHT' - ROOFTOP OF THE VANCOUVER ART GALLERY

Canpro hosted our annual Jazz Night in appreciation of our clients on May 25 at the scenic Vancouver Art Gallery Rooftop over looking Robson Square.

With the Scott Robertson Trio providing the sounds of smooth jazz, delicious food and drinks, a wonderful time was had by all who attended. The evening was in support of Japan's Earthquake and Tsunami Relief Fund, with proceeds from various fundraisers such as a silent auction that would have pleased any sports-lover! A generous group of friends and clients raised money to support the people of Japan as they struggle to rebuild their lives. 'Thank you' on behalf of Canpro Global and the Canpro Foundation.



Additional page attached with photos of the evening.  
Alternatively, visit: <http://www.canproglobal.com/jazz2011/index.php>

## CALENDAR OF EVENTS

*'Canpro on the road'*

### July

11-12 Jul

*Canpro Risk Solutions*  
Alberta Defence Industries Symposium  
Calgary, AB  
[www.canpro risksolutions.com](http://www.canpro risksolutions.com)

### August

6 Aug

*Canpro Investigations*  
ICBC Slow Pitch Tournament  
Port Coquitlam, BC  
[www.canpro investigations.com](http://www.canpro investigations.com)

### September

13-14 Sep

*Canpro Risk Solutions*  
Oil Sands Tradeshow  
Fort McMurray, AB  
[www.canpro risksolutions.com](http://www.canpro risksolutions.com)

18-21 Sep

*Canpro OH&S*  
CSSE Conference  
Whistler, BC  
[www.canproohs.com](http://www.canproohs.com)

18-21 Sep

*Canpro Global*  
RIMS Canada Conference  
Ottawa, ON  
[www.canproglobal.com](http://www.canproglobal.com)

19-21 Sep

*Canpro Global*  
ASIS Conference  
Orlando, FL  
[www.canproglobal.com](http://www.canproglobal.com)

## PROFESSIONAL DEVELOPMENT LUNCH & LEARN PRESENTATIONS

For further information call  
Canpro at 1.800.661.9077

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