

ALBERT B. 'SPIKE' DENIS, CPP

- Born and raised on Oahu. Graduated Roosevelt High School, Honolulu, Hawaii. Attended Taft College, Taft, California.
- Employed at Hayes Guard Service, 1969 to 1976, as Operations Vice President, and from 1976 to 1982 as Executive Vice President.
- After leaving Hayes in early 1982, Spike teamed up with Steve Goodenow of Goodenow Associates, Inc., the largest and most successful investigative agency in the state, and formed Safeguard Services, Inc.
- Between 1983 and mid-November 2006, Spike developed Safeguard from a six-person, \$9,000/month organization to a professional security company employing 600+ with annual revenues exceeding \$15.5 million. Spike was Safeguard's majority shareholder and Chairman of the Board & CEO.
- During the last 25 years Spike and his staff have been retained in over 65 premises security cases as forensic security consultant's expert witnesses or investigators.
- Safeguard had also performed over 40 security consultation retentions including security surveys, electronic security systems designs, and other significant case work on behalf of law firms, architects, and property management firms.
- In November 2006, Safeguard was purchased in a stock transaction by Securitas Security Services USA, Inc., the American subsidiary of Securitas AB, the second largest security provider in the world.
- Safeguard provided high-quality uniformed guard services, internal theft investigations, workplace violence threat assessment and management, polygraph, loss control, mystery shopping services and employee hotline services.
- Safeguard was awarded the 1994 and 2000 Outstanding Organization Top Cop Award by the Law Enforcement and Security Coalition of Hawaii.
- Spike was awarded the 2002 Elwood J. McGuire "Top Cop" Award by the Law Enforcement and Security Coalition of Hawaii.
- Spike was inducted in to the Hawaii Joint Police Association Hall of Fame in February 2007.
- In November 2006, Spike formed Pacific Security Group LLC (PSG), a licensed, bonded, and insured private detective and guard agency specializing in security consultation services, including security assessments, security measure planning, and is a court qualified forensic security consultant providing case evaluation and expert witness services. Spike owns 100% of the voting shares and is President of PSG.
- Spike is a licensed Private Detective and Guard Agency principal. In 1990, he was certified as a Certified Protection Professional (CPP) by the American Society for Industrial Security, and in 1994, approved as a Certified Fraud Examiner (CFE) by the Association of Certified Fraud Examiners. (Since Resigned).

ASSOCIATIONS, AFFILIATIONS & APPOINTMENTS

- **CrimeStoppers Honolulu.** Appointed to Board of Directors in 1998.
- **State Board of Private Detectives and Guards. Industry member, Vice-Chair.** Appointed December 15, 2015 by Governor Ige for a term ending in 2020. Previously served having been appointed by Governor Waihee in 1988 for a four-year appointment; re-appointed for a second four-year term in 1992; and elected Chairman in 1993. Served on board's Act 208 ad hoc committee 2010-2013.
- **American Society for Industrial Security (ASIS).** Certified Protection Professional (CPP). Board Certified in October 1990. Member in good standing; 1985 Chapter Chairman. Recertified as CPP, October 2014. Chapter Legislative Chair 2010-Present.
- **Board Approved Security Guard Training Instructor** (January 2013)
- **National Council of Investigation & Security Services (NCISS).** Member
- **Building Owners and Managers Association (BOMA).** Member.
- **Hawaii Joint Police Association.** Member.

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EXPERIENCE

PACIFIC SECURITY GROUP LLC

**11/2006 – PRESIDENT. PRINCIPAL GUARD AND DETECTIVE LICENSEE
PRESENT**

Founded Pacific Security Group LLC (PSG). PSG offers specialized services for law firms, developers, architects, and business executives responsible for managing extraordinary risk situations:

- Premises Security Planning, including preparation of industry standard documents
- Forensic Consulting and Expert Witness Services for Premises Security Negligence Litigation
- Evaluation of Existing Security Programs and Operations
- Security Audits/Surveys/Assessments, including benchmarking police beat statistics and CAP Index Crimecast analysis
- Electronic and Physical Security Systems Design

SECURITAS SECURITY SERVICES, U.S.A., INC.

**02/2008 – SPIKE WORKS CONCURRENTLY FOR SUSA, THE MULTINATIONAL FIRM
PRESENT THAT PURCHASED SAFEGUARD IN '06 AS A CONSULTANT AND
SUBORDINATE PRINCIPAL GUARD LICENSEE.**

- Duties include consulting w/ former managers and occasionally clients; completion of special projects assigned by Securitas Area executives; and Custodian of Records for Safeguard; State regulatory compliance issues.

SAFEGUARD SERVICES, INC.

**1984 –
11/2006 CHAIRMAN OF THE BOARD & CEO**

Administered all business activity. Responsible for sales growth from \$72,000 per year in 1984 to more than \$15.5 million per year in guard, security consultation, investigation, polygraph and shopping service revenues. During the same period the company expanded its staff from six to approximately 650 employees. Served as expert witness for premises cases and as security consultant to commercial, retail, mixed-use, residential, industrial, hotel industries, and agricultural land owners. Developed marketing strategies for the guard, consulting, investigations, and shopping divisions.

1982 – 1984 OPERATIONS MANAGER

Co-founded the company. Directed guard and investigation sales and service. Supervised investigative, guard, shopping, and polygraph operations.

HAYES GUARD SERVICE, INC.

1976 – 1982 EXECUTIVE VICE PRESIDENT/DIRECTOR/CORPORATE SECRETARY

In charge of all administrative functions, overseeing dispatch, supervisory, accounting and sales departments, direct sales and account servicing, security consultation and participation in accounts receivable collection and cash flow control, as well as all other aspects of fiscal management. Developed and implemented marketing programs. Successful development of financial data to obtain needed financing. Left Hayes Guard Service, Inc. to co-found Safeguard Services, Inc.

1969 – 1976 OPERATIONS CAPTAIN

Responsible for all scheduling, human resources, invoicing, time keeping, cost control, dispatching, advertising, and inventory control for the state's then third largest guard company. Developed and implemented operating procedures and forms. Assisted clients in planning and initiating security programs for properties protected by the firm. Additional responsibilities included supervision, control and direction of dispatch and road supervisory staffs, sales, servicing of accounts, security consultation with clients, collection of accounts receivable, and coordination of all operational systems and staff projects.

EDUCATION

Taft College, Taft, CA – Business Major

Roosevelt High School, Honolulu, HI – Diploma

PREMISES SECURITY CASE WORK

Retained as a forensic security consultant/investigator or expert witness for the following security litigation cases:

PLAINTIFF

- Alatasi v. Avis/Goodsill Anderson Quinn & Stifel (David Kuriyama) - Settled
- Dorcean, Alex v. Kapono's (Terrance Revere). September 2005 - Deposed
- Bennett v. Aloha Parking et. al./James T. Leavitt (John Yamane) - Deposed
- Black v. Kona Coast Resort. Lawrence Cohn, Esq. January 2008-January 2009 - Report; Settled
- Goers/Cobb-Adams v. Dancers/Tam O'Connor & Henderson (William H. Nagle, III). July 1996 – Report

- Haynes v. Haas/ Nathan Roehrig, Esq. Bickerton Dang, LLP. September 2015-Deposed.
- Healey & Nickens v. Hard Rock International. Daniel A. Morris, Esq. Bickerton Lee Dang & Sullivan June 2008 - Report
- Holtzman v. Hawaii Kai Championship Golf Course/Price Okamoto Himeno & Lum (Terry Yamamoto). February 1995 - Report
- Howell v. Hilton Hawaiian Village/Shim Seigle Tam & Naito (Paula Murakami) - Report
- King v. Faitau/Bickerton Saunders Dang & Bouslog (Chris Bouslog). February 1995 - Deposed
- LaBuick v. Turtle Bay Hilton/Gilbert and Jeynes (Larry Gilbert) - Report
- Lal v. Aston Hotels/(Curtis Aldendifer). February 1999 - Report
- Lee, Diane and Kum Ok Lim v. Koa Corporation (Lila Kanae). January 2002 - Report
- Lessary et.al. v. Hard Rock Café. Bickerton Lee Dang & Sullivan (Daniel Morris, Esq.) July 2009 - Deposed
- McGill v. Kyo-Ya Corporation/Chuck Jones & McLaren (Ward Jones) - Deposed
- Momens v. Cornet Stores & Ishikawa/Schweigert & Associates (Jeff Hosselmann) - Deposed
- Nanini v. Campbell Estate/Shim Seigle Tam & Naito (Paula Murakami) - Settled
- OGG v. Alamo Rent-A-Car/Fujiyama Duffy & Fujiyama (Scott Hashimoto). December 1992 - Deposed
- Oishi v. State of Hawaii/Chee Lee Oshiro & Williams (John Williams) - Deposed
- Sawada v. Hawaii Raceway Park/Chee Lee Oshiro & Williams (Stan Yamada) - Report; Settled
- Stacy Trinidad v. GGP Ala Moana LLC dba Ala Moana Hawaii's Center, et al./ Law Offices of Vladimir P. Devens LLC (Vladimir P. Devens, Esq.; Keani S. Alapa, Esq.) Settled. January 2016
- Wakisaka v. Sears/Robinson & Chur. January 1994 - Report
- Walsh v. YWCA/Bickerton Saunders Dang & Bouslog (Chris Bouslog & Co-Counsel Jeff Crabtree). June 1992 – Testified at Trial
- Winnick v. Princeville Hotel Association/Lowenthal & August (Joel E. August). July 1997 (withdrew).
- Yocum v. Aloha Parking, et al./Schutter Cayetano Pavey (Howard Glickstein) - Deposed

DEFENSE

- Abiva v. Sua/ (Curtis Aldendifer). February 1999 - Report
- Acob, Erlinda v. Kyo-ya/Matsui Chung Sumida & Choy. November 1998 - Report
- Arbitration between Pacific Insurance Company, Ltd., and Insurance Company of North America/Libkuman Ventura Ayabe & Hughes (Paul Yamamoto). January 1991 - Deposed
- Balagso, Michelle v. AOA Maui Kai/Davis Reid & Richards (Bob Richards, Esq., Lisa Pang Tong, Esq.) - Testified at Trial
- Byrne v. Harmon Loop Hotel/Mair Mair Spade & Thompson (Kevin Seely). March 1995 – Report
- Celaya v. Pleasant Travel Service, Inc. dba Royal Kona Resort/Matsui, Chung & Ikehara. October 2011 - Report; Settled
- Chaplan v. Outrigger Hotels (James Stone). December 2002 - Report; Settled
- Chodecki v. McDonald's of Hawaii, Inc. Ayabe Chong Nishimoto Sia & Nakamura (Ronald Shigekane) May 2009-December 2009 - Deposed
- Crawford v. HPU and Burns (David Suzuki). May 2003 - Report
- Colomenero v. Blue Zebra/Robin Kishi. August 1997 - Report
- Corner/Dunn v. Outrigger Hotels/Burke Sakai McPheeters Bordner Iwanaga & Estes. December 1992 - Report; Settled
- Doe, Jane v. Maui Intercontinental Hotel/Cades Schutte Fleming & Wright (Jeff Portnoy) - Report; Settled

- Doe Minor v. AOA Hanohano Hale, et. al. Ogomori & Yoshimoto, LLP. (Nathan Yoshimoto, Esq. & Donna Yoshimoto, Esq.) February 2014. Report.
- Dunbar v. Pentagram/ Curtis Aldendifer, Esq. July 1996 - Report
- Edwards Mauro, dba: Professional Corporate Services. State of Hawaii Regulated Industry Complaints Office (RICO), Department of Commerce & Consumer Affairs (DCCA) case. Served as Board of Detectives and Guards Advisory Member (Diane Corn, Esq.). October 2003 – Testified at DCCA Administrative Hearing
- Escariel v. Azabu/ (Curtis Aldendifer). August 1996 - Deposed
- Espiritu v. Century Park Plaza/Burke Sakai McPheeters Bordner Iwanaga & Estes (James T. Estes). April 1998 - Settled
- Fernando v. Pacific Beach Hotel/Libkuman Ventura Ayabe & Hughes (Craig Furusho) - Settled
- Furuoka v. Dai-Ichi/Mair, Mair, Spade & Thompson (Randall Todd Thompson). September 1996 - Settled
- Graybill v. 3521 Corp./Reid Richards & Miyagi (James V. Myhre). October 1996 - Deposed
- Grobet v. Kauai Surf Hotel/Libkuman Ventura Ayabe & Hughes (Richard Nakamura). November 1984 - Deposed
- Guzman, Steven v. Sugar Bar/Ortiz & Yamamura (Lila Kanae) - Deposed
- Hendrickson, Roger v. H&R Block Enterprises, Inc. (James Myhre). March 2005 - Deposed
- Hutcherson v. Tokyu Company/Mair Mair Spade & Thompson (Randall Todd Thompson). October 1996 - Report
- Iizuka v. Gateway Hotel/ Alston Hunt Floyd & Ing (William Hunt, Esq. & Peter Knapman, Esq.) September 2007 - Report
- Inoue v. Diamond Hotel Co., Ltd./Mair Mair Spade & Thompson (David Mair). June 1994 – Report
- Jane Doe v. Sears Roebuck & Co. et.al. / Ogomori & Yoshimoto LLP (Donna A. O. Yoshimoto, Esq); Jason H. Fieman, Esq.) Settled. May 2016
- Kamaka v. Kamehameha Shopping Center, et. al./Law Offices of Leslie R. Kop (Brenda Morris, Esq.). Report. Settled. May 2017
- Kim & Fong v. Nova International (dba Maharajah)/Roeca Louie & Hiraoka (Ryan Akamine/ September 1995 - Testified at Trial
- Kim, B. Y. v. Holiday Inn, et al./Libkuman Ventura Ayabe & Hughes (Richard Nakamura) - Report
- Laub v. Nikko/Mair Mair Spade & Thompson (Randall Todd Thompson, Esq.). March 1995 - Settled
- Lowrey v. Star Protection Agency, Inc. and Hawaii Kai Shopping Center (James Dandar, Esq.). October 2003 – Settled
- Lumpkin v. LNR Property and Kona Metro et.al./McCorriston Miller Mukai and Mackinnan, LLP (Dave Minkin, Esq.; Jesse Smith, Esq.) October 2017 Reports, settled.
- Lynch, Joshua v. FGI/Burke Sakai McPheeters Bordner Iwanaga & Estes (Wayne M. Sakai). June 1993 - Settled
- Ozaki, et al. v. AOA Discovery Bay/Reid Richards & Miyagi (Bob Richards, Esq.; Nichole Jeffers). February 1994 - Testified at Trial; case went to Supreme Court.
- Peacock v. Sheraton Hotels/Lee Henderson Chipchase and Wong (Harvey Henderson) - Report
- Jane Doe vs. KSBE/Bays Deaver (Crystal Rose) May 2011 - Deposed
- Prater & Richards v. Zanzibar. James Shin, Esq. Roeca Louie & Hiraoka. April 2008 - Report
- Renaud v. United States Navy, Nova Sunset, et al (Arnold Phillips II). 2000 - Report, Settled
- Rivera v. Diners Drive Inn/Libkuman Ventura Ayabe & Hughes (Craig Furusho) - Deposed
- Sextro and Daugherty v. Outrigger Hotels (James Stone). 2001 - Report
- Silva v. Naihe/Reid Richards & Miyagi. June 1998 - Report

- Slocum v. Burns International Security Services (David Suzuki). May 2003 - Report
- Tique, Flordeliza v. Hotel Nikko Saipan, Inc. (Mair Mair Spade & Thompson) 2001 - Report
- Vogelle v. Maui Arts & Cultural Center. Robert P. Richards, Esq. Michele Luke, Esq. Richards & Luke. April, 2007 - Deposed; Settled
- Wailea Community Association v. Wailea Point Village AOA (Christian Porter). October 2001 - Testified at Arbitration
- Wright v. Makepa, et al./Kauai Reinwald O'Connor Marrack Hoskins & Playdon (Michael J. McGuigan). March 1996 - Testified at Arbitration: Judge Matsuoka

SECURITY CONSULTATION

- **Aiea condominium.** Developed and implemented written operating procedures for proprietary security personnel.
- **Aiea townhouse development.** Limited survey review constructed for current security practices and procedures.
- **AOAO 1350 Ala Moana (Touchstone Properties).** Security survey including benchmarking of similar properties; HPD and site crime report analysis; recommendations for upgrading physical, electronic, and procedural security measures; and prepared functional RFPs for vendors. January 2000.
- **AOAO 1350 Ala Moana (Hawaiiana Management Company).** Re: design and upgrade of CCTV and access control system; prepare vendor RFP & post-proposal analysis; re-write security operating procedures manual.
- **AOAO Discovery Bay.** Security survey including review of three vendor proposals for upgrade of CCTV system & access control systems, documentation of existing security measures, analysis of site incident reports and HPD Reports of Index Crimes Reported, and security benchmarking of four similar condominium properties. August 2004.
- **AOAO Hale Kaheka.** Developed RFP and assisted in selection of vendor to retrofit/replace integrated card access/CCTV system. Benchmarked similar condominiums. December 1997.
- **AOAO Hale Pauahi Towers.** Retained by Hale Pauahi's two Boards of Directors to perform a security assessment to examine current physical security measures, to verify that such were within the standard of care identified for similarly situated properties, and that the Boards were receiving value consistent with industry standards and costs. Completed November 2013.
- **AOAO Harbor Square.** Performed security survey, which led to the implementation of many recommendations made. The scope of work included benchmarking of similar mixed-use properties on Oahu to formulate recommendations for electronic and physical security measures to better secure the residential and commercial parking levels; card access; upgraded CCTV; and communications systems for the residential component. August 1995.
- **AOAO Nauru Tower.** Completed comprehensive directed scope of work covering qualitative and quantitative assessment of Nauru Tower's existing physical security measures including staffing. Performed significant benchmarking of neighboring luxury condominiums in "Superblock". Condos benchmarked for this project included Hawaiki Tower, Koolani, Hokua and Nauru Tower. Completed 2012.
- **AOAO Pacific Grand.** Completed a security survey which included recommendations to provide for the safety of the residential population, while accommodating commercial operations at this mixed-use property. Numerous mixed-use properties on Oahu were benchmarked to assist with formulation of recommendations concerning staffing, physical and electronic security measures for this property. December 1995.

- **AOAO Queen Emma Garden.** Security survey including benchmarking of similar properties; HPD and site crime report analysis; recommendations for upgrading physical, electronic, and procedural security measures. 2001.
- **AOAO The Royal Iolani.** Developed RFP and assisted in the selection of vendor to upgrade physical electronic security system. Benchmarked similar condominiums. February 1999.
- **AOAO The Villa on Eaton Square.** Security survey including benchmarking of similar properties; HPD and site crime report analysis; recommendations for upgrading physical, electronic, and procedural security measures. 1999.
- **Arcadia Retirement Residence.** Completed a security survey to formulate recommendations concerning staffing, physical and electronic security measures for this property. September 1997.
- **Child and Family Services.** Security survey including benchmarking of similar properties; HPD and site crime report analysis; recommendations for upgrading physical, electronic, and procedural security measures. 2001.
- **General Growth Management of Hawaii, Inc.** Retained as security consultant for expansion phases Blocks L, A, B, & C and for the Ewa/Mauka parking structure currently under construction. Scope of work included benchmarking (surveying other regional malls' security measures); prepared performance (technical) specifications for RFPs for leading-edge electronic security technology applications (fiber optic links, digital recording); assisted member of architectural design team (Anbe, Aruga & Ishizu Architects, Inc.) in placing access control, CCTV, and alarm components on plans; approved submittals, etc. 1999.
- **Colliers Monroe Friedlander Management Inc.** Facility security survey for major medical provider. Access control, CCTV, security staffing. December 2006.
- **Critical Infrastructure Security Survey.** Performed a critical infrastructure, anti-terrorism security survey for a major oil refinery in Hawaii. January – March 2002.
- **Department of Hawaiian Homelands – Kapolei Office Building.** Pre-construction design of access control, CCTV, and intrusion detection systems. June 2007.
- **Department of Transportation – Kauai.** Security survey to assist with security measure design plans for new facility (consolidation of Kauai DOT facilities into one location).
- **General Growth Management of Hawaii, Inc.** Retained as security consultant for expansion phases Blocks L, A, B, & C and for the Ewa/Mauka parking structure currently under construction. Scope of work included benchmarking (surveying other regional malls' security measures); prepared performance (technical) specifications for RFPs for leading-edge electronic security technology applications (fiber optic links, digital recording); assisted member of architectural design team (Anbe, Aruga & Ishizu Architects, Inc.) in placing access control, CCTV, and alarm components on plans; approved submittals, etc. 1999.
- **Haseko, Inc.** Performed two comprehensive security surveys, one of which involved the now-stalled, mixed-use development Keeaumoku Super Block. This development was designed to include a condominium tower, two office towers, over 1 million sq. ft. shopping center, and ten levels of parking. Benchmarked shopping centers, commercial parking garages, residential condominiums, and entertainment components in North Carolina, San Francisco, and Honolulu. Retained in design phase.
- **Ilikai Hotel.** Retained by AOA O Ilikai's law firm, Motooka Love & Revere. Performed security survey that included benchmarking of similar properties, opinion relative to standard-of-care issues, validation of security department cost, and analysis of HPD Index Crimes statistics and national CAP Index score. 2007. Second retention in 2008 to write RFP to outsource security function.

- **Ilikai Hotel Nikko Waikiki.** Performed survey to relocated or replace existing CCTV system. Developed RFP and assisted in selection of vendor for turn-key replacement and upgrade of 85 CCTV cameras and head-end equipment. June 1997.
- **Imperial Plaza.** Retained by property management firm to perform survey that included benchmarking of similar mixed-use properties and redesigning and significantly upgrading card access and CCTV system throughout premises for residential, commercial, retail, and parking components. 2005.
- **Imperial Plaza.** Completed standard-of-care surveys of eight similar properties; coordinated with electrical engineers, architects, and security equipment suppliers in specifying equipment applications and locations. November 1989.
- **Kaahumanu Center.** Security survey including benchmarking of similar properties; HPD and site crime report analysis; recommendations for upgrading physical, electronic, and procedural security measures; and prepared functional RFPs for vendors. 2001.
- **Kahala Towers.** Completed a security survey to formulate recommendations concerning staffing, physical and electronic security measures for this property. July 1998.
- **Kaimuki Plaza.** Standard-of-care review performed. Recommendations for pre-construction design and electronic security system bid specification development, bid selection and award to security equipment vendor. December 1992.
- **Kakaako condominium.** Abbreviated survey done for developer and Board of Directors.
- **Kukui'ula Development, Kauai.** Retained as peer consultant by developer/owners to review and validate electronic security measure application and design, research standard-of-care issues and notice, including benchmarking of similar exclusive destination communities and workup of crime statistics. November 2006 continuing retention.
- **Ma'alaea Harbor Village.** Security survey including benchmarking of similar properties; HPD and site crime report analysis; recommendations for upgrading physical, electronic, and procedural security measures. 2001.
- **Major inter-island cargo shipping firm.** Abbreviated surveys performed for primary inter-island port facilities following Maui theft investigation, which led to 13 indictments and 11 convictions.
- **Major Waikiki hotel.** Limited survey conducted of all departments relative to compliance with stated security policies and procedures.
- **Makiki condominium.** Performed standard-of-care review and documentation; worked with equipment suppliers, electrical engineers and architects; specified security equipment applications and locations; assisted developer with planning for proprietary security operation.
- **Maryknoll School.** Provided a security survey to review the physical and procedural security measures in place to evaluate and improve the security and safety posture of the entire campus. 2001.
- **Pacific Grand.** Completed a security survey to formulate recommendations concerning staffing, physical and electronic security measures for this property. December 1998.
- **PriceWaterhouseCoopers.** In alliance with PWC, completed site surveys and conducted staff training for C. Brewer. May 1999.
- **Punahou Cliffs.** Abbreviated survey performed for Board of Directors. 1988.
- **Punahou School.** Provided a security survey to review the physical and procedural security measures in place to evaluate and improve the security and safety posture of the entire campus. February 2001.
- **Royal Capitol Plaza.** Provided consulting concerning existing electronic security system upgrade; system design; specification preparation; receipt and review of bids from contractors. May 1997.

- **Security consultant to estate landowner/developer.** Prepared survey report which included standards-of-care documentation for commercial buildings and shopping centers; light industrial, heavy industrial, and historic sites; staffing; pay and performance levels; electronic security measures; recommendations for an integrated strategy to protect client's mixed-use assets spread over a large geographical area in West Oahu (The City of Kapolei).
- **The Waihonua at Kewalo.** Retained by developer Alexander & Baldwin, Inc. on two occasions. Initially, to review physical security systems design applications for electronic security systems with vendor (CCSI); architects, construction management (managing client) & owners to verify systems design were within the standards identified for luxury condominiums; and, were both functionally and technologically sound. Completed December 2012.
The second retention's scope of work included an examination of electronic security systems bid specifications, low-voltage drawings, and related device data sheets; conforming of vendor bids to "apples to apples" by verifying device technology capabilities met or exceeded spec; Prepared final report comparing bid specs with narrative report detailing scope of work performed with bid comparison tables. Enabled construction management firm to select vendor at significant cost savings to developer. Completed February 2014.
- **Waikiki condominium.** Audit/survey completed for Board of Directors.
- **Waikiki hotel condominium.** Completed audit/survey.
- **Waikiki Shopping Plaza/Waikiki Business Plaza July 2011.** Completed a limited scope security assessment including evaluation of both Waikiki Business Plaza and Waikiki Shopping Plaza's security measures; assistance with new CCTV system design for Waikiki Shopping Plaza and system expansion for Waikiki Business Plaza design. Preparation of comprehensive Standard Operating Procedures manual and upgrading or creating of all forms utilized by security department. SOP included incident investigation and preparation of incident reports sections.
- **Maui Shopping Center.** Completed audit/survey including preparation of written security procedures. Performed pre-construction systems design and consultation for a multi-level parking facility incorporating state-of-the-art electronic access control, video surveillance and emergency communications devices.
- **Young Brothers.** Reviewed the security measures and policies in place and made recommendations to improve access control and cargo security measures of the Honolulu port facility. February 2001.

WORKPLACE INVESTIGATIONS

- During his career, Spike has directly conducted, supervised, oversaw, consulted on, or has otherwise been responsible for ensuring the professional completion of as many as 2,000 workplace investigations by Safeguard investigators, supervisors, managers, and executives operating under his license, and authority as CEO of the company.

SEMINARS & PANELS

- August 24, 2017. Speaker & Panelist Community Associations Institute (CAI Hawaii). Dealing with the Darkside-Criminal Elements in Associations. Two PowerPoint presentations, the first Electronic Guard Force Management Tools; the second Drones & Privacy. Co-presented with HPD's Cybercrimes Division Det. John McCarthy, Cybercrime Prevention; and Richard Osborne, President, LTS Holdings-Security Project Management.

- October 10, 2012. Speaker and Panelist. Institute of Real Estate Management Seminar. "Crime, Security and Act 208" Co-presented with Honolulu County Prosecutor Keith Kaneshiro and Derek Murakami. PowerPoint presentation updated implications and processes involved with Act 208 compliance.
- February 9, 2012. Speaker and Panelist. Hawaii Council of Community Associations. "High-Tech Solutions" for Condos, Co-ops and Residential Buildings. PowerPoint presentation and discussion of latest developments concerning Act 208 that impact Board of Director responsibilities. Information presented on liability implications and recommendations for regulatory compliance for condominium boards and associations.
- August 25, 2011. Speaker and Panelist. Community Association's Institutes Seminar: "Dealing with the Dark Side" Two PowerPoint presentations. The first dealing with security assessment surveys and retaining third-party consultants; the second provided information to attendees concerning implantation issues and recent developments for ACT 208 which amends HRS 463, Private Detectives and Guards.
- October 30, 2010. Speaker. Safety and Security Seminar for Hawaii First Property Managers. Prepared handouts: Mitigation of Premises Security Liability; Impact of Act 208 on AOA Proprietary Security Operations.
- August 18, 2010. Instructor. ASIS Chapter 134. CPP Review Course "Personal Security".
- June 7, 2007. Speaker. "Psychos, Pot Pushers & Prostitutes - Solving the "P" Problem" for the Community Associations Institute (CAI). Presented program on security survey best practices and case study.
- September 30, 2003 and October 2, 2003. Instructor for Personnel Security. "2003 CPP Review Course" for the American Society for Industrial Security (ASIS). Honolulu, HI.
- June 18, 2003. Moderator. "Before Disaster Strikes – Will You Be Prepared?" for the Building Owners and Managers Association (BOMA) – Hawaii.
- November 21, 2002. Speaker. Post 9-11 Workshop. International Facility Management Association (IFMA).
- March 21, 2002. Speaker. "Ask the Experts" for the Community Associations Institute (CAI).
- July 19, 2001. Shopping Center Security Roundtable Leader. "Destination Retail" for International Conference of Shopping Centers (ICSC). Maui, HI.
- March 15, 2001. Speaker. "Ask the Experts" for the Community Associations Institute (CAI).
- October 18, 2000. Speaker. "Preparing for Workplace Violence" for the Institute of Real Estate Management (IREM) Hawaii Chapter Membership Meeting.
- May 4, 2000. Panelist. "Premises Security Negligence Case Investigation" for the National Federation of Paralegal Associations (NFPA) Spring 2000 Convention.
- January 20, 2000. Speaker. "Violence in the Workplace and Drug Free Workplace Seminar" for the Maui Chamber of Commerce.
- October 21, 1999. Panelist. "Ask the Experts - latest word on property management issues affecting your association's bottom line" for Community Associations Institute (CAI).
- June 2, 1999. Special Guest Speaker. "Considerations for Security Surveys and Security Measures Planning" for Kona Crime Prevention Committee.
- May 15, 1999. Featured Speaker. "1999 Community Association Law Seminar" for Community Associations Institute (CAI).
- April 13, 1999. Speaker. "Developments in Building Security" for Building Owners & Managers Association (BOMA) Hawaii.

- September 12, 1996. Organized and moderated workshop “Dodge the Bullet” (Crime Prevention Resources Public & Private Sector-Impact on Risk) for Building Owners & Managers Association (BOMA) 1996 Western Regional Conference.
- September 1996. Host/Speaker. Workshop for Building Engineers. Premises Security Measures; Risk and Workplace Violence.
- April 1996. Host/Speaker. Workshop for Property Managers. Premises Security Measures and Liability.
- October 26, 1995. Speaker. Hawaii Resident Managers Association. Topic: Standard Operating Procedures Manuals for Security.
- September 15, 1995. Speaker. Institute of Real Estate Management (IREM) Smart Partners Security Seminar.
- April 1995. Developed and organized panel and moderated the BOMA Commercial Premises Security Liability Seminar.
- May 1994. Speaker. Honolulu Chapter International Facilities Managers Association. Topic: Violence in the Workplace.
- June 1993. Panelist. Hawaii Hotel Security Association Seminar. Topic: Security Standards Documentation for Hotels and Security Negligence Litigation.
- May 1988. Panelist with Katherine Rosenberry, Esq.; Milton Motooka, Esq.; Chad Love, Esq.; Sandy Gomes (State Farm) and Mike Joy (Consultant). Community Associations Institute (CAI) Seminar for Condo Boards and Property Managers. Topic: “Paradise Lost.”
- October 1987. Panelist with Chad Love, Esq.; Mike Joy (Consultant), Jim Poorbaugh (Condo Manager). Hawaii Council of Associations of Apartment Owners Seminar. Topic: Condo Security Liability.
- August 1986. Panelist with Mike Joy (formerly with the Honolulu Police Department); Bruce Dinman, Esq.; Milton Motooka, Esq.; Roy Hughes, Esq.; and Jacob Ericson, Resident Manager. “Security: Damned if You Do and Damned if You Don't,” a seminar sponsored by Community Associations Institute (CAI). Discussion of property owners' legal duty in Hawaii; security countermeasures and planning; case studies; question-and-answer session.
- December 1985. Moderator. Premises Security Liability Seminar sponsored by ASIS. Developed format and arranged for Charles Sennewald, national security expert, to be keynote speaker on panel consisting of attorneys Howard Glickstein, Steve Nakashima (plaintiff and defense perspectives and case law), Wayne Ogino (attorney and hotel security expert).
- February 1984. Panelist with Roy Hughes, Esq. Legal Investigators' Seminar. Topic: Security Negligence Investigation Procedure.
- July 1983. Panelist and speaker along with James Ventura, Esq.; Winston Lum, Honolulu Fire Department; Lelanda Lee, Chaney, Brooks and Company. Condominium Liability Seminar for AOA Boards of Directors and Property Managers sponsored by Chaney, Brooks and Company.

WORKSHOPS & TRAINING

- October 2012 Honolulu Community College, U Of H, Initial 8-hour Trainer Orientation (Certificate Course)
- September 2007. Attendee. American Society for Industrial Security Annual Seminar and Exhibits. Las Vegas, NV.
- November 19-21, 2003. Attendee. State of Hawaii. Inaugural Asia-Pacific Homeland Security Summit & Exposition. Honolulu, HI.

- September 10-13, 2002. Attendee. American Society for Industrial Security (ASIS) 48th Annual Seminar and Exhibits. Philadelphia, PA.
- July 16-18, 2002. Attendee. Risk Assessment Methodology for Water (RAM-W). Department of Energy – Sandia National Laboratories / National Wilderness Training Center, Inc. Honolulu, HI.
- November 13, 2001. Attendee. Community Service – An Opportunity in Disguise. Building Owners and Managers Association (BOMA). Honolulu, HI.
- April 27, 2001. Attendee. Securing Commercial Properties – Protecting Against the Terrorist Threat. Building Owners & Managers Association (BOMA). Honolulu, HI.
- April 23-25, 2001. Attendee. International Association of Professional Security Consultants (IAPSC) 17th Annual Conference – Beyond Borders & Back. Santa Fe, NM.
- March 26-28, 2001. Attendee. American Society for Industrial Security (ASIS) Pacific Rim Conference – Adapting Strategies to a Changing World. Honolulu, HI.
- October 24, 2000. Attendee. Psychos, Pot Pushers, Prostitutes & Parking – Solving the “P” Problem in Community Associations. Community Associations Institute (CAI). Honolulu, HI.
- October 20, 2000. Attendee. A Case Study in Developing and Managing a Shopping Center Conference. International Council of Shopping Centers (ICSC). Honolulu, HI.
- April 16-19, 2000. Attendee. International Association of Professional Security Consultants (IAPSC) 16th Annual Conference – Success 2000. San Diego, CA.
- September 27-30, 1999. Attendee. American Society for Industrial Security (ASIS) Annual Seminar and Exhibits. Las Vegas, NV.
- June 1999. Attendee. Implementing Change in Organizations: Issues and Strategy. The Service Excellence Center, The Chamber of Commerce of Hawaii. Honolulu, HI.
- June 1998. Fundamentals of Fraud Investigation. Honolulu, HI.
- September 1997. Attendee. The Step-By-Step Guide To Better Facility Security Seminar. AMA Key Productivity. San Diego, CA.
- December 10-11, 1996. Attendee. Security Force Management. American Society for Industrial Security (ASIS). Washington, D.C.
- November 6-8, 1996. Attendee. Putting Crime Prevention Through Environmental Design (CPTED) to Work in Your Community Workshop. National Council for Crime Prevention. Salt Lake City, UT.
- November 5-9, 1994. Attendee. International Shopping Center Security (ICSC) Conference. Dallas, TX.
- September 19-27, 1994. Attendee. American Society for Industrial Security (ASIS) Annual Seminar and Exhibits. Las Vegas, NV.
- June 6-10, 1994. Attendee. Physical Security Technology and Application Conference and Facility Design. American Society for Industrial Security (ASIS). Charlotte, NC.

ARTICLES & QUOTES

- Authored “Raising the Bar for Security Guards” *Building Management Hawaii Magazine*, August-September 2012
- Authored “Security: Hire out, Hire in...Or in Between.” *Building Management Hawaii*, August-September 2006.
- Quoted in article “Companies Keep Eye on Violence” by Debbie Sokei. *Pacific Business News*, October 27, 2000.
- Authored “Security and Parking Management Services: A Value-Added Model.” *Building Management Hawaii*, September-October 1996.
- Subject of article “Hawaiian Eye” by Ellen Paris. *Hawaii Investor Magazine*, September 1993.

- Authored "A Design Consideration; Security Systems." *Hawaii Architect*, June 1993.
- Quoted in article "Human Touch in High Tech Security" by Jay McWilliams. *Building Management Hawaii*, April 1989.
- Authored "Condominium Security and The Duty to Protect." *Building Management Hawaii*, November 1986.
- Quoted in article "Repair and Prevention." *Building Management Hawaii*, April 1985.
- Subject of article "Exec Proves Security is Not Equivalent to Dull" by Malia Zimmerman. *Pacific Business News*, December 28, 1998.