You have a 12 volt alarm panel (DC) with circuit supervision supplied by 1.25k eol. Using ohms law what is the current on each zone circuit?

A. 5 ma  
B. 90 ma  
C. 10 ma  
D. 96 ma  

To enter the contest:
Send your reply to premes@casiact.org. All correct entries will be brought to the next CASIA meeting where we will draw a gift card winner. Oh yes, the winner must be present to win.

Answer for February was: In order of conductivity:
1 Silver. Best conductivity
2 Copper. 94% of silver
3 Gold does not corrode
4 Brass
4.15.2015

Everything changes!

visit booth 21089

800.558.7767  www.rrms.com
By Andrew Wilson

I am writing this month’s President’s Message, a tad bit depressed, having just returned from the ESA Leadership Summit in Phoenix, Arizona. Considering the weather we’ve had here in Connecticut this past February, it was like being pulled out of hell and magically transported to heaven – for a few amazing days. Every day we were there, the daytime temperatures were in the low-to-mid eighties; not even a wisp of a cloud in the sky the whole time we were there; intense sunshine every single day; evening low temperatures in the fifties, in February! I have just one question, why did we not see more people from Connecticut at this event? If you were at the February CASIA Annual Membership Meeting, you got a chance to see some (amateur) photos of the amazing conference that was put together by ESA – for YOU! The Leadership Conference was a mix of some official ESA committee meetings, (awesome!) meals, leadership/management-building seminars, interactive sessions with leading industry professionals, and a good mix of some serious fun (is that an oxymoron?). Sunday night, we were treated to a Wild West Evening at a saloon in Scottsdale, sponsored by the Arizona Alarm Association. Tuesday night, Interlogix sponsored The Diamond Event indoor/outdoor reception which included a fantastic-sunset, great food and drink, followed by toasting liquor-infused marshmallows over an open fire, with a mountain-high view of downtown Phoenix and Scottsdale. The Wednesday night Closing Event was a bonfire reception in the Hidden Valley on the outskirts of this amazing Hilton Tapatio Resort.

Why am I telling you about this? Not because I want to make you jealous, but because I want you to understand that these programs are produced for all of you! I couldn’t help but to wonder why more of our CASIA members aren’t taking advantage of the amazing benefits of attending these ESA conferences. The numerous training sessions/seminars were all focused on the pressing issues of the day:

“Building the Workforce of Tomorrow: How to Recruit, Retain & Grow Your Young Talent”

“Money Does Grow on Trees” – a seminar on how to make the most of referrals (given by Rochelle Carrington, guest speaker are CASIA’s Membership EXPO!).

“HR When you don’t have an HR Department” – fantastic for smaller companies!

“The Consumer Point of View” – a candid view of the consumers’ view of our industry and how these changing perceptions affect our business model, going forward

“How to Achieve Breakthrough Execution & Accelerate Growth”

“Winning Moves to Double your Business”

“How to Choose the Right 3-5 Priorities Each Quarter”

The programs presented at these sessions are invaluable - this is my third year attending the Leadership Summit; and I am always amazed at the quality and significance of the seminars. The effort put forth by the staff at ESA to make these events relevant, meaningful, worthwhile (and fun!) is nothing short of amazing. It’s well worth the time and expense (plus it’s nice to be able to escape the New England weather!). I hope you’ll give serious consideration to attending this event, next year.

By the time you read this, the ISC Expo in Las Vegas will be just a few short weeks away. If you’ve never attended the show in Las Vegas, this is really a must-see event. This is the grand-daddy of security industry events; the show that all vendors plan to attend. There will be a number of CASIA members in Las Vegas, so I hope you’ll be among us. And kicking off the ISC West Expo is the AIREF (Alarm Industry Research & Education Foundation) Golf Tournament, on Tuesday, April 14. Our own Pat Remes runs this event for AIREF; and a number of Connecticut/CASIA people are already signed up to play, so I hope you’ll be joining us. No need to be a pro-golfer – just the desire to have a good time and connect with industry peers from all over the country. And the views of downtown Las Vegas from the golf course are spectacular! Contact Pat if you have any questions regarding the ISC Expo or the AIREF Golf Tournament.

Folks, these programs and events are put together for YOUR benefit, but you don’t get the benefit if you don’t get involved. Hope to see you in Las Vegas!

On the legislative front, you should know that there was a bill recently brought up for consideration in Hartford that sought to require separate licensing with background checks for alarm companies. While most of us in the trade are generally in favor of the concept of background checks for those who sell, install and service security systems, this particular bill was ill-conceived and poorly crafted, without any input from people from our industry, exempted E-class license holders; and would’ve been bad news for all of us, had it been passed into law. I am happy to report that, following compelling testimony at the hearing from representatives from CASIA, supported by our lobbyist and legislative watchdog Andrew Markowski of Statehouse Associates, the bill was withdrawn.

Our next meeting is March 26 at Marisa’s in Trumbull. Please mark your calendar and plan to be there. See you then!

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Buchanan Ingersoll
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2015 CASIA MEETINGS
March 26..... CASIA General Meeting
April 30 ....... CASIA Fire & Code Officials Night
May 28........ CASIA General Meeting
June 18 ....... CASIA LOBSTERBAKE & Barbecue...... Fairfield Beach
July 23 ........ CASIA Annual GOLF Tournament....... Lyman Orchards

To RSVP to these meetings, call Pat Remes at 203-762-2444 or email premes@casiact.org.

Unless otherwise noted, meetings are at held at Marisa’s Ristorante, 6540 Main Street, Trumbull, CT 06611. Social hour 6:15 p.m.; dinner 7:00 p.m.; meeting 7:30 p.m.

CASIA TRAINING
Registration forms available online at www.casiact.org. Please contact Pat Shea Remes / premes@casiact.org for information.

At this time, 9 classes are required by the State of Connecticut, if you are obtaining your classroom study for low voltage licenses (L-6/C-6) through CASIA:

- NTS Level 1 (3 days)
- NTS Advanced Intrusion Systems (AIS) (2 days)
- NTS Fire Alarm Installation Methods (FAIM) (2 days)
- NTS Troubleshooting, Service and Maintenance (TSM) (2 days)
- NTS Video Systems Technology (VST) (2 days)
- NTS Electronic Access Control (EAC) (2 days)
- NTS Life Safety Code (LSC) (1 day)
- CASIA National Electrical Code (NEC) Review (1 day)
- OSHA 30 (CT) – training can be obtained through any authorized OSHA 30 instructor. Can be taken as Online course through official OSHA provider.

Mike Hampton of ESA and CASIA President
Andrew Wilson at the ESA Leadership Summit in Phoenix, AZ.
Alarm Industry Seeks Answers in the Issue of Dropped Signals

CSAA International announced that the Alarm Industry Communications Committee (AICC) has launched an industry-wide survey on the issue of dropped signals involving Digital Alarm Communications Transmitters (DACT). The survey aims to collect information on how the telecom network’s move towards Internet Protocol (IP) affects these signals. “We want to better understand the impact these changes have on alarm communications coming into central stations,” said Gordon Hope, Vice President of Marketing and Business Development at Honeywell and a member of the CSAA Board of Directors. “Or signals not coming in, as the case may be.” For more information, visit www.csaaintl.org.
Legislative Session In Full Swing; Governor’s Budget Presented

By Andrew E. Markowski, Esq.

Although the 2015 state legislative session had gotten off to a slow start with all of the snowstorms delaying business, the legislature is now in full swing with committees hard at work holding public hearings and voting on various bills. The House and Senate were also in session twice over the last month voting to approve several judicial appointees and executive nominations, but also to hear from Governor Malloy and receive his proposed biennial state budget. Last month, on February 18th, the Governor unveiled his $40 billion budget proposal for the next two fiscal years. At first glance, the budget proposal is a mixed bag, depending on one’s perspective. Widely criticized by Republicans in the legislature as being out-of-balance, borrowing and spending too much, and having the effect of increasing taxes despite the Governor’s pledge not to do so, the budget is also panned by social and human services providers for not spending enough and containing too many harsh cuts to vital programs. The budget has also been criticized by lawmakers on both sides of the political aisle for cutting state funding for the resident state trooper program. Overall, the state budget proposes year-over-year spending increases of approximately 3%. On the revenue side of the budget, the Governor proposes to provide some relief to small business owners by fully eliminating the state’s Business Entity Tax. But at the same time, the budget would also increase certain business filing fees through the Secretary of State’s office. The budget also proposes to eventually reduce the sales tax to 5.95% and makes a commitment to invest in transportation infrastructure projects. Over the next few months the Appropriations and Finance Committees will hold public hearings on the budget and put forth the legislature’s budget, which will then be subject to negotiations with the administration and final approval by the legislature prior to the Constitutionally mandated adjournment of the legislative session on June 3rd.

Over the coming weeks and months there will be many bills of interest for CASIA to watch closely. CASIA is already tracking over 70 different pieces of legislation so far this session. Some of the most notable bills for CASIA include:

**Licensing of Alarm and Security Technicians** (House Bill 5572) – This bill as initially drafted would make changes to the education and licensing requirements as well as require background checks for certain installers. Unfortunately as initially drafted the bill contained several errors and flaws and CASIA was forced to oppose the bill at the public hearing, along with other industry groups as well.

**Prevailing Wage Bills** (House Bills 5516, 5515, 5511, 5510, 5441, 5440, 5209, 5208, 5079, 5078, 5076, 5075, 5074, 5073, 5072, 5071; and Senate Bill 383, among others) – There have been many bills proposed that seek to change the state’s prevailing wage laws for public construction projects. Namely, most of the bills seek to change the existing thresholds for qualifying as a prevailing wage project by increasing and/or indexing the thresholds in the future. While supported by municipalities and others, it seems unlikely at this point that any significant reforms will occur this session.

**Credit Reports** (House Bill 6789) – This bill would remove a provision from existing law regarding employees who have access to an employer’s non-financial assets. This change would mean that having access to non-financial assets would no longer mean that a credit inquiry is “substantially related” to an employee’s job for purposes of the employer being able to conduct such an inquiry.

**Mandated Paid Leave Expansion** (House Bill 6784) – After being the first state in the nation to pass a mandated paid leave law for employers with 50 or more employees in certain service sectors back in 2011, the legislature is now considering a huge expansion of the law which would significant impact many small business in Connecticut. Under the bill, employers in Connecticut with more than 9 employees would be mandated to provide up to 7 days of paid leave per year. For more information, please remember to login to CASIA’s Online Legislative Bill Tracking Tool & General Assembly Email Center.

As a reminder, CASIA members have access to an online legislative bill-tracking tool, where members can find the latest status on any piece of legislation 24/7 (or even find and email your legislators or entire committees with just a few quick clicks). To access CASIA’s online bill tracking system, simply go to www.statehouseassociates.com; click on the “Client Bill Tracking” tab at the top of the Home page; when prompted by the login screen, please enter the user name “casia” and the password “ctalarm2015”. This system has several unique features, such as giving members the opportunity to comment on and prioritize bills. For questions about pending legislation or for problems accessing or using the bill tracking system, please feel free to contact CASIA’s Lobbyist or Executive Director.

As always, if you have questions on legislation or regulations or if you would like more information on an issue, please feel free to contact CASIA’s lobbyist Andy Markowski at: (860) 256-8295 or aem@statehouseassociates.com.
SentryNet dealers will set sail for Cozumel, Mexico from New Orleans in Spring 2015. Don’t miss the boat! This opportunity is all about building your business, growing your recurring revenue and then celebrating! It’s about working hard, then playing hard!

Our Cruise promotion runs for 16 months, starting October 1, 2013 through January 31, 2015. See sentrynet.com for rules and registration. Don’t delay! Get your company growing and your staff excited about this unique opportunity that can be completely free, compliments of SentryNet! Make plans now!

This is the perfect time to Grow Your Business and sail to success, so make plans to attend!

Call 1.800.932.3304
Where Leadership Can Improve!

By Harvey Eisenstadt

Last month my article focused on the important factor that management must acknowledge that increasing employee loyalty and satisfaction begins at the top. I identified several leadership skills that must be recognized by management, strengthened and employed to provide quality and effective leadership. Listening carefully to what your team is telling you, setting realistic and achievable goals and being a teacher, mentor and coach to the team members top that list.

This month I want to identify what I refer to as some of the “weaknesses” exhibited by management that tend to create problems for leaders. We must always remember that leaders are as human as the members of their team and as such are not always perfect when reacting to pressure or inspiring and leading their team. The successful leader recognizes their own weaknesses and takes the appropriate steps to employ the tools and knowledge to correct them.

Micro management is one of the more common mistakes made by team managers. Team members must possess the assurance that their leadership trusts their judgment and the confidence of their ability to make sound and correct decisions. The responsibility of the leader is to set goals and expectations, followed by delegating the required actions and guidance towards achieving these goals and expectations. Too often management will display the feeling that their team cannot accomplish these tasks as well as they can, and assume the tasks themselves. This is representative of one of two scenarios.

First, management may not have adequately vetted the individuals they hired for the team and it is now being returned to them as insecurity. Then there is management not confident that the team truly understands what has been delegated and hesitates to entrust them with the decisionmaking for success. To correct the vetting process, management must revisit their interview and hiring procedure and exercise more focus on the character of the candidate. Following this, management must step to the side after delegating to their team and allow their team members to feel the trust of management that they do understand and can carry out the actions towards success.

Another weakness exhibited by many leaders, which in their mind they view as strength, is that of the display of power. Too often leaders will exercise authority in such a way where questions or disapproval instills fear in the team member. When this scenario occurs, the action of the team member becomes reactive and reluctant rather than proactive and progressive. Although effective leadership requires holding your team members accountable for their actions, equally important is rallying the team members to follow your lead. Leaders must communicate clearly and concisely, rather than forcefully, when empowering the team member or discussing a troubling situation. There will be times when the leader will have to deliver an unpopular decision. It is at times like this where the leader must be precise and very clear explaining the content of the decision. Presented properly, the team members will come away understanding the motivation of the decision, accept it and move forward.

As a leader you must recognize your own personal management skills, identify where you may have some weaknesses and search out a source that can help you correct and strengthen them. The success of your team is directly dependent on the strength of your leadership.

Harvey Eisenstadt is a Sales Consultant, Trainer, Speaker, Mentor and Author. Harvey possesses over 45 years of successful sales and sales management experience and is a nationally recognized authority on relationship building. Harvey can be reached at 818-701-7799 or harvey@hjesales.com

Tony Wilson of CMS addressing the packed room of the CMS Presidents Forum.
Guilty of installing systems that can be hacked? Reduce your company’s Liability and restore your customers’ confidence in your company by being Proactive and replacing vulnerable systems with hardware that uses military-grade, AES encryption and perhaps your company will not be a class-action defendant. EMERgency24 has the best program to Reduce your company’s exposure, earn cash and maintain asset value. For more information on our dealer program, call EMERgency24 at 1-800-800-3624.
March 12
CEU 4-hour License Renewal
CASIA
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March 12
TRI-ED Pittsburgh
DSC Sales & Technical Overview
9 a.m.-Noon
Refreshments Provided
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www.tri-ed.com

March 16
TRI-ED Buffalo
Speco Technologies: New Product Training
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March 24-26
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March 26
TRI-ED Cranbury
IFS Networks Basic Certification
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www.tri-ed.com

April 17-18
NTS Video Systems Technology (VST)
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www.casiact.org

April 21
ADI Expo
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April 21-23
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April 23
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April 25
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April 28
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April 28-29
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May 8-9
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May 12
ADI Expo
Buffalo, NY
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May 14
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May 16
CEU 4-hour License Renewal
CASIA
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May 28
ADI Expo
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June 2-3
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June 6
CASIA / NEC Review
CASIA
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August 25
ADI Expo
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August 27
ADI Expo
Philadelphia, PA
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September 9-10
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September 10
ADI Expo
Hartford, CT
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September 11
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September 22-24
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Randy Zeegers of I-View Now presenting at the NMC Education Series in Lake Forest, CA.
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- Quality Assured Operators that are dedicated to dispatching alarms and nothing else.
- Dedicated Technician Support Hotline for your Technicians to call with ZERO on-hold or wait times for all their account maintenance needs.
- Dedicated Dealer Support Team for all your Office Staff’s day-to-day client maintenance needs.
- Dedicated Account Transition Team takes the pain and frustration out of moving accounts from your current central station to Centralarm.
- The very latest in remote access and mobile apps for all your Office Staff or Customer’s needs.
- State-of-the-art Technology and Infrastructure at all of our seamlessly connected, load-balanced facilities.
- Dealer Financing Programs to help you with working capital for new installations.
AES CORPORATION announced that The City of New York Fire Department has officially accepted the AES-IntelliNet® mesh radio network products for use by approved Central Stations to protect the lives and property of citizens throughout New York City. These AES-IntelliNet products are NFPA-72 compliant and UL 864 9th Edition listed. Full code chapter, table, listing, and certificate details are available for reference by visiting www.aes-intellinet.com.

The CMOOR GROUP and SECURITYCEU.COM have developed a new online course, Alarm Industry Professional Development Series. The new course is specifically geared for those individuals needing continuing education units (CEUs) to meet the requirements of the Electronic Security Association’s (ESA) National Training School (NTS) certifications. The series is approved for 12 hours of CEUs through the NTS and helps students maintain their certifications including Certified Alarm Technician Level I, Certified Fire Alarm Technician (CFAT) Level II” and Certified Service Technician (CST). The CEU approved course focuses on many of the foundational topics security, fire and life safety professionals need.

“Certification is not only a requirement but the course is perfect for everyone in the industry, including manufacturers, distributors, reps, integrators, dealers and anyone else that needs these foundational skills in their everyday jobs,” said Connie Moorhead, President of The CMOOR Group. “We developed the Alarm Industry Professional Development Series, so security professionals could gain and maintain their ESA certifications which require 12 hours of continuing education with the advantage of learning anytime and anywhere.” For further information, visit www.securityCEU.com.

COPS MONITORING promoted Michael Angell to Site Manager of its UL listed facility in Scottsdale, Arizona. Angell will be responsible for the entire operation including, hiring, training, UL and CSAA Five Diamond compliance and other factors that ensure his facility contributes to delivering the high-quality standards for which COPS Monitoring has become known. “Since the beginning, COPS has been a company that promotes within,” said Jim McMullen, President and COO of COPS Monitoring. “Our supervisors, shift managers, site managers, and most of our VPs all started in entry-level positions. Not only is the opportunity for advancement one of the benefits that makes COPS Monitoring a desirable place to work, the depth of knowledge our leaders possess also helps ensure our dealers and their customers receive the best service possible.” For more information, visit www.copsmonitoring.com.

NAPCO SECURITY TECHNOLOGIES, INC. introduced iBridge® Messenger, a complementary add-on and extension of its iBridge® Connected Home line for dealers transitioning into the lucrative smart home market and available for all new and retrofit Gemini Security System accounts. iBridge® Messenger is an SMS or MMS message noti-
Ask how our **Meye View** Video Verification System and our IP Camera Systems priced lower than wholesale could prove to be an asset for your company.

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www.allamericanmonitoring.com
fication service, for subscribers who want to stay connected and in control of their premises’ alarm, video, temperature, lighting & locking, receiving custom SMS simple text messages or daily reminders, or enhanced MMS live video alert messages. For more information, visit www.napticosecurity.com.

DIGITAL MONITORING PRODUCTS (DMP) has named Derek Ottman as Dealer Development Manager for the Midwest Region, which includes Illinois, Minnesota, Wisconsin, and eastern Iowa. He will be responsible for developing new sales and providing on-going service to DMP authorized dealers throughout the region, helping them to grow their businesses. For more information, visit www.dmp.com.

Naomi Torsleff joins the BOSCH team as an Inside Sales Representative supporting the video systems portfolio in the Western region of the U.S. Her goal is to keep you informed about our latest products and new trends in the market and to support you in your efforts to win new business and grow sales. Naomi brings several years of security industry experience to her new role, making her well equipped to provide you with the highest level of service and support. To connect with Naomi, email her at Naomi.torsleff@us.bosch.com.

Jon Carstensen joins the BOSCH team as a District Sales Manager supporting our video systems portfolio in the San Diego, Orange, Imperial, Riverside and San Bernardino counties. He brings experience in video system administration and management as well as system design and sales. His goal is to help you grow your business by working closely with you to win new business using top quality video surveillance products from Bosch. He can be reached at Jonathan.Carstensen@us.bosch.com.

SentryNet is hosting a series of classes across the southeast teaching dealers to grow their business. David Avritt and Kurt Erdman of SentryNet, Patrick Bleser of Kiwkset and Robert Walker of Honeywell will provide complete information on how to sell, explain and install smart home and Z-Wave technology. David Avritt, President of SentryNet, stresses: “They have the tools that the box companies have, they just need to know how to use them and we will show them how.” For more information, visit www.sentrynet.com.

UL recently published UL 2802, the standard for Performance Testing of Camera Image Quality. UL 2802 defines testing and rating parameters based on an objective set of performance scores for a camera’s video image quality relative to nine performance attributes; Image resolution/sharpness, TV distortion, relative illumination, maximum frame rate, sensitivity, veiling glare, dynamic range, grey level and bad pixel. This pioneering effort can assist in determining appropriate video cameras for specific use cases. Join the growing list of camera manufacturers including Hikvision, IC Realtime, Indigovision, LILIN, Sercomm, Dahua and Uniview that have achieved the UL 2802 certification. For more information, visit www.ul.com.

The SentryNet Training Department would like to congratulate Matthew Bolton on his promotion to Manager of Training and Development. With the assistance of Robin Tourney in Pensacola, he will be a driving force behind the cohesive training between the Memphis and Pensacola locations. He will ensure all of our new hires and current employees continue to have the appropriate skills and knowledge to excel in each of their perspective fields. He will also develop new curriculum, policies, and procedures that will solidify continued education, development, compliance with all city, county, state and national laws. Bolton brings along with him a strong background in education, training, and development by achieving his Bachelor of Arts in Elementary Education followed by a Masters of Professional Studies in Training and Development. He can be reached at mbolton@sentrynet.com.

AES CORPORATION announced that Jim Burditt has been named Vice President of Sales for the Americas. He is a seasoned executive with extensive sales, marketing and business development knowledge in manufacturing, high-end software and communication fields. He brings more than 20 years of diverse sales management experience selling a myriad of products and more than 15 years of experience in the physical security industry. His expertise resides in building strong dealer networks as well as leading rapid-growth, highly-professional sales teams. Bill Kieckhafer, AES Corporation President & COO, stated, “Jim’s vision and leadership skills will add to the strengths of our team. He will play a key role as we roll out our business plan for the coming year. I am confident that Jim’s insight will help build and cultivate a new sales model to advance company objectives.” For more information, visit www.aes-intellinet.com.

The new OpenEye EasyNVR is the professional’s way to sell and service Plug N’ Play IP video. Available in 4, 8, and 16 camera channel configurations, EasyNVR offers seamless Plug N’ Play functionality with all OpenEye IP camera models. The built-in PoE switch on EasyNVR provides a robust power budget that offers greater flexibility when choosing cameras for your next installation. Web Connect reimagines video security management by reducing installation time and increasing your profitability. Web Connect centralizes online user management, allowing you and your customers to create new users, change permissions, and add recorders to an account from a remote location. For more information, visit www.openeye.net.

The Thread Group announced the addition of Somfy and Tyco to its Board of Directors. Thread is the new IP-based low-power wireless mesh networking protocol designed specifically for the home and the Thread Group is an industry alliance chartered with guiding the widespread adoption of Thread. The Thread Group now includes more than 80 member companies and nine board members. “Somfy and Tyco are world leaders in home comfort and safety and their active roles in the Thread Group speaks volumes about Thread’s potential,” said Chris Boross, president of the Thread Group and technical product marketing manager, Nest. “The two companies’ deep understanding of what consumers care about most in their homes will be an asset for the Thread Group as we continue to grow and define the connected home.” For more information, visit www.threadgroup.org/innovationprogram.
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AES CORPORATION announced the appointment of Jim Lynch as the new Regional Sales Manager based in Massachusetts supporting customers in the Northeast US/Canada area. He joins AES with more than 20 years of sales, product management and business development experience in the security industry and will be responsible for supporting existing customers and developing new business within the area. Lynch will focus on providing expert sales and support to AES-IntelliNet® network alarm dealers and contract central stations. “Jim’s sales and technical background in the security and communications industry combined with his knowledge of and passion for AES products makes him the obvious choice for this role,” said Bill Kieckhafer, President & COO, AES Corporation. “As the company continues rapid growth and moves in a new direction, this is the perfect time to bring Jim onboard in support of carrying out our initiatives.” For more information, visit www.aes-intellinet.com.

ADI announced it opened a new branch location in Charleston, SC. The new Charleston branch, located at 3870 Leeds Avenue, Suite 101, North Charleston, provides more dealers with access to the products and tools they need to build complete systems. “After successfully opening three new locations and launching the ADI Express store model last year, we are extremely excited to continue our expansion efforts with this new branch in Charleston.” said Rob Aarnes, President of ADI Americas. “At ADI, we are committed to delivering value to our dealers and the smaller store model allows us to expand our reach into new geographic markets.” For more information, visit www.adiglobal.com.

DMP International has named Carlos Mecca as Director of Sales, Latin America for DMP International. This territory includes South America, Central America, Mexico, and the Caribbean. He will be responsible for developing new sales channels and providing on-going support for existing DMP customers. For more information, visit www.dmp.com.

SYSTEM SENSOR’s Aspirating Smoke Detection Application Guide is available for download. It covers detailed application guidelines, codes/standards and installation/maintenance, as well as common troubleshooting methods. This application guide is intended to provide information about aspirating smoke detection systems used in Early Warning Fire Detection (EWFD), Very Early Warning Fire Detection (VEWFD) systems or Standard Fire Detection. It outlines NFPA and EN requirements and provides guidance for the design, placement and operation of aspirating smoke detectors within a variety of environments with detailed diagrams. For more information, visit www.systemsensor.com.

Stanley Oppenheim is shown with the Presidents Special Recognition Award presented to him by the CSAA.
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GUEST EDITORIALS

No If’s, And’s or Butts
By Ron Walters

It wasn’t a headline or feature story but it caught my eye. In spite of the perception that the alarm industry is the biggest issue for law enforcement, perhaps we aren’t. After all, the alarm industry’s relationship with Public Safety Answering Points (PSAPs) in our joint attempt to reduce dispatches is well documented.

As reported by Businessweek, FCC Commissioner Michael O’Reilly just announced that our nation’s PSAPs are experiencing 84 million false 9-1-1 calls annually, with 70% coming from cellular phones. To make matters worse, half of these were inadvertent “but calls.” These calls have become so prevalent because our elected representatives decided that whether a phone was locked or not, it should be 9-1-1 capable. On the surface an honorable mission, but as Sir Isaac Newton said so many years ago, "For every action there is an equal and opposite reaction”.

For the last two years our industry has supported the Association of Police Communication Officers (APCO) in fighting the FCC and this same FCC Commissioner from requiring every device that connects to the Internet to be 9-1-1 capable. Really? Can you imagine the impact of every game console being connected to 9-1-1? Heck, you can’t even call a game console back.

If we truly have a common mission with law enforcement then we need to actively support them. That’s what this article is really about.

The largest joint project in the history of our relationship is without question the up and coming ASAP to the PSAP project. The Automated Secure Alarm Protocol to the Public Sector Answering Point(s) is a direct link between the PSAP and our central stations. Over the last 25 years there have been several attempts to launch similar programs; however, the biggest hurdle was always having direct communications with law enforcements Computer Aided Dispatch (CAD) software. For security, no outside source was allowed to directly interface with these CAD programs. Also, if there was ever going to be any such connection it would require that all CAD vendors and all monitoring automation vendors come together to develop compatible software.

So what exactly is the point of ASAP to the PSAP?

First and foremost is the “hands off” functionality. This means we can dispatch to the PSAP, and they can receive it, without any human interaction. Also, the dispatch can be canceled in the same fashion. In fact in some communities the alarm dispatch could potentially end up on a computer screen in a patrol car without ever having been read at the PSAP.

On the industry side the Central Station Alarm Association (CSAA) has not only spearheaded this effort, their members have helped finance it. Influential industry leaders such as Pam Petrow of Vector Security, Ed Bonifas of EDS and Bill Hobgood from the City of Richmond, Virginia have taken the leadership position in ASAP to the PSAP and their efforts should be applauded.

As to PSAP is the perfect example of how we work with law enforcement. It is truly a joint effort and promises to have a huge impact on reducing false dispatches. If you are on the monitoring side of our industry you need to contact the Central Station Alarm Association (CSAA) at www.csaaintl.org.

As to PSAP is a monumental step in our relationship with law enforcement. No If’s, And’s or Butt’s about it, whether you are on the installation or monitoring side of the industry, you should follow the links below to learn more about this vital program that promises to alter the landscape of police dispatches to alarms.

Ron Walters is a Director of SIAC and is a 35 year veteran of the alarm industry. He can be reached at ronw@siacinc.org. We welcome your comments and views on this topic.

Talent acquisition is a top priority for employers in 2015.
By Kevin Spagone, Director of Reitman Security Search

LinkedIn’s 2015 Global Recruiting Trends released in October projected that employers will need to  create larger budgets and prepare to hire in larger volumes over the next year.

1. Focus on retention. The Conference Board, a New York-based research group, discovered 52.3 percent of 1,673 Americans surveyed in June are unhappy at work. Unhappy workers typically leave their jobs to explore new opportunities in an improved economy. So employers should find new ways to retain and recruit talent.

Last year, 73 percent of some 600 U.S. employees surveyed were satisfied with their co-worker relationships (6 percent less than in 2012), according to the Society for Human Resource Management’s “Employee Job Satisfaction and Engagement” report. Just 70 percent of employees said they were satisfied with their relationships with their supervisor (a 5 percent drop from 2012).

2. Offer competitive wages. Compensation ranked as most important job satisfaction factor for U.S. employees, according to the Society for Human Resource Management report last year. Research released by Michigan State University in October revealed that 37 percent of 5,700 employers surveyed said they plan to increase salaries of entry-level workers 3 percent to 5 percent next year. Research how much competing employers pay their employees. Use this information to create a budget to pay employees fairly for their skills and dedication.

3. Develop a compelling employer brand. Employer branding can help with recruiting efforts. Fifty-six percent of 4,125 global talent leaders in 31 countries surveyed for LinkedIn’s 2015 Global Recruiting Trends said they believe cultivating their employer brand is a top priority. Create a compelling employer brand by designing a company career website for job seekers outlining the organization’s values, culture, accomplishments and benefits. Employers can also enhance their company’s image on social-media platforms such as LinkedIn, Twitter and Facebook and engage with prospective employees online.

4. Plan for generational shifts. The U.S. Census Bureau confirms that 3.4 million people will turn 65 in 2015. As more baby boomers retire and millennials enter leadership roles, employers will need to find ways to transfer valuable skills to younger staff. In addition, HR departments will need to develop strategies to train and motivate millennials. Some 2.8 million people received new Social Security benefits in 2013, 2.7 million in 2012 and 2.6 million in 2011. So it seems that the number of people retiring each year is on the rise.

5. Prepare for the “gig” workforce. We predict that Employers will hire more freelancers and contract workers in the near future. According to a study of more than 5,000 American freelancers released in August by the Freelancers Union and Elance-oDesk, 34 percent of the U.S. workforce or 53 million people are now working as freelancers. This is a significant rise from the tally in 2004 of the contingent workforce by the federal General Accountability Office, which found about 42.6 million American workers were freelancers. Freelance employees can fill talent shortages within an organization. When hiring freelancers, create a flexible work environment and don’t expect each person to agree to full-time contracts. Develop guidelines for hiring freelancers and how they’ll be managed.

6. Solidify a mobile recruitment strategy. In Jobvite’s Social Recruiting Survey released in August, nearly 70% of 1,855 recruiters surveyed said they expected more competitive hiring over the next 12 months. And 73% of the recruiters surveyed said they plan to invest more in mobile recruiting to address this trend. Create a mobile career site that lists job seekers apply for jobs directly from a mobile device. Hiring managers will probably want to use mobile recruitment so that they can post jobs on the go and create postings that can be easily shared on social media and readily responded to.

*Source: Heather Huhman, entrepreneur.com
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Statistics and Facts
- Security Industry Alarm Coalition (SIAC)
  Visit www.SIACinc.org for alarm management resources for alarm companies, law enforcement and public safety policy development officials. Resources include model ordinance, ECV information and alarm school materials.
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ADI ANNOUNCES
2014 VENDOR AWARD RECIPIENTS

ADI announced the recipients of its 2014 Vendor Awards. ADI selected Hikvision as Vendor of the Year for the United States, and Honeywell Cable for Canada. ADI also recognized vendors in the categories of New Product of the Year, Best Sales Support, Best Marketing Support, Rookie Vendor of the Year, and Best Supplier Delivery Performance. Each year, ADI recognizes key suppliers across North America for their support and contributions towards the growth and success of ADI. Vendors are evaluated based on revenue, sales support, marketing initiatives, inventory results and feedback from ADI’s sales leadership team. The ADI Vendor Awards were presented during the Vendor Symposium at ADI’s 2015 Kickoff Meeting held last month in Champions Gate, FL. The Vendor Symposium brought together over 400 attendees representing more than 175 manufacturers to celebrate the success of 2014, and outline plans for continued growth through 2015 and beyond. Vendors had the opportunity to spend time with ADI’s global leadership team and attend presentations given by ADI executives including Michael Flink, ADI Global President, and Rob Aarnes, ADI Americas President.

2014 ADI Vendor Award Recipients included:
Vendor of the Year – United States: Hikvision
Vendor of the Year – Canada: Honeywell Cable
Best Sales Support – United States: Axis Communications

Best Supplier Delivery – United States/Canada
1st Place: Keyscan
2nd Place: Speco Technologies
3rd Place: Vivotek

“Hikvision is honored to be recognized by ADI as Vendor of the Year in the United States,” said Gordon Lang, director, Strategic Partners at Hikvision USA. “With ADI’s strong distribution channels we have been able to expand our reach and successfully deliver our products to dealers across the country. We look forward to furthering our success in North America in 2015.”

“Congratulations to all the ADI 2014 Vendor Award winners. Each of these suppliers has demonstrated their commitment to ADI and delivering value to our dealer base,” said Michael Flink, president of ADI Global. “Our vendor partnerships are important to the success of ADI, and we are proud to honor and celebrate their contributions and achievements.”

ADI announced their Global Distribution expo training series. The ADI Expo program is the largest one day training and sales event. Free to all industry professionals, the ADI Expo provides dealer with exposure to a broad array of brand name manufacturer partners to deliver the tools and resources to enhance business growth in today’s market. The expos offer training seminars, hands-on learning, exclusive on-site show specials and valuable prize drawings. For more information, visit www.adiglobal.com.usexpos.
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See www.afaa.org for the latest in seminars and links to your state association along with a complete catalog of webinars. For further information call 844-GET-AFAA (844-438-2322).

AFAA Seminars
AFAA now has a new NICET prep seminar called “A User’s Guide to Simplifying NFPA 72 and the NEC”. This is an interactive course designed to help attendees better understand how to use NFPA 72- 2013 and the NEC 2011 fire alarm wiring requirements. All NICET fire alarm tests are now updated to the 2013 NFPA 72 and 2011 NEC. For more information, visit www.afaa.org.

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Daniel.finnegan@siemens.com
Goldfine Promotion

Security Sales & Integration (SSI) announced the promotion of Editor-in-Chief Scott Goldfine to Associate Publisher. “Scott has helped guide the publication on numerous fronts, says SSI Publisher Steve Nesbitt. “His contributions to the publication and Web site go beyond just editorial to include input on audience development, such as show distribution and barter agreements, and broader branding initiatives, such as awards programs and association relationships.” Goldfine is responsible for directing all editorial aspects of the SSI brand in print, electronically, online and in person. He is also actively involved in several security events and organizations, including the Electronic Security Association (ESA), Security Industry Association (SIA), Security Industry Alarm Coalition (SIAC), False Alarm Reduction Association (FARA), PSA-Tec, SAMMY Awards, International Security Conference and Exhibition (ISC), Electronic Security Technology Summit (ESTS), Mission 500, Electronic Security Expo (ESX), ASIS Int’l, Honeywell CONNECT and other supplier conventions. Goldfine also serves on several boards, including the CSAA Marketing and Communications Committee and PSA Cybersecurity Advisory Council. For more information, visit www.securitysales.com.

SIAC Further Investigates False Alarm Reduction in Carson City, NV

Steve Keefer of SIAC investigated the way the Carson City, NV Sheriff’s Department approaches false alarms by using volunteers. Keefer noticed that the number of false alarms had dropped. But the role of volunteers in the decline was tough to determine. Keefer gave the sheriff some recommendations, including using printed hand-outs, flyers and statistics. Keefer’s follow-up was to investigate the viability of using volunteers for other jurisdictions, possibly being included in SIAC’s recommended practices. This form of practice is a small commitment for volunteers who can finish what normally takes months in a few hours. The city of Carson with a population of 55,000 people experienced nearly 1,300 false alarms in 2014. False alarms are split into approximately 70 percent commercial and 30 percent residential. Volunteers exclusively visited commercial offenders, but Keefer said this method might also improve false alarm statistics in the residential segment. For more information, visit www.siacinc.org.
MARCH
26 .......... CASIA General Meeting ................. Trumbull, CT

APRIL
14 ............ AIREF Golf Classic ...................... Las Vegas, NV
15-17 ...... ISC West 2015 .......................... Las Vegas, NV
30 .......... CASIA Fire & Code Officials Night ........ Trumbull, CT

MAY
4-5 ......... ESA on Capitol Hill ...................... Washington, D.C.
12-13 ....... PBFAA Annual Expo ................... King of Prussia, PA
14 .......... NYESA BOD Meeting ................ New York
28 .......... CASIA General Meeting ............. Trumbull, CT

JUNE
18 .......... CASIA LOBSTERBAKE & Barbecue .... Fairfield Beach
22-26 ...... ESX Baltimore 2015 ..................... Baltimore, MD

JULY
23 .......... CASIA Annual GOLF Tournament ...... Lyman Orchards

AUGUST
13 .......... NYESA BOD Meeting ................ New York

SEPTEMBER
29-30 ...... NYESA Annual Conference ............ Syracuse, NY

NOVEMBER
11 .......... NYESA BOD Meeting ................ New York
12 .......... NYESA BOD Meeting ................ New York
18-19 ...... ISC East 2015 .......................... New York, NY

INDUSTRY EVENTS 2015 - 2017
April 15-17, 2015 ...... ISC WEST 2015 ............ Las Vegas
April 6-8, 2016 ...... ISC WEST 2016 ............ Las Vegas
April 5-7, 2017 ...... ISC WEST 2017 ............ Las Vegas

ADI EXPO's: More information on all ADI Expo's can be found at www.adiglobal.us

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<td>May 14</td>
<td>Chicago, IL</td>
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<td>August 27</td>
<td>Philadelphia, PA</td>
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<td>November 5</td>
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<td>April 28</td>
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<td>May 28</td>
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<td>September 10</td>
<td>Hartford, CT</td>
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<td>November 12</td>
<td>Long Island, NY</td>
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