

NEWS

Information & Insights from **RICK JOHNSON Private Investigators**
& ASSOCIATES OF COLORADO, INC.

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Employee Misconduct

An Employer's Nightmare

For all but the most serious kinds of criminal conduct by employees against their employers, the normal process of investigation by law enforcement authorities can be *tedious*, *uninformative*, and occasionally may even seem *disinterested*

A Question of Priorities:

Law enforcement agencies, especially those in major metropolitan areas like Denver, usually are hard-pressed by serious crime and inadequately funded at best.

Agencies in small communities often can be ill prepared to adequately investigate and resolve white-collar crimes of any significant extent.

A claim that someone in a private business is misappropriating components, misusing financial instruments, or even is suspected of embezzlement, may not warrant a very high priority.

A business with a possible internal criminal problem may even be told by police that it's a civil matter and decline to investigate.

The Private Alternative:

How We Can Help:

- We can conduct an immediate and intensive investigation to verify that a problem exists, identify the scope of any illegal or otherwise improper conduct, to identify the person or persons responsible, and to give you the means to take appropriate action.
- We can conduct video surveillance... a particularly effective alternative where an employee is suspected of misappropriating equipment or other goods for personal use.
- We can assume the roles of customers, clients, subcontractors, or suppliers in order to document illicit conduct by an employee.
- This can be accomplished discretely on-site or at remote work locations. In addition to video, we can provide still photos and written documentation regarding our observations.

A criminal investigation is not an open process; for example, you may know who is interviewed, but you aren't like to be told what was said in those interviews, whether the people interviewed are potential witnesses or suspects, even whether the interviews are helpful to

As a former investigator for the *Denver County and Jefferson County District Attorneys' Offices*, I can conduct the kind of formal interviews with potential witnesses and suspects that can produce useful results.

We can provide you with the kind of report that, when submitted to a District Attorney's Office, may virtually compel that office to take action.

In the alternative, our report can strongly support any disciplinary action you may choose to take short of prosecution, including civil action to obtain restitution.

Whether in a civil or criminal case, we are experienced and available as expert witnesses as to the work performed on your behalf.

Finally, we can be an effective **Safety Net** in the event that there is insufficient evidence for prosecution or even that the suspicions are unfounded. What appears to be misconduct may be incompetence or simple inattention to required policies and procedures.

These matters often are best kept internal unless there is good reason to do otherwise.



Discreet, Thorough,

There are **three primary benefits** provided immediately by the employment of a private investigator in matters of suspected misconduct or outright criminal activity.

Immediate Action: We understand the need for a quick and effective response. We aren't going to haggle over whether a matter is civil or criminal. Our investigation may give you either option.

We understand that customers and clients may have been harmed... and may continue to be harmed... by illicit conduct by an employee while an investigation is underway.

And, ultimately, with the economy in a shakeout following September 11th, anything that bleeds resources or opportunities from a business needs immediate attention.

The Unimpeded flow of Information: You'll not only have our final report... you'll have updates on our progress and the information we are developing all along the way.

Even if a law enforcement agency agrees to investigate, the flow of information of possible immediate benefit to the business victim all but stops.

the investigation.

That's critical in a business environment, because a business very well could face **civil liability risks** while a police investigation is underway; for example, an employee suspected of drug use and possible distribution has an accident while on company business.

And, where intellectual property is at risk, **company secrets may continue to leak to competitors** while a prosecutable case is prepared.

You Are Part of The Process: Our clients are actively consulted as to the details of our assignments and the ultimate plan of action designed to fulfill your requirements.

We work for you - and you alone. We have no private agenda, except to find the facts of a matter and to convey those facts to you in a prompt and useful way.

We stand ready to help, and we are but a telephone call away.

†††

Accurate & Creative

- **Former Investigator for the Denver and Jefferson District Attorney's Offices**
- **Police misconduct and related investigations for Central City, Breckenridge, Fowler, and Fort Lupton. And Risk Assessment investigations for Denver.**
- **The only private investigative agency in Colorado to be hired by the Denver Election Commission to investigate allegations of campaign fraud and kickbacks.**
- **Broad knowledge of criminal & civil law, insurance regulations, and common sense acquired through 25 years of investigative experience.**
- **One of the few investigative firms in Colorado to carry \$1 million in liability insurance.**
- **More than 22,000 civil and criminal cases investigated.**
- **Associate Member: Colorado and Denver Bar Associations.**
- **Member:**
 - **World Association of Detectives**
 - **World Investigators Network**
 - **Metropolitan Law Enforcement Agency**
 - **Intelnet**
 - **Professional Private Investigators Association of Colorado**
 - **National Council of Investigation and Security Services**
 - **California Association of Legal Investigators**
 - **Florida Association of Legal Investigators**

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Colorado and Denver Bar
Associations.**

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