



**D&K Management Consultants' monthly newsletter – an absolute *MUST* for anyone dedicated to protecting themselves and their business interests!**

**October 2014**



**Dear Darling: Daddy's a spy**

All parents lie to their children, but how do you tell your child you're a professional spy, spending your days snooping and digging around people's business and activities, albeit in the interest of justice?

I believe most fathers worry about what their children think of them, but it is a particularly delicate issue when you are the figurehead of South Africa's most noted investigation and undercover services provider. I've run clandestine projects for news reporters, banks, investigative TV shows and businesses across the board. I have recruited, trained and deployed undercover operatives for the past 22 years, often resulting in arrests, convictions and even divorces.

By day, we are a South African family, raising our child as normally as most others ... schooling issues, children's parties, holidays, etc. But, "by night", I am the owner and MD of a company responsible for costing thousands of crooked, thieving employees their jobs. I cannot begin to put a figure to the amount of people my teams have exposed or had arrested and dismissed, nor how many theft syndicates we have brought down. Death threats targeted towards me and my management team are as regular as the potholes in a road after the Summer rains.

This is a life my daughter does not need to know about until, maybe, her teens. I believe I need to cut her into my 'real world' when I feel she is emotionally able to process the job I do and why we do it, but the bigger concern for me is exposing her to the fact that our world is not all roses, with one out of every three employees, at some point, stealing from their employer.

I have asked the same question to some of my operatives who live in the bigger townships and who are at greater day-to-day risk than I am and, generally, the answer is a vague response about never telling their kids that they are spies working to uncover the criminals in their assignments.

This is hard to do because, why would you not want to proudly tell your kids about how you are contributing to the war against crime? However, the consequences of innocent 'child talk' could and would be dire.

Working undercover does contain a touch of troubling deceit and we all worry about how this might be perceived. Explaining certain things to my own daughter can be an art form and, admittedly, I don't always get it right. But, keep trying, I will! My most important mission is to maintain my daughter's trust and respect.

Till next month!

## Service Focus of the Month

### **Tips to Avoid Investment Fraud**

The on-going battle to make money and invest well is a frightening dragon that needs to be approached carefully and slowly. Investor advisor frauds, Ponzi schemes, pump and dump schemes ... these are all on the rise!

Our expert due diligence staff are here to assist you in avoiding becoming the victim of some elaborate scheme. We will provide you with information that will allow you to make an informed decision.

In addition to us conducting quantitative due diligence on a potential investment advisor/broker/hedge fund manager, here are some additional tips on protecting your hard-earned cash:



#### ***'Googling' is not due diligence***

Recent estimates suggest that the surface web (typical "google" search engine) accounts for less than 3% of what is actually on the internet.

#### ***Value your references, but check it out any way***

Someone who has been referred to you, even by a respected member of your circle, must be treated with the same scepticism as anyone else.

#### ***Verify credentials***

It is common for fraudsters to claim numerous memberships to exclusive organisations or relationships with wealthy families. Make every attempt to prove or disprove their claims.

#### ***Review litigation***

ITC (credit) checks and civil suits must take place. These two areas often pop up as red flags on a potential fraudster.

#### ***Conspicuous consumption***

Beware of the bling! Many fraudsters like to "showcase" their wealth to lure their targets in. Be wary of openly displayed lavish lifestyles.

#### ***Review criminal records***

You might be surprised to learn that several high profile fraudsters have had previous criminal records. For example, Sam Isreal (Bayou Hedge Fund Group), who defrauded over US\$ 400 million investors, had a history of drink-related charges behind him.

In conclusion, do not get blown away by huge promises and smooth talk. Do your research or let us do it for you ... **but do it!!!**



### ***Arrive for work late and you can lose your job!***

Part of being employed is the fact that the employee is able to arrive for work on time. Employees are expected to come to work on time and to come to work often. Of course, there are unforeseen circumstances that might occur, and if the employee can prove that they were prevented from arriving for work on time for reasons beyond their control, the employer cannot treat this as misconduct.

In most cases, tardiness is a minor offence and is responded to by employers with gradual, progressive disciplinary action. Having said that, if an employee arrives for work substantially late, this can warrant dismissal even if it is the first time, and especially if the employee hasn't worked for the company for a long time and shows no remorse for their tardiness. The courts have endorsed dismissal as a sanction in cases where a pattern of arriving late exists.

In *Chemical, Energy, Paper, Printing, Wood and Allied Workers' Union obo Motshene v Sandoz SA* (CCMA Case No. CHEM305-09/10) it was held that: "The employee must not only come to work – he/she must come to work on time, and be at the workstation during the agreed hours – even if the employer has no work for him/her to do."

The commissioner said, "When an employee fails to correct his/her conduct where his/her late-coming continued, it undermines the employer's trust in him/her". "The employer cannot run a business when he cannot rely on the applicant to be at work on time. This would, in turn, break down the employment relationship. It is, therefore, unreasonable, under the circumstances, to expect the employer to carry on in such an employment relationship".

Poor timekeeping would typically justify a verbal warning for a first offence, a written warning for a second offence, a final written warning for a third offence, and dismissal thereafter.

**Exposed!**

### **Shoplifters cost big stores billions**

National police commissioner, General Riah Phiyega, stated that the big five retailers lose between R2 billion and R3 billion through shoplifting every year. At the same time, hijacking of trucks carrying goods increased by 14.9% in the past financial year.



Phiyega urged retailers to form policing partnerships with the government to combat business crime, saying that business should provide the police with information on crime relating to their businesses in “mutually beneficial partnerships”, which had already been developed in other industries.

Crimes considered rampant in the industry include shoplifting, cash-in-transit heists and hijacking of goods trucks. The big five grocers – Shoprite, Pick ‘n Pay, Massmart, Spar and Woolworths – were hard hit by shoplifting. The commissioner said the SAPS was able to pick up trends in the types of goods stolen, which “often find their way to many shops across the country and some to the neighbouring countries”.

“A new trend that is emerging, which we as management are not particularly proud of, is the involvement of some of our police officers.” Phiyega said her department would “root out these corrupt elements”.

CGCSA chief executive, Gwarega Mangozhe, said that jewellery, cellphones, cigarettes and baby formula were among the products most often stolen in retail outlets. He said that baby formula thieves worked “on a syndicate basis”. “The trend has certainly shown an uptake in these incidents, but since we are collaborating, we expect to see gains in the next reporting year,” said Mangozhe.

Most incidents took place around Gauteng.



This is an actual job application someone submitted at a McDonald's. Not sure if they hired him ...

**NAME:**

Armando Rodriguez ...

**DESIRED POSITION:**

Reclining. Ha ha ha. But seriously, whatever's available. If I was in a position to be picky, I wouldn't be applying here in the first place.

**DESIRED SALARY:**

\$185,000 a year plus stock options and a Michael Ovitz style severance package. If that's not possible, make an offer and we can haggle.

**EDUCATION:**

Yes.

**SALARY:**

Less than I'm worth.

**MOST NOTABLE ACHIEVEMENT:**

My incredible collection of stolen pens and post-it notes.

**REASON FOR LEAVING:**

It sucked.

HOURS AVAILABLE TO WORK:

Any.

PREFERRED HOURS:

1:30 – 3:30pm, Monday, Tuesday and Thursday.

DO YOU HAVE ANY SPECIAL SKILLS?

Yes, but they're better suited to a more intimate environment.

MAY WE CONTACT YOUR CURRENT EMPLOYER?

If I had one, would I be here?

DO YOU HAVE ANY PHYSICAL CONDITIONS THAT WOULD PROHIBIT YOU FROM LIFTING UP TO 50LBS?

Of what?

DO YOU HAVE A CAR?

I think the more appropriate question here would be 'Do you have a car that runs?'

HAVE YOU RECEIVED ANY SPECIAL AWARDS OR RECOGNITION?

I may already be a winner of the Publisher's Clearinghouse Sweepstakes.

DO YOU SMOKE?

Only when set on fire.

WHAT WOULD YOU LIKE TO BE DOING IN FIVE YEARS?

Living in the Bahamas with a fabulously wealthy supermodel who thinks I'm the greatest thing since sliced bread. Actually, I'd like to be doing that now.

DO YOU CERTIFY THAT THE ABOVE IS TRUE AND COMPLETE TO THE BEST OF YOUR KNOWLEDGE?

No, but I dare you to prove otherwise.

SIGN HERE

Scorpio with Libra rising.

## Quote of the Month

"Organised crime in America takes in over forty billion dollars a year. This is quite a profitable sum, especially when one considers that the mafia spends very little for office supplies".

Woody Allen, Actor.

Thank you for reading our newsletter and, please feel free to submit any suggestions or feedback, including any topics you would like us to cover.



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