

CPIO CONFERENCE – & AGM

Wednesday November 22, 2017

Event Location: BMO Institute of Learning, 3550 Pharmacy Ave.
Scarborough, ON



...Breakfast /Coffee/Tea, Lunch and afternoon snacks will be provided.

A PERSONAL/BUSINESS DEVELOPMENT DAY

Speaker Agenda

8:00 – 8:30 **Registration and Continental Breakfast**

8:30 – 9:00 **PRESIDENT'S MESSAGE**
Brian Sartorelli – Update on CPIO

9:00 – 9:40 **DUNSMORE TALKS**
Ross Dunsmore, Raymond Mackinnon and Phil White – 30 minute talks on various policies and contracts related to Agencies and employees.

1) what employees/employers can expect when it comes to employment agreements, averaging agreement documents, sub contract agreements, competition agreements - (incl. 10 min Q&A)

9:40 – 9:50 **MINI COFFEE BREAK**

9:50 – 10:30 2) Workplace Policies: harassment, health and safety and complaint procedures. (incl. 10 min Q&A)

10:30 – 10:45 **COFFEE BREAK**

10:45 – 11:25 **3) Restrictive covenants (incl. 10 min Q&A)**

11:25 – 12:00 MCSCS, Private Security and Investigative Services Branch Update and Audience engagement on creating a wishlist.

12:00 – 1:00 **LUNCH**

1:00 – 1:20 **PATRICK BROWN** – Leader of the Progressive Conservative Party of Ontario and Ontario's Leader of the Official Opposition. (if schedule permits)

1:20 – 2:40 **DEFENDING YOUR DIGITAL DATA:**
Companies and individuals have tremendous motivation to protect their digital data. As the internet becomes more pervasive, we become more vulnerable to hacks and viruses, but the good news is there are many ways to safeguard our personal information. As private investigators, you are often looking out for the welfare of your clients and others, but are you applying the same level of safeguards to your personal life? This session demonstrates some easy-to-understand and easy-to-implement ways to protect your personal digital data and some great tidbits on keeping your information safe while conducting investigations. Learn

- The best ways to protect your personal, company and client data while using open Wi-Fi.
- How to best protect your digital devices from becoming compromised and from being used for further cyberattacks.
- Ways to detect and prevent phishing attacks and ransomware.
- Some great investigative methods.

2:40 – 2:45 **NETWORK BREAK**

2:45 – 3:45 **TBA**

3:45 – 4:45 **AGM – CPIO MEMBERS ONLY**

4:45 **Adjourn Network Reception: Connect with the presenters and your peers and reflect on the day's sessions**

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ABOUT THE SPEAKERS

Brian Sartorelli, President of CPIO



BRIAN SARTORELLI is the founder of Investigative Risk Management, one of Ontario's leading and highly respected investigative companies. He is an internationally recognized investigative executive with over 38 years of experienced providing consultative and advisory services to Fortune 500 companies on insurance claims, corporate intelligence, environmental investigations, WSIB claims, criminal and civil litigation, undercover investigations, counter measures and other investigative services.

DUNSMORE LAW ROSS DUNSMORE has pretty much done everything a labour lawyer can do. He helps employers get it right the first time with preparation and strategy. He strongly believes the best defense is a good offence. Over his career, he has been a leading advocate for municipalities across Ontario in their bargaining, particularly with fire fighters.

Ross has worked with many employers on proper procedures to avoid third party intervention. His practice encompasses analysis and resolution of workplace disputes; from grievances and human rights complaints to wrongful dismissals. His focus is economical strategies to avoid expensive disputes. Creative approaches to problems are a hallmark of his advice.

Ross obtained his Honours B.A. from McGill University in 1970 and his LL.B. from Queen's University in 1973. He joined Hicks Morley as their first law student in 1973 and was admitted to the bar in 1975. Throughout his distinguished career, Ross has practiced exclusively management labour relations law and is well-known in that field. He developed specialties in change management, reorganization, amalgamations and contracting out issues.

In 2006, Ross Dunsmore opened his own law practice, Dunsmore Law. He continues to be a sought after lecturer across Ontario on Human Resource subjects like:

- Master Bargaining
- Police/Fire Compensation
- Attendance Management Cost Control
- Being Responsible!
- What Small Employers Need to Know
- Managing in a Union Environment

Ross Dunsmore is counsel to the Council of Private Investigators of Ontario (CPIO).

Raymond joined Dunsmore Law in June, 2017. He completed his JD at Western University.

At Western Law, Raymond held the position of Editor-in-Chief of the Western Journal of Legal Studies. Under his leadership, the WJLS published a record number of articles, expanded its writing programs designed to assist other Western Law students, and created new forums for student discussion of contemporary legal issues.

Raymond also worked as a Research Assistant to Professor Richard McLaren. Raymond assisted Professor McLaren in the areas of secured transactions, commercial insolvency, and alternative dispute resolution.

Prior to law school, Raymond completed a Master of Arts in Science and Technology Studies at York University and a Bachelor of Arts (Honours) in History at Queen's University.



HEXIGENT
CONSULTING

RYAN DUQUETTE – MSc., CFE, CFCE, A+, EnCE, MCFE

Ryan Duquette is passionate about digital forensics and with helping keep others from being victimized. He's a seasoned digital forensic examiner with many years of experience in law enforcement and the private sector. He took his zest for “focusing on the facts” from his days in Law Enforcement and founded Hexigent Consulting, a firm focusing on digital investigations, cyber security consulting services and litigation support. Ryan works closely with clients involved in workplace investigations and civil litigation matters including intellectual property theft, HR investigation and data breaches. During his days in Law Enforcement, he conducted digital investigations on a variety of criminal cases including homicide, child pornography, fraud, missing persons, and sexual assault cases. He is a Sessional Lecturer at the University of Toronto teaching digital forensics, and holds a Master of Science degree in Digital Forensics Management, and several digital forensics and fraud certifications. Ryan is a Director for the Toronto chapter of the Association of Certified Fraud Examiners, has been qualified as an “expert witness” on numerous occasions, and is a frequent presenter at fraud, digital forensics, cybersecurity and investigative conferences worldwide.



Patrick Brown was elected Leader of the Progressive Conservative Party of Ontario on May 9, 2015. He ran on a platform of Party renewal, promising to grow the Party to over 100,000 members from every walk of life and every corner of the province. A bigger Party, firmly rooted in every neighbourhood of every community in Ontario, is key to reconnecting the PC Party with the people of the province before the next provincial election.