



Topic's

Express Kidnapping: The New Form of Unlawful Imprisonment

Methodology of an Express Kidnapping

Modus Operandi of Express Kidnapping

Kidnap prevention

Mitigation

Recovery

Mexico's Kidnapping

Cases Rise Dramatically in 2012:

Friday, 21 December 2012

Kidnapping Wave Hits Major Highways

Tourism alert: Express kidnapping is on the rise

Ways to avoid or mitigate an express kidnapping:

Moscow recovery

Facility Awareness

Vulnerability of facilities

What is surveillance

Surveillance section – What is surveillance

Definition of physical surveillance – What you are up against

Surveillant personality type

Mannerisms

Surveillance is detected when

Mobile

Foot surveillance

Static or fixed

Surveillance Detection Run

Passive;

Active;

Technical;

Conclusion, question and answer

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WORK EXPERIENCE

Surveillance Specialty Group / Surveillance Training Academy & Private Investigations
3/22/2012 - Present
Owner/Managing partner
Private investigations and surveillance training
Private Investigator # 548296
Civil Process Server # SCH000010238

FBI

6/2009 – 3/21/2012 **Retired**

Supervisory Investigative Specialist, GS-1801
Denver, Colorado, US

Supervisory covert physical surveillance duties

Duties - plan, coordinate, direct and perform daily covert physical surveillance operations. Supervise a Team of eight or more of mobile surveillance personnel along with all the administrative duties such as performance reviews, documentation, mentoring, time and attendance, and the like.

FBI

5/1997 - 6/2009

Supervisory Investigative Specialist/Coordinator, GS-1801
Supervisory covert physical surveillance duties
Houston, Texas, US

Duties - planned, coordinated, directed and performed daily covert physical surveillance operations. I have personally supervised up to 45 mobile surveillance personnel and up to 20 static surveillance personnel for many years. I managed undercover budgets for both surveillance programs totaling over one million dollars per year. I supervised a covert surveillance off-site and as many as three covert surveillance platforms for the Lookout Program.

FBI

5/1993 - 6/1997

Supervisory Investigative Specialist, GS-1801
Houston, Texas US

Supervisory covert physical surveillance duties

Duties - plan, coordinate, direct and perform daily covert physical surveillance operations. I supervised a Team of eight to twelve mobile surveillance personnel along with all the

administrative duties such as performance reviews, documentation, mentoring, time and attendance, and the like.

FBI

7/1988 - 5/1993

Investigative Specialist

Houston, Texas US

Duties - as a member of a team, I performed daily covert physical surveillance operations.

FBI

3/1982 - 7/1988

Fingerprint Examiner

Identification Division

Duties - identify individuals through the science of fingerprints.

EDUCATION

Herkimer County Community College

Herkimer, New York US

Associate Degree - 5/1978

68 Semester Hours

Major: Radio Television Communication

GPA: 3.02 out of 4

Relevant Course work, Licensors and Certifications:

Multiple criminal justice courses

Photographic classes, both in college and with current employer

JOB RELATED TRAINING

2006 FBI's Working with Multi-generations in the Work Place

2005 eight-month Training Program as a Surveillance Management and Program Analyst

2004 Kellogg Management School, Chicago Illinois, one week

1999 FBI's Executive Development Institute training Course

1997 FBI's Performance Appraisal Training as Coach Mentor and Trainer

1996/1998 CIA Physical Surveillance Training

1995 FBI's two-week Intermediate Management Course

1994/1994 DOD Physical Surveillance Training

1993 FBI's one-week Basic Management Course

1992 Skill Path Management Seminar/Managing Heavy Workloads and Multi-tasking

1991 Fred Pryor Management Seminar/Dealing with Bad Attitudes and Problem Employees

1991 FBI's Covert and Low Light Photographic Training Course

1990 FBI's two-week Intermediate Surveillance Training Course

1988 FBI's Basic and Intermediate covert physical Surveillance Courses

Additionally, I designed, planned, and coordinated numerous training events with DOD's Joint Counterintelligence Training Academy (JCTA).

ADDITIONAL INFORMATION

As a SSG Coordinator from 1997 to 2009, I was responsible for 46 SSG personnel and 22 lookout personnel as I supervised both the static and mobile surveillance programs as one combined squad. I have worked in this type of fast-paced, high volume operational environment for a total of 23 years.

I am a highly trained and experienced manager of a covert physical surveillance entity, including assignments as a surveillance Regional Coordinator. I am currently serving as a Supervisory Investigative Specialist for the FBI's surveillance program in Denver. I have been responsible for all aspects of surveillance operations from planning through execution, as well as being responsible for the collection, analysis and dissemination of intelligence gathered during operations. Accordingly, I have strong qualifications in surveillance reporting and performance appraisals of employees. I've been instrumental in a number of innovative and cutting-edge initiatives while working closely with executive managers of the FBI at FBI Headquarters in Washington DC. I managed a \$500,000 a year budget whereas I ensured that expenditures are at a minimum level of costs while receiving maximum return. I have ensured subordinates have and continue to receive the necessary training. I followed employee progress and training needs throughout their career. I was also responsible for acquiring sophisticated surveillance equipment from video and still cameras to covert video capability and night vision equipment.

I am accustomed to receiving large volumes of e-mails, text messaging, scheduled meetings, emergency meetings, impromptu visits from Agent customers as well as servicing HQ with our regional response responsibilities. In 2002, I and ASAC Richard Powers successfully integrated the static surveillance program and its \$500,000 budget with the SSG in order for both programs to enhance their capabilities and productivity.

I was assigned to build a new off-site for the Houston SSG in 1997. The project was completed on time and under budget. The approximate cost to build the off-site was between \$100,000 and \$200,000 dollars.

While operational issues are always a high priority, other priorities exist which must be handled immediately while still maintaining surveillance operations, such as vehicle accidents, FBIHQ inspections, Semi Annual Reports, legal issues, security issues, taking care of vendor issues in an undercover role, inventory, monthly expense vouchers, financial audits, paying bills, employee performance and personal issues, and the like. I have been in this environment for the last 17 years and have ample experience in handling all these issues. I reported directly to the ASAC position and was completely in control and fully responsible for the day to day work scheduling and all other activities. I received little to no oversight from my superiors. The ASACs conducted weekly meetings whereas I briefed them and SSAs of the squads we serviced. I continuously researched, obtained, and scheduled regular training for my personnel.

It is extremely important to research and maintain a working knowledge of new equipment available to the surveillance program. It is just as important to maintain a working knowledge of how our adversaries are advancing and utilizing the newest surveillance detection technology. An example of this is the broadband project I developed. This resulted in the surveillance

personnel having equipment in the field to do analytical-type work, accordingly they are able to research public records which enhances their intelligence gathering.

I created a work group of willing volunteers to assist me in the design, development and implementation of a Houston Division technical SSG manual. This manual was designed to assist the surveillance employee with writing documents, vouchers, travel request forms, security awareness issues, cover stories, and off-site security. The manual has approximately a 100 instructional items in it and because of its thoroughness, was applauded by FBIHQ. The manual was designated by HQ as a prototype to be used by all other Divisions with a few changes to meet their own geographical and climate needs. This dramatically improved Houston's written product (and the nation's) as reviewing of all documents were diminished as employees became more familiar with the manual. In the same sense, as I was expanding Houston's surveillance teams from two to five, I witnessed a substantial workload increase which hindered my ability to provide much needed close attention to training the new employees. I created a prototype technical training manual called, A Guide to Coach, Train and Mentor New Hires. The manual is designed to assist senior GS 11s in the training, coaching, and mentoring lower level new hire employees.

During my assignment in Houston, it being the eighth largest Division in the nation, I competently managed the heavy workload comparable for a division of its size and magnitude of investigations.