

INVESTIGATION AND SECURITY CONSULTING FIRM



Patricia Kotze
Co-Founder

Who We Are

Diversified Risk Management, Inc. (DRM) is a private investigation and security consulting firm, licensed by the California Bureau of Security & Investigative Services that operates throughout North America and abroad.

Global Network

The firm is headquartered in Downey, California just a few miles east of Los Angeles and has investigative and security strategic resources on the ground throughout North America, Europe, Latin America, Middle East and Asia.

Clientele:

Our firm assists law firms, corporations, celebrities and high-net-worth individuals in identifying, responding, and mitigating risk through a comprehensive suite of professional service offerings that are designed to meet stringent objectives, produce measurable results and offer effective solutions.

Employees

We employ both full-time and part-time employees and have a global network of contractors and consultants. Our seasoned professionals have backgrounds in a wide array of disciplines: forensic accounting, computer forensics, corporate security, data recovery, intelligence-gathering, law enforcement, military special operations, and security engineering, management and human resources consulting.

Divisions

Employers Choice Online (EmployersChoiceOnline.com) is a global provider of employment background screening and drug testing services. Clients are able to securely view, retrieve and archive reports 24/7 on our innovative, user-friendly proprietary and secure web-based system. We are able to obtain information from nearly 200 countries. We also have nearly 1000 convenient drug screening testing centers nationwide and offer clients multiple options for reporting results.

Compliance Training Group (ComplianceTrainingGroup.com) specializes exclusively in employee training that include on-site instructor-led training, long distance learning via Webinars, and online (e-Learning) programs for employees in several languages throughout North America on workplace violence, substance abuse, harassment and other topics. The objective of each training program is to provide participants with practical tools and knowledge for the identification and early intervention of potentially disruptive employee conduct.

Business Groups

DRM's services are developed, marketed, and delivered by ten specialized core business groups. These services are composed of the following specialized business groups:

- Investigations and Security Consulting
- Forensic Accounting and Fraud Investigations
- Due Diligence Investigations and Witness Interviews
- Cellular Telephone, PDA and Computer Forensics
- Litigation Support, Asset Searches and Service of Process
- Employment Background Screening, Drug Testing and Physicals
- Onsite and Online/e-Learning Compliance Training for Employees
 - Violence in the Workplace, Theft and Substance Abuse Investigations
 - Physical Security, Armed and Un-armed Executive Protection Services
 - Covert Surveillance, Closed-circuit Television Security Systems and Bug-Sweeping (TSCM)

DEDICATED TO EXCELLENCE
INTEGRITY AND INNOVATIONSM

INVESTIGATION AND SECURITY CONSULTING FIRM

Who Should Conduct Your Investigation?

Investigation firms that truly specialize in workplace investigations are few and far between.

As of January 2011, there were approximately 10,050 licensed investigators in California and it's estimated that only 10% of these investigators have experience in conducting workplace investigations. As a result, most private investigators do not have the experience or understand the sensitive legal issues involved in dealing with a situation that could result in litigation. Employers and their attorneys will often engage an independent human resources consultant to investigate a workplace matter. While such consultants may have the skill necessary to do an excellent job, there may be some hidden legal problems in retaining their services.

Private Investigator Act

The California Department of Consumer Affairs (DCA) requires that any firm or individual who investigates alleged misconduct or makes determinations of credibility for the benefit of an employer must possess a private investigators license. Anyone who violates the law may be subject to a fine of \$5000 or imprisonment of one year in county jail or both. The Act does not apply to investigations conducted by an actual employee of the employer or to an attorney at law.

Consultant-led Investigation

Although Human Resource consultants who conduct investigations without a private investigators license may be fined by the DCA, the law does not impose any specific penalty on the employer who retains the unlicensed HR consultant. Of potentially greater significance, however, an employee terminated for misconduct may be able to challenge the validity of an investigation that was not conducted by a licensed private investigator. This makes any actions or decisions by the employer based on the investigation vulnerable to litigation.

Attorney-led Investigation

A qualified attorney can certainly conduct most types of investigations; however, the issue of attorney-client privilege is an important concern. If the investigation is ever the subject of litigation, the employer will almost certainly need to present all or part of the investigation as evidence at trial.

*DEDICATED TO EXCELLENCE
INTEGRITY AND INNOVATIONSM*