

Dauk Trowell & Associates Inc.

“ a professional client focused investigative & consultative firm”

“in business to achieve an advantage for our clients”

P.C. (PAT) DAUK

Pat Dauk retired as a Staff Sergeant from the Royal Canadian Mounted Police after serving 30 years in various investigative capacities. In addition to general policing duties, his service includes eight years investigating major criminal activity in Manitoba, four years as a Detachment Commander, two years as the RCMP coordinator of livestock & agriculture investigations, five years as the sole RCMP polygraph examiner for Manitoba, and four years in labour relations. Due to the unique polygraph (lie detector) and agricultural crime responsibilities, Mr. Dauk received extensive specialized training and developed in-service training courses for investigators in the RCMP, as well as other police forces and agencies. He has instructed investigative, interview, interrogation and statement analysis techniques to junior and senior investigators as well as future polygraph examiners for the RCMP and other police forces in North America. He brings to ***Dauk Trowell & Associates Inc.*** the most recent and advanced investigative knowledge and techniques.

Experience in labour relations is unique and covers all aspects of conflict in the workplace from both the management and employee perspectives. In this work environment, Mr. Dauk enjoyed the support of both managers and members of the RCMP. He was the co-chair of the Alternative Dispute Resolution Committee for the RCMP in Manitoba, and has received extensive training in negotiation and mediation techniques, and has much experience in this area of labour relations.

Duty has required Mr. Dauk to work in a team concept with investigators and experts within and outside the police milieu. As such, ***Dauk Trowell & Associates Inc.*** has developed extensive expertise through a network of Associates located in Manitoba and other parts of Canada who enhance the investigative product supplied by ***Dauk Trowell & Associates Inc.***

R. K. (REG) TROWELL

Reg Trowell retired as a Staff Sergeant from the Royal Canadian Mounted Police having completed 30 years service. During his career his duties included; drug investigations, service with the Manitoba Integrated Intelligence Unit, Drug Section Commander; Detachment Commander, Operations Supervisor on the National Crime Intelligence Section and as the National Representative / Advocate for members of the Royal Canadian Mounted Police.

During his operational police service, he led major domestic and international investigations against organized crime and high profile criminal targets. This experience included undercover investigations, development and use of informants, intelligence targeting and development of criminal conspiracy cases. In addition, he instructed on handling informants and use of intelligence gathering techniques in conspiracy cases.

As an elected Representative / Advocate, he was Chairman of the Royal Canadian Mounted Police National Executive Committee responsible for the labour relations of 18,000 members of the Royal Canadian Mounted Police. This mandate covered the spectrum of labour relations issues and called for close working relations with the Commissioner of the Royal Canadian Mounted Police and his senior executive across the country. Regular meetings with Federal Government leaders and cabinet ministers, in particular the Solicitor General and Deputy Prime Minister, on a variety of initiatives, were part of his function on the National Executive Committee.

His contributions were pivotal in initiating the current Royal Canadian Mounted Police Alternate Dispute Resolution Program (A.D.R.) and he held a position on both the Commissioner's National A.D.R. Steering Committee and Manitoba A.D.R. Advisory Committee. He has been trained in Interest Based Negotiations (I.B.N.) techniques, as a facilitator, as a mediator and as an Ombudsman. His expertise and interest lie in all facets of dispute resolution. Through his labour relations work he has completed in excess of 800 interest based mediations, neutral evaluations and multi-party facilitations within the Royal Canadian Mounted Police and the Department of National Defence.

He is currently a founding partner in the firm Dauk Trowell & Associates, a full service private investigative and consulting firm based in Winnipeg, Manitoba. His investigative expertise in the areas of interviewing / interrogation, critical review of police and work place safety investigations, evidence location / collection, internal / external threat assessments, fatal accident investigations / and court preparation have been very well received and commented on by all clients.

In addition to his ongoing investigative responsibilities, he remains active in conflict management and resolution with the Department of National Defence, Canada Customs and Revenue Agency as well as private companies.

Business Mission Statement

Dauk Trowell & Associates Inc. is in business to achieve an advantage for our clients by undertaking professional investigations on their behalf, and reporting the results and conclusions of the investigation in a mutually agreed upon manner that provides focus and direction.

Although investigations are conducted using both conventional and advanced techniques, we constantly explore new technologies in order to maintain the most effective advantage for our clients.

Corporate Values Statement

At ***Dauk Trowell & Associates Inc.*** we guarantee that our business will be conducted:

- Legally
- Ethically
- Confidentially
- With integrity

Corporate Vision Statement

Dauk Trowell & Associates Inc. will continue to be the most advanced and competent investigative and consultative corporation in the private sector.

COMPANY OVERVIEW

Dauk Trowell & Associates Inc. is a licensed, bonded, and insured private investigation & consulting corporation offering an extensive menu of general and specialized services to clients. The principals in this Corporation offer in excess of sixty years investigative experience developed as Royal Canadian Mounted Police officers. Based in Winnipeg, the firm is enhanced by strategically selected associates within and outside Manitoba that guarantee an expertise level not previously available in the private sector.

General Investigation:

- Pre & post employment history research
- Corporate & personal background investigations
- Asset tracing
- Child/parental abductions
- Loss/bodily injury claims
- Accident re-construction
- Witness location/interview
- Missing persons/runaways
- Patent/copyright infringement investigations
- DNA evidence collection and testing
- Forensic Computer Examinations

Specialized Services:

- Conviction review
- False allegation assessment
- Computerized polygraph services
- Crime scene reconstruction
- Statement analysis (SCAN)
- Surveillance
- Workplace harassment/conflict investigation
- Professional misconduct investigation
- Internal theft & fraud (integrity investigations)
- Industrial Accident Investigation
- “Stop Line”

Training:

- Internal theft / fraud detection & prevention strategies
- Surveillance
- Statement taking
- Interview techniques
- Statement analysis
- Harassment/conflict resolution
- Anti stalking techniques
- Workplace violence avoidance & detection techniques

Conviction Review

Wrongful convictions of David Milgaard, Guy Paul Morin, Donald Marshall, ... have brought public attention and criticism to the justice system. Many who have also been convicted are likewise asserting their innocence. In the vast majority of cases, convictions are based upon irrefutable evidence, while those few like Morin, Marshall and Milgaard deserve an unbiased review that is often unavailable from police departments. Our advanced interview techniques, statement analysis, polygraph, crime scene reconstruction, behavioral personality assessment and serial offender assessments are advantages that will provide evidence to support or refute a claim of false conviction. A conviction review by the investigating police department or another police department does not address issues of bias, liability, or perception.

False Allegation Assessment

As with conviction reviews, we provide investigative services for clients who assert that they have been falsely accused. This examination can include complete behavioral and indirect personality assessments of both the victim and offender, polygraph testing, and a host of other proven techniques. We have a great deal of expertise investigating complaints of sexual abuse made by victims who are experiencing “repressed, or suppressed memory”.

Computerized Polygraph Services

Computerized polygraph services provide enhanced chart collection and analysis without the risk of human error. The most advanced polygraph technology combined with examiner training, technique and experience allow us to offer this extremely reliable and dependable service. Polygraph use is prevalent in criminal matters, internal corporate matters, and increasingly in pre-employment screening. Direct questions are answered “yes” or “no” and you, the client, receive the examination results.

Crime Scene Re-construction

In complex cases involving victim/offender interaction, an in-depth examination of all crime scene dynamics can lead to conclusions as to the sequence of events of the crime, relationship of the victim to the offender, motive, and post offence activity. An assessment of this type is comprehensive and covers not only those areas initially examined by the police, but includes a behavioral analysis of the crime and the offender.

Statement Analysis (SCAN)

Statements that are given by suspects and witnesses are analyzed using the SCAN (Scientific Content Analysis) method. This technique has revolutionized statement taking, and if done properly, gives much superior and more reliable information. If done incorrectly, the technique can mislead investigators. Statement analysis works very well in all cases, but is used most often in cases of arson, robbery, child abuse, sexual assault, and murder. Like any investigative tool, the ability of the analyst and the quality of the statement limit the technique. Some crown and many defense attorneys have found that a review of trial cases using the SCAN technique has dramatically reduced their court preparation time, as well as focused their direct and cross examinations. We have analyzed well in excess of a thousand statements, and have instructed this technique to hundreds of police investigators across Canada. The statement analysis technique is also effective when used to identify suspects from a pool of persons, a scenario that occurs time and again in business where an internal theft, or series of thefts take place.

Surveillance

At times it is advantageous to allow people to see your security surveillance system, and other times it is not. We provide both covert, and overt surveillance based upon client need. Properly conducted overt surveillance places equipment in strategic locations and is designed primarily as a deterrent. Covert surveillance is designed to capture an action in progress, is both mobile and stationary, and can be used to provide grounds for dismissal, rejection of loss/bodily injury claims, etc. We offer surveillance techniques using the most up to date technology in terms of video, audio, and still photography. All covert surveillance is conducted in a discreet and professional manner. Our confidential report to our client will cover the **who, what, where, when, and why** of our task in a chronological fashion.

Workplace Harassment/Conflict Investigation

One of the biggest challenges for business today is conflict in the workplace where employees and supervisors are harassed, stalked, or abused. In ever increasing numbers, conflicts lead to more serious and at times violent exchanges in the workplace. To avoid liability and promote a productive work environment, employers must ensure that complaints are individually addressed and effective procedures are in place to guide employees in areas of harassment, conflict detection, and deterrence. *Dauk Trowell & Associates Inc.* offer our extensive experience in all facets of workplace conflict/harassment specifically:

1. investigation – coupled where appropriate with dispute resolution
2. training
3. conflict/harassment policy development

Professional Misconduct Investigation

It is recognized in today's society that allegations of professional misconduct have the potential to damage not only the individual but also the professional body itself. Recognizing that reputations are at stake as well as public confidence, *Dauk Trowell & Associates Inc.* undertakes to provide a discreet investigation to fully and expeditiously resolve the complaint.

Internal theft and fraud

Most corporations are aware of information leaks, internal thefts, and internal frauds that can total hundreds of thousands of dollars. At the same time, dishonest employees view internal crimes as “payment for services rendered”. The crime itself can be masked by the suspect's familiarity with the job, access to the money/products, and even by other employees. Many times, internal security attempts to identify the perpetrator(s) are unsuccessful, and police departments simply do not have the time nor resources to follow-up, especially when the suspect is from within the company, and the matter may be viewed as civil. In concert with the client, *Dauk Trowell & Associates Inc.* will assess the problem and recommend investigative options ranging from covert or overt surveillance, use of undercover investigators, examination of the employee population, interview/statement analysis/polygraph, and training. These techniques are very effective in identifying dishonest employees.