



by **Gene Smith**

Smith is president of The Loss Prevention Foundation, the not-for-profit organization charged with the responsibility of building a certification and membership program. He was formerly president of the industry's largest executive search and consulting firm specializing in providing human resource solutions for the retail loss prevention, safety, and audit industries. During the past fifteen-plus years, Smith has provided career counseling for thousands of industry professionals nationwide. He can be reached at 704-837-2521 or via email at gene.smith@losspreventionfoundation.org.

LPC Exam Moves Forward

New Jersey-based Fairleigh Dickson University (FDU) hosted the LPCertified (LPC) exam committee meeting on February 18 – 19. The purpose of this intense two-day working meeting was to review and validate the work previously performed by the thirty-member LPC exam question development committee that was assembled in October at the ISO/CargoNet corporate office.

With more than 12,000 students, FDU is the largest independent university in New Jersey. FDU has a large curriculum related to our industry and offers many wonderful on-line degrees. Of special note is their Petrocelli College of Continuing Studies that focuses on adult learning. Spending two days in their cybercrime facility just added to the creative atmosphere of the event, and we are grateful to FDU for being such wonderful hosts.

As I sat there with this distinguished group of sixteen LP professionals (see box below), I made a few observations and drew some conclusions worth mentioning. First, I was amazed at how every single person who attended had such a passion for

education, training, and developing people. All understood the importance of continuing education throughout one's career, which was clearly visible through how intensely and intellectually they were engaged over the two days. Each committee member was individually selected following strict guidelines to represent a depth of geographic locations, experience, and retail types.

It was absolutely exhilarating to watch how Sears sat beside Macy's, Lowe's across from Home Depot, and The Gap along side Donna Karan. It was special to witness Target debating a point with Wal-Mart, Best Buy asking for more discussion with LP Innovations, Kmart adding to points made by Bed, Bath & Beyond and Staples.

It was really interesting to watch district LP managers challenge vice presidents and directors challenging regionals. It was very clear that egos and titles were left outside of the cybercrime lab. We became one over the two-day session, with all sharing a common mission—to create the best possible exam and add value to the LPC certification course. Every single person realized how significant this committee would be in driving the industry forward.

LPC Exam Committee Members in Attendance

Tim Fisher	Director Asset Protection	Best Buy
Bill Nichols	Regional LP Director	Bed, Bath & Beyond
Gregg Smith	Senior Director of LP and Retail Operations	Donna Karan/DKNY
Venus Finley-Akins	Gap LP Director, Western Zone and Canada	Gap Inc.
Claudio Parraguirre	District Asset Protection/Operations Manager	Home Depot
Catherine Penizotto	Regional LP Director	Kmart
Elizabeth Carlton	Credentialing Expert	Knapp & Associates
John Howard	Area LP and Safety Manager	Lowe's Companies
John Fice	COO and Treasurer	LP Innovations
Cynthia Grizzle	District Director LP	Macy's
Jerry Bowman	LP Strategist	MPIX
Suni Shamapande	Divisional Vice President LP	Sears Holdings
Jim Carroll	Director of LP	Staples
Stephen Davis	Manager OE	Target
Mike Rock	Regional Director, Asset Protection	Wal-Mart Stores
Dave Arnold	General Counsel	Wonderlic

There are a couple of incidents that must be highlighted that clearly demonstrate the commitment that so many have to certification. On the day before we convened, one attendee was informed of their father's death. While not unexpected, nevertheless this person could have declined to attend. Instead they got on a plane, attended, contributed, and added such value that it in itself was inspiring to others. Although this person's father was former military and "duty first" was instilled in the family, it was obvious to all in attendance that this individual shares a true passion to help build the certification exam.

Another incident occurred where a vice president of LP regretfully had to cancel at 5:00 a.m. the morning of the meeting due to a company emergency. Disappointed with having

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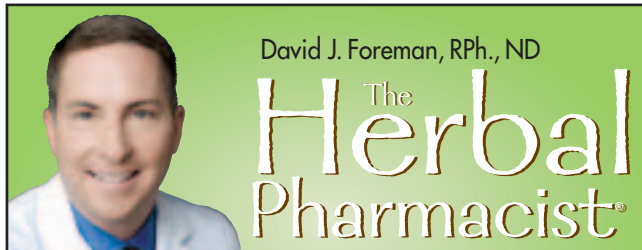
to cancel, this VP contacted his divisional director and had that person there in time for the meeting. With no notice or preparation, the divisional director's contributions were terrific. Watching this individual's passion for what we were doing rise by the hour was exciting to see.

We had many others who sacrificed much to be there, which clearly showed us that we selected the right representatives for the right reasons. Visit the Foundation web site for a complete list of exam committee and question development committee members.

Partnership with NIOSH Improves Safety and Risk Management Resources for Retailers

The National Institute for Occupational Safety and Health (NIOSH) and the Loss Prevention Foundation recognize the benefits of a collaborative partnership designed to improve occupational health and safety conditions at retail and wholesale workplaces throughout the U.S. Retailers can benefit significantly from this partnership, as it brings safety and risk management information right to their fingertips. This recently signed collaborative agreement will improve safety and risk management initiatives for retailers by allowing the Foundation to help deliver valuable resources to the retail community, further enhancing awareness, education, performance, and results.

NIOSH will share its knowledge and intellectual resources with the Foundation and join a host of distinguished academic institutions as strategic partners. NIOSH will also have an opportunity to share its wealth of occupational safety and health information with the Foundation and contribute to the training of LP professionals at the level of competency commensurate with the level of advancement in the certification and testing of the LP professionals. ■



Water – Perhaps the most critical nutrient!

Getting enough water is very important to health and wellbeing, since hydration levels affect everything from our ability to concentrate to skin health. To stay hydrated, I recommend drinking a minimum of half your body weight in ounces of water each day. Example: a 150 lb person would consume a minimum of 75 ounces of water per day. Why do I say minimum? A person who is more active and sweats a lot may need to replace more fluids. This is a guideline and can be modified to your specific health needs.

Don't wait until you are dry or fatigued. Drinking fluids throughout the day is the best way to stay ahead. The following are some other recommendations on how to avoid the dangers of dehydration:

- Flavor your water if you need to
- Avoid salty foods (canned, processed, frozen)
- Eat more fruits and vegetables (naturally contain water)
- Drink before, during and after any physical activity
- Avoid beverages that are high in sugar, caffeine or alcohol (may contribute to dehydration)

Another hydration tip — Time Released Water

Yes, you read that right — Time Released Water. Try Chia seeds! Since Chia can hold up to 30 times its weight in water it is a great form of Time Released water. It also contains electrolytes and can have multiple benefits for keeping you from dehydrating.



Answers For Every Body

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