

## **A Special Tribute to LPQualified (LPQ) Professionals**

The Loss Prevention Foundation is proud to announce the “LPQ” certification of the first 60 LPQualified loss prevention professionals. These candidates have successfully achieved a passing score on the LPQualified Exam, thus meeting all of the requirements set forth by The Loss Prevention Foundation Board of Directors, Knapp & Associates International and the Exam Committee for the LPQualified “LPQ” certification. Individuals in this group have the distinct honor of being the first ever to receive this certification in the retail loss prevention industry.

The LPQualified is a certification that was designed to be a benchmark education for entry level Loss prevention professionals such as Loss Prevention Managers, Supervisor’s, Store Managers, College Students, Select Hourly Employee’s, or for those who are interested in entering the loss prevention profession. In order to achieve this certification, individuals must complete a proctored examination of 100 questions developed from the LPQ coursework by a special Question Development Committee and validated by the Exam Committee.

Certification is truly an investment that we make in ourselves. It is not simply a commitment to learning more, but also to achieving a higher standard. These individuals have clearly demonstrated their devotion to their career and career growth.

**Ahuja, Roger**

**Appel, Neil**

**Barry, Richard**

**Bartelt, Julie**

**Blue, Dustin**

**Bose, Daniel**

**Brock, Erik**

**Caldwell, Kent**

**Casterline, Ben**

**Catala, Eduardo**

**Comeaux, Andrew**

**Dennis, Timothy**

**DePestel , Steven**

**Dimmig, Brian**

**Ditkowsky, Jason**

**Durham, Richard**

**Earnest, Jerry**

**Edwards, Douglas**

**Esparza, Robert**

**Farrell, Brian**

**Fecteau, Norma**  
**Figaro, Winford**  
**Fuller, Gary**  
**Gibson, David**  
**Harlan, Eric**  
**Harrell, Thomas**  
**Hicks, Donald**  
**Janulis, Michael**  
**Jenkins, Dennis**  
**Lanham, Edward**  
**Laskey Jr, Herman**  
**Lawrence, Todd**  
**Markham, William**  
**Meadows, Donald**  
**Medina, Martin**  
**Miller, Steve**  
**Minor, Steven**  
**Mueller, Devon**  
**Nord, Christina**  
**Osuna III, Edward**  
**Pander, Travis**  
**Paulauskis, Karl**  
**Pilz, Michael**  
**Quarles, Quincy**  
**Radford, David**  
**Salazar, Melissa**  
**Selkirk, Jason**  
**Skinner, Josh**  
**Smith, Sarah**  
**St.Martin, Brett**  
**Swanzey, Evan**  
**Tabler, Jonathan**  
**Tessnear, Michael**  
**Thompson, Nancy**  
**Torres, George**  
**Towers, Matthew**  
**Velez, William**  
**Wacha, Melissa**

**Walker, Laura**  
**Wright, William**

### **Academic Course Credits for LPQ**

At the time of this article we should be in our final stages of finalizing the process in which those individuals who complete the LPQ coursework can apply for academic credits with a major university. This has been an objective of the foundation ever since we started developing this industry certification. We wanted to make sure we produced a quality program under the direction of a national certification consultancy and one that was worthy of being accepted by the academic community.

### **The Developmental Process**

The LPQualified was designed as an education program for those who aspire to further their career in the Loss Prevention field. All of those associated with the Loss Prevention Foundation believe our greatest value is realized by seeking input from top professionals throughout the industry that can provide the quality insights that exemplify the best that our field has to offer. Content Development Committees composed of industry leaders representing the spectrum of retail models were established to identify the global topics that would encompass the groundwork for the LPQualified content. Key educational topics were established (Modules), which were then further categorized into detailed subject areas (Sections) for development.

Separate committees were then established to expand each Module. Formal developmental meetings were held and subtopics identified that would serve to identify the core competencies that would mark the heart of the certification. Draft copies of these outlines were sent to additional subject matter experts for their input and review. Those drafts were then revised and finalized. Minor adjustments were made as the content was developed (with board approval) to further enhance the quality of the final product.

Multiple industry experts were identified by a Contributor Selection Committee for each Module and Section. Selected from multiple sources to maintain a global perspective of content materials, these experts were directly involved in content development for LPQualified. The enhancement process involved extensive content research and development by these contributors. Content was then filtered, merged and edited to establish the initial draft for each Section of each Module. Once the initial Section drafts were established, they were then forwarded back to the original contributors for further input and edits.

Upon completion of the initial draft, the document was then forwarded to a board-endorsed Content Review Committee comprised of approximately 25 industry professionals representing approximately 20 different retail organizations. Additional review, input, recommendations and edits were appended to the Section drafts.

The content was then submitted to a board-endorsed Academic Review Committee for additional review, input, recommendations and edits. The Academic Review Committee was comprised of university professors that provided academic analysis and assessment, and further offered academic advice to the Foundation staff regarding certification development and general Foundation initiatives.

### **Should We Be Grateful**

If you do not ask yourself that question very often, you should. Too often we focus on the negatives and not enough on the positives. We are quick to criticize but slow to compliment. We are hesitant to embrace a new idea if we weren't part of it. We fail to be grateful and take each other for granted until it's too late. Too many of us look at a glass of water as "Half Empty" when maybe we should look at it as "Half Full". Those of you who know me know that I try to prescribe to the "Half full" theory!

In preparing for this article, the last one for 2008, I found myself thinking of the many things that The Loss Prevention Foundation is truly grateful for.

- We launched the LPQualified (LPQ) coursework, the first of a tiered two certification program.
- We were designated as a not for profit 501-c6 status by the IRS.
- We hired a new staff member Kelly Durham
- We completed and launched the LPQ examination.
- We certified the first group of LPQualified loss prevention professionals.
- We launched three university pilot projects aimed at gaining academic credits for completing LPQ.
- We added four more industry Loss prevention professionals to our board of directors.
- We have had the benefit of hundreds of industry professionals dedicate countless hours to dozens of projects.
- We have had over a dozen foundation partners support us
- We will celebrate our second anniversary in November 2008.
- We now have members from 182 different companies from 12 different countries.

I used "WE" often in this article because it is truly "WE" that I am most grateful for! The foundation is not just the few of us on payroll as employees. It is the hundreds of individual members! It's hundreds of volunteers that have helped develop certification content! It's the 75 plus retailers, who have been involved in certification development! It's our vendor foundation partners! It's our 28 board members who so faithfully keep the staff focused on our initiatives. **"We"** are part of something special, a mission to improve this industry by developing and implementing a professional certification program. I promise

you, "The foundation does not take any of you for granted"! We sincerely appreciate all of your support and wish you and your families a happy and safe holiday season.