

**TENNESSEE PRIVATE INVESTIGATION AND POLYGRAPH CONTRACTORS BOARD**  
**Board Meeting on 10/10/2019**

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STATE OF TENNESSEE

DEPARTMENT OF COMMERCE AND INSURANCE

TENNESSEE PRIVATE INVESTIGATION )  
AND POLYGRAPH COMMISSION )  
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TRANSCRIPT OF PROCEEDINGS

OCTOBER 10, 2019

**TENNESSEE PRIVATE INVESTIGATION AND POLYGRAPH CONTRACTORS BOARD  
Board Meeting on 10/10/2019**

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<p align="right"><b>Page 2</b></p> <p>1 APPEARANCES:</p> <p>2 Board Members:</p> <p>3 WALT VALENTINE, (CHAIR)</p> <p>4 DAVID BROWN, JR., (VICE CHAIR)</p> <p>5 STUART W. BAYNE</p> <p>6 ALAN ROSSEAU</p> <p>7 DOUGLAS SHANKS</p> <p>8 KENDALL BARHAM</p> <p>9 CHARLIE BRADLEY</p> <p>10 ASHLEY THOMAS, ESQ. (STAFF ATTORNEY)</p> <p>11 JESSE GENTRY, ESQ. (ASST. GENERAL COUNSEL)</p> <p>12 CODY VEST (EXECUTIVE DIRECTOR)</p> <p>13 SHAUNA BALAZI WILLIAMS (RB III ADMIN. ASST.)</p> <p>14 MARK AMICK (ADMIN. MANAGER)</p> <p>15</p> <p>16 COURT REPORTER:</p> <p>17 ARIELA KELLEY, LCR, CSR (TN License No. 736)</p> <p>18 CA License No. 13167)</p> <p>19</p> <p>20</p> <p>21</p> <p>22</p> <p>23</p> <p>24</p> <p>25</p>	<p align="right"><b>Page 4</b></p> <p>1 Have all the members had a chance to review</p> <p>2 the course outline and his background?</p> <p>3 MR. BAYNE: Yes.</p> <p>4 MR. BROWN, JR.: Yes.</p> <p>5 MR. VALENTINE: Any comments or discussion?</p> <p>6 MS. WILLIAMS: Yes, sir. He has not supplied</p> <p>7 the PowerPoint yet. So I'm not sure if you all want</p> <p>8 to go ahead and wait to approve this after we've</p> <p>9 received the PowerPoint or if this is sufficient</p> <p>10 enough.</p> <p>11 MR. BROWN, JR.: I'd like to see the</p> <p>12 PowerPoint.</p> <p>13 MS. WILLIAMS: Yes, sir.</p> <p>14 MR. VALENTINE: We'll wait on him to provide</p> <p>15 the PowerPoint and then bring it up at the next</p> <p>16 meeting.</p> <p>17 MS. WILLIAMS: Yes, sir. Thank you.</p> <p>18 MR. VALENTINE: That's all we had on the</p> <p>19 agenda for the Education Committee. So we are now</p> <p>20 closed. That was hard.</p> <p>21 MS. WILLIAMS: That was real hard.</p> <p>22 Since Mr. Flair is not going to be on the</p> <p>23 Board anymore, are you all going to appoint a new</p> <p>24 fifth person?</p> <p>25 MR. VALENTINE: Yes. The governor will</p>
<p align="right"><b>Page 3</b></p> <p>1 MR. VALENTINE: Good morning, fellow</p> <p>2 commission members, staff members, and honored guests.</p> <p>3 Today's date is October the 10th, 2019, at</p> <p>4 approximately 9:05 a.m. I'm Walt Valentine,</p> <p>5 Commissioner/Chair.</p> <p>6 I'll now call to order the Education</p> <p>7 Committee.</p> <p>8 Would you call the roll?</p> <p>9 MS. WILLIAMS: Yes, sir.</p> <p>10 Walt Valentine.</p> <p>11 MR. VALENTINE: Here.</p> <p>12 MS. WILLIAMS: Stuart Bayne.</p> <p>13 MR. BAYNE: Here.</p> <p>14 MS. WILLIAMS: David Brown.</p> <p>15 MR. BROWN, JR: Here.</p> <p>16 MS. WILLIAMS: Larry Flair.</p> <p>17 And Alan Rousseau.</p> <p>18 MR. ROUSSEAU: Here.</p> <p>19 MS. WILLIAMS: Everyone is here but Larry</p> <p>20 Flair.</p> <p>21 MR. VALENTINE: We have a forum?</p> <p>22 MS. WILLIAMS: Yes.</p> <p>23 MR. VALENTINE: We only have one item, and</p> <p>24 this is from the legal investigator, educative</p> <p>25 investigator.</p>	<p align="right"><b>Page 5</b></p> <p>1 appoint one.</p> <p>2 MS. WILLIAMS: As far as the education.</p> <p>3 MR. VALENTINE: Oh, yes.</p> <p>4 MS. WILLIAMS: Okay.</p> <p>5 MR. VALENTINE: Doug.</p> <p>6 MS. WILLIAMS: Okay. Do we need a motion?</p> <p>7 MR. BROWN: I'll make a motion we put Doug</p> <p>8 Shanks on the Education Committee.</p> <p>9 MS. WILLIAMS: Wonderful.</p> <p>10 MR. ROUSSEAU: I second.</p> <p>11 MR. VALENTINE: All in favor, say "aye."</p> <p>12 (All: "Aye")</p> <p>13 MR. VALENTINE: All opposed?</p> <p>14 You are on the Education Committee.</p> <p>15 MR. SHANKS: Next time.</p> <p>16 MS. WILLIAMS: Wonderful. Thank you.</p> <p>17 MR. VALENTINE: Again, that was pretty hard.</p> <p>18 For the information of our guests, Cody Vest, our</p> <p>19 executive director is with the two board members,</p> <p>20 Charlie Bradley and Kendall Barham giving them their</p> <p>21 orientation right now. So they will be down here for</p> <p>22 our meeting, which is scheduled to start at 9:30. So</p> <p>23 sit tight, have a donut, some coffee, chitchat.</p> <p>24 (Recess held from 9:09 a.m. to 9:36 a.m.)</p> <p>25 MR. WALT: Good morning, fellow commission</p>

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<p>1 members, staff members, and honored guests. Today's</p> <p>2 date is October the 10th, 2019, at approximately</p> <p>3 9:30 a.m. I'm Walt Valentine, commission chair.</p> <p>4 I'll now call to order the meeting of the</p> <p>5 Tennessee Private Investigation and Polygraph</p> <p>6 Commission.</p> <p>7 Executive Director, Cody Vest, would you</p> <p>8 please call the roll.</p> <p>9 MS. VEST: Thank you. David Brown.</p> <p>10 MR. BROWN: Present.</p> <p>11 MS. VEST: Larry Flair.</p> <p>12 Robin Brewer-Johnston.</p> <p>13 Rick Jones -- excuse me. He shouldn't be on</p> <p>14 that list.</p> <p>15 Alan Rosseau.</p> <p>16 MR. ROSSEAU: Here.</p> <p>17 MS. VEST: Doug Shanks.</p> <p>18 MR. SHANKS: Here.</p> <p>19 MS. VEST: Walt Valentine.</p> <p>20 MR. VALENTINE: Here.</p> <p>21 MS. VEST: Kendall Barham.</p> <p>22 MR. BARHAM: Here.</p> <p>23 MS. VEST: And Charles Bradley.</p> <p>24 MR. BRADLEY: Present.</p> <p>25 MS. VEST: Let the record show that you do</p>	<p>1 The next item on our agenda is the approval of</p> <p>2 the minutes of the last Education Committee and</p> <p>3 commission meeting. Has each member received and had</p> <p>4 time to review a copy of these minutes? And if so, is</p> <p>5 there a motion to adopt these minutes?</p> <p>6 MR. BROWN: Commissioner Brown moves for the</p> <p>7 approval.</p> <p>8 MR. BAYNE: Second. Bayne.</p> <p>9 MR. VALENTINE: It's been moved and seconded.</p> <p>10 Any discussion?</p> <p>11 All in favor, say "aye."</p> <p>12 (All: "Aye")</p> <p>13 MR. VALENTINE: All opposed?</p> <p>14 Motion carries.</p> <p>15 Next on our agenda is the legal report by our</p> <p>16 staff attorney.</p> <p>17 MR. GENTRY: Good morning.</p> <p>18 MR. VALENTINE: Morning.</p> <p>19 MR. GENTRY: We only have one case on the</p> <p>20 report this morning. It is 2019059571. Summary of</p> <p>21 this is that this complaint alleges that respondent</p> <p>22 disclosed confidential information to the person being</p> <p>23 investigated.</p> <p>24 Complainant hired respondent to run a</p> <p>25 background check on her husband, as complainant was in</p>
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<p>1 have a forum.</p> <p>2 MR. BAYNE: I'm here.</p> <p>3 MS. VEST: You'll have to prove that.</p> <p>4 Actually, you are the top of my list. I'm sorry,</p> <p>5 Stuart.</p> <p>6 MR. BAYNE: No, no. That's okay.</p> <p>7 MS. VEST: I've got an extra name on here.</p> <p>8 And I counted them and -- well, anyway, it was an</p> <p>9 error on my part. I am so sorry.</p> <p>10 MR. BAYNE: It is quite okay. Apology</p> <p>11 unnecessary.</p> <p>12 MR. VALENTINE: All right. Any of our guests,</p> <p>13 if you wish to speak to the commission, if you'll</p> <p>14 please sign in up at the podium.</p> <p>15 The next item for approval is the agenda.</p> <p>16 I'll ask each commission member if they've received</p> <p>17 and had time to review a copy of the agenda. And, if</p> <p>18 so, is there a motion to adopt this agenda?</p> <p>19 MR. ROSSEAU: Move to adopt the agenda.</p> <p>20 MR. BROWN: Commissioner Brown, seconded.</p> <p>21 MR. VALENTINE: Any discussion? Hearing none,</p> <p>22 all in favor, say "aye."</p> <p>23 (All: "Aye")</p> <p>24 MR. VALENTINE: All opposed?</p> <p>25 Motion carries.</p>	<p>1 the process of divorcing her husband. During the</p> <p>2 divorce proceedings in depositions, the husband stated</p> <p>3 he knew complainant had a background check done by</p> <p>4 respondent.</p> <p>5 The husband stated that he received a text</p> <p>6 from an unknown number that stated, quote,</p> <p>7 Complainant -- it's the actual name -- check your</p> <p>8 e-mail. I sent you a report, unquote.</p> <p>9 The husband then stated he looked up the phone</p> <p>10 number and saw it attached to respondent's website.</p> <p>11 So the respondent assumed complainant had a background</p> <p>12 check or some type of report done on him. Respondent</p> <p>13 denies sending this text and proffered other ways in</p> <p>14 which the husband could have found out this</p> <p>15 information.</p> <p>16 There's no evidence of the actual text being</p> <p>17 sent due to the nature of the parties' divorce. There</p> <p>18 are reasons to be concerned the husband could make a</p> <p>19 statement to hide any misconduct on his part.</p> <p>20 Additionally, from the statement of the</p> <p>21 husband, even if this text was sent, it does not</p> <p>22 appear to rise to the level of revealing confidential</p> <p>23 client information to another individual.</p> <p>24 The alleged text does not reveal any</p> <p>25 information gathered from the report. It does not</p>

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1 give any information about the nature of the  
 2 respondent's involvement.  
 3 Complainant also made an allegation that she  
 4 was billed for an incomplete background check, as she  
 5 believed it should have contained more information --  
 6 she believed it should have contained more information  
 7 in the results.  
 8 There was no further information as to what  
 9 she thought should be actually in the report.  
 10 Respondent explained that it contained the results  
 11 from all the sources it checked, which was as  
 12 advertised to complainant before the search was done.  
 13 Further, the complainant admitted that  
 14 respondent's background check contained all of the  
 15 same information as another background check that she  
 16 used. So this allegation appears unfounded. The  
 17 recommendation is to close this complaint.  
 18 MR. SHANKS: I'll make a motion to accept his  
 19 recommendation.  
 20 MR. ROSSEAU: Same.  
 21 MR. VALENTINE: Move and seconded to accept  
 22 this. Any discussion?  
 23 Hearing none, all in favor, say "aye."  
 24 (All: "Aye")  
 25 MR. VALENTINE: All opposed?

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1 Motion carries.  
 2 Next on the agenda are appearances. Do we  
 3 have anyone wanting to appear before the commission?  
 4 MS. VEST: Yes, sir, you do. You have a  
 5 gentleman by the name of Joseph Stainback. He is an  
 6 intern polygraph examiner.  
 7 Sir, have you signed in?  
 8 DR. STAINBACK: I did.  
 9 MS. VEST: I believe he's here because he was  
 10 given his internship for a year. And whenever that  
 11 expires, he has to ask for the extension for six  
 12 months. I believe there has been an error made there.  
 13 Have you received your second application yet,  
 14 your license?  
 15 DR. STAINBACK: No. I sent the commission a  
 16 detailed letter, as per the Tennessee code, of  
 17 justifying the extension for the next six months.  
 18 MS. VEST: Right. And he did pay the fee.  
 19 Unfortunately, it got approved in advance of his  
 20 appearance. But we have found out there is a glitch  
 21 in our computer system, and it granted him a year.  
 22 And it should be only six months.  
 23 So whenever you do get that certificate --  
 24 whenever you do get that certificate, I'll need to  
 25 have it back, and I'll give you the proper --

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1 DR. STAINBACK: Okay. That's not a problem.  
 2 MS. VEST: He's here to explain why he needs  
 3 an extension.  
 4 DR. STAINBACK: Thank you, Ms. Vest, for  
 5 clarifying that. I probably wouldn't have caught  
 6 that.  
 7 MS. VEST: Okay.  
 8 DR. STAINBACK: Thank you. My name is  
 9 Dr. Joseph Stainback, IV. I'm currently a private  
 10 investigator and polygraph examiner. I got started a  
 11 little late. Let me give you a little bit of a  
 12 context.  
 13 I'm not coming from law enforcement. So it's  
 14 been a little bit of an uphill battle for polygraph.  
 15 So I worked 30 years in the nuclear industry, ten of  
 16 which in Oak Ridge and 20 for the Navy. So I was on  
 17 the other side of the polygraph for prevention of  
 18 espionage.  
 19 After 30 years of working in the nuclear  
 20 industry, I worked at UT for five years teaching  
 21 prevention of insider threats and espionage and  
 22 traveled all around the world.  
 23 So I decided to go entrepreneurial and do some  
 24 work as a consultant and research scientist, but all  
 25 the while went to polygraph school, and I got hooked.

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1 And so now I'm a polygraph examiner intern, thank you  
 2 to the State.  
 3 So currently I'm just going to go through and  
 4 justify my extension for the next six months.  
 5 Currently I'm at 20 polygraphs. I accelerated that  
 6 number of polygraphs recently because I'm now  
 7 postconviction-sex-offender trained. And I'm doing a  
 8 lot of those right now.  
 9 I have ten the week after next and then  
 10 another ten the following. So by the end of October,  
 11 I should be about 30 polygraphs done to my 50. So  
 12 although notwithstanding I have six months, I should  
 13 be done with my 50 completion of my internship by the  
 14 end of the year.  
 15 I also currently serve with the American  
 16 Polygraph Association on two committees. Given my  
 17 credentials, they are tapped into me to help them on  
 18 polygraph. And I've got over 173 hours of continuing  
 19 education in polygraph.  
 20 So I've been kind of diving into polygraph  
 21 quite aggressively. In addition to that, I just won a  
 22 research product with DOD. Pretty proud of that.  
 23 So I've very much immersed myself into  
 24 polygraph. And I'm hoping on serving the state of  
 25 Tennessee, trying to keep postconviction sex offenders

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1 from re-offending. And I would like the Board to  
 2 approve my internship for the next six months and  
 3 continue my work after October 31st.  
 4 MR. VALENTINE: Any questions?  
 5 MS. VEST: Did you tell us who your sponsor  
 6 was?  
 7 DR. STAINBACK: Oh, and I -- Ms. Vest, I  
 8 really appreciate you bringing that up because I left  
 9 that out, and I want to put that on the record. As  
 10 part of the Tennessee law, I have to have an intern  
 11 sponsor. And it was right here on my letter, and I  
 12 meant to mention it.  
 13 My intern sponsor is a terrific guy. He's  
 14 been helping me extensively. His name is David Doyle.  
 15 And David Doyle is not only helping me, you know, get  
 16 through polygraph and the techniques and everything  
 17 else.  
 18 He's graciously agreed to continue my  
 19 sponsorship for the next six months, and he put that  
 20 in writing as an attachment to the letter.  
 21 Thank you, Ms. Vest. Appreciate that.  
 22 MR. VALENTINE: Does anyone have a question  
 23 for Dr. Stainback?  
 24 MR. BAYNE: A few, yes, I do.  
 25 MR. VALENTINE: Okay.

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1 MR. BAYNE: Ten years in Oak Ridge with ORNL,  
 2 assume?  
 3 DR. STAINBACK: No, sir, Mr. Bayne. I was  
 4 with Y-12.  
 5 MR. BAYNE: Oh, you were with Y-12.  
 6 DR. STAINBACK: Yes, sir. My company won the  
 7 contract with Y-12. I spent 30 years with BWX  
 8 Technologies. So I was with BWXT in Lynchburg,  
 9 working primarily security applications. And then I  
 10 was transferred by Y-12 as part of my corporate  
 11 commitment.  
 12 MR. BAYNE: I see.  
 13 DR. STAINBACK: And then I retired with them  
 14 30 years in a normal retirement. And then I got my  
 15 Ph.D. late. So I did research at UT, as I mentioned.  
 16 MR. BAYNE: With UTK, I assume?  
 17 DR. STAINBACK: Yes, sir. UTK with Nuclear  
 18 Engineering Department. So I created a class. It was  
 19 a great class in the prevention of aberrant behavior,  
 20 which is prevention of espionage.  
 21 Unfortunately, my funding ran out. That's why  
 22 I left UT. I had a very healthy research program with  
 23 the Department of State, traveled all around the world  
 24 helping other countries with prevention of aberrant  
 25 behaviors.

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1 But I felt like that the course of my destiny  
 2 was to go out on my own and work for myself, and it's  
 3 actually working fairly well.  
 4 MR. BAYNE: Two more questions: One, your  
 5 research assignment for DOD, are you working with DOD,  
 6 or is that affiliated with somebody else?  
 7 DR. STAINBACK: So great question, too. I'm  
 8 very passionate about prevention of aberrant  
 9 behaviors. With that said, while I was at UTK, I set  
 10 up a lab parallel to my class I was teaching. So I  
 11 had a polygraph. And I didn't do polygraph, per se.  
 12 UT approved me to do clinical testing. I was  
 13 not doing it for polygraph. So I just want to  
 14 officially state that. So I was doing bio response in  
 15 my lab. While I was doing that, I had some ideas and  
 16 I still do on improving the detection of deception.  
 17 And so that spun off in an idea I had in a DOD  
 18 call that they came out earlier in 2018. It took  
 19 about a year. In early 2018, a call came out. I  
 20 worked on it, worked on it, worked on it, and made a  
 21 submission.  
 22 And the spirit of that call was DOD struggles  
 23 on testing credibility assessment. Dr. -- excuse  
 24 me -- Steve Duncan came here in the last commission  
 25 meeting. He talked about ocular --

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1 MR. BAYNE: That was my next question.  
 2 DR. STAINBACK: Right, right. So he talked  
 3 about ocular. So under the umbrella of credibility  
 4 assessment, there's ocular, there's polygraph.  
 5 There's voice stress, and there's others.  
 6 The DOD struggles with testing credibility  
 7 assessment because we don't know what ground truth is  
 8 a lot. And so I came up with a concept, which I think  
 9 was pretty clever, to use.  
 10 If anybody has done escape room where it's  
 11 just a commercial environment where you go in and  
 12 solve riddles, puzzles, and enigmas to go from room to  
 13 room. And I proposed that to the DOD coupled with  
 14 red-teaming, which is good guys and bad guys -- I did  
 15 that in my classroom -- coupled with clinical testing.  
 16 And I won third place. And I got a pretty  
 17 good award out of that. I went to DC, made a  
 18 presentation, which is like a pitch. And then the DOD  
 19 is doing more, DARPA is doing more of prize awards.  
 20 It's high risk, high reward. And you lob it  
 21 over the fence, but you don't own it anymore. They  
 22 own it. So it was a -- I'm proud to win that, but  
 23 it's not a sustained project that I'm doing other than  
 24 the other research that I'm trying to do to build up  
 25 my lab, if that makes sense.

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1 MR. BAYNE: It does, sir. Thank you, sir.  
2 I'm finished with my questions.  
3 MR. VALENTINE: Any other questions? Okay.  
4 Thank you very much, Mr. Stainback.  
5 MR. BROWN, JR.: I make a motion that we give  
6 him six months extension.  
7 MR. BAYNE: Second.  
8 MR. VALENTINE: Any further discussion?  
9 All in favor, say "aye."  
10 (All: "Aye")  
11 MR. VALENTINE: All opposed?  
12 You have six months.  
13 DR. STAINBACK: Thank you.  
14 MR. VALENTINE: You're welcome.  
15 DR. STAINBACK: And I'll send the certificate  
16 back.  
17 MS. VEST: Yes, sir.  
18 MR. VALENTINE: Any other appearances?  
19 Administrative matters. Executive Director,  
20 Cody Vest.  
21 MS. VEST: All right. I believe the chairman  
22 did make an announcement. And anybody who wants to  
23 speak as we go further into this meeting will need to  
24 come up and sign in. If you do not sign in, you do  
25 not have the right to speak.

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1 So has everybody signed up? Okay.  
2 MR. BAYNE: And the right paper, because there  
3 are two.  
4 MS. VEST: This is the participating. We had  
5 Dr. Stainback, of course. We have David Barela.  
6 MR. Barela: Barela.  
7 MS. VEST: Barela.  
8 Phillip Burnett and James Taylor.  
9 Does anybody else want -- wish to speak?  
10 Thank you for pointing that out. There are two forms.  
11 If you want continuing education, now that you're  
12 here, you could sign up on this sheet here. Private  
13 investigators and board members do get credit for  
14 attending the meeting.  
15 MS. WILLIAMS: We're on our second one  
16 already.  
17 MS. VEST: With the continued education? Oh,  
18 good. Very good. Thank you.  
19 MR. VALENTINE: Do you want to call the people  
20 to --  
21 MS. VEST: Okay. I think we'll go ahead and  
22 go into my matters.  
23 MR. VALENTINE: Administrative. Okay.  
24 MS. VEST: I don't mind. We do have what I'm  
25 going to be referring to as unfinished business.

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1 MR. VALENTINE: Okay.  
2 MS. VEST: We'll get down to that.  
3 The administrative matters; first thing there  
4 is the monthly report. If you take a look at the  
5 monthly report, this is -- for our new commission  
6 members, this is the information that I do send out in  
7 advance to you.  
8 In July we had an open position with Alan  
9 Rosseau and Rick Jones and another one that was for  
10 the polygraph examiner. And then if you go to August,  
11 you will see where our new members were appointed,  
12 Charlie Bradley and Kendall Barham, and Mr. Rosseau  
13 continues to serve. So we are at a full capacity on  
14 the commission.  
15 All right. Then we're going to go down, and  
16 briefly I'm just going to mention the budget because  
17 that's going to be covered a lot more in depth under  
18 our unfinished business. You probably just have the  
19 July budget. I've got the one for August as well. We  
20 just got these in.  
21 Right now you're carrying a positive balance  
22 of \$7,725. That's all I want to say about that right  
23 now because we're going to have more in-depth  
24 conversation about that. We'll go over that if you  
25 wish.

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1 The legislative update, I don't believe we  
2 have any. We don't have any application review.  
3 Do we have any correspondence?  
4 MS. WILLIAMS: No.  
5 MS. VEST: Don't have any correspondence. So  
6 my little section is finished. Just flew right  
7 through that piece.  
8 MR. BROWN, JR.: You did good.  
9 MS. VEST: Oh well. Okay. Now, under the  
10 Education Committee, what did we do for the education  
11 commission?  
12 Shauna, you want to give us a rundown on that  
13 one?  
14 MS. WILLIAMS: Yes, ma'am. We reviewed the  
15 three courses that were sent in, and the Board has  
16 wished to wait for the PowerPoint for us to -- for  
17 them to look at, and then they will either approve it  
18 or deny it. So I'm going to bring that at the next  
19 meeting, if it's available.  
20 MS. VEST: So we had said the one individual,  
21 and he had a PowerPoint?  
22 MS. WILLIAMS: Yes, ma'am.  
23 MS. VEST: Did we not try to contact that  
24 individual?  
25 MS. WILLIAMS: Yes. There's several e-mails,

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<p>1 and one e-mail he said the file is way too big. So he 2 was going to work on it. And even though -- after the 3 e-mail, he's not responded. 4 MS. VEST: We have a difficulty with these 5 education courses because if I don't get them 6 approved, it penalizes the PI for going to a course 7 that hasn't been approved, and they don't get credit 8 for it, is how it's supposed to work. 9 So we work very diligently trying to get all 10 the information that you want to see in order to make 11 an intelligent decision about these courses. 12 We don't meet again until when? 13 MS. WILLIAMS: January. 14 MS. VEST: January. So if this gentleman is 15 going to be having a seminar, do I approve the 16 individuals who attended for their continuing 17 education? It poses a problem. 18 But we'll address that if we see that's what's 19 going to come down. 20 MR. VALENTINE: Can you communicate with him 21 and tell him that his course is not approved until we 22 meet again in January? 23 MS. VEST: Oh, yes. He will be hearing from 24 us. 25 MR. BAYNE: Can you also communicate with him</p>	<p>1 it to you like that. Thank you so much for doing 2 that. Yes, he had a choice. I heard that. 3 Okay. Looks like we -- let's move on down to 4 the new business right now. What this new business 5 simply is is your next year's meeting. We do these in 6 advance. Please take these. 7 Go ahead and try to get your -- if you're from 8 out of town, have to have a hotel, you need to be 9 getting them now. Shauna works diligently going out 10 and trying to make sure of what's happening in 11 Nashville so you can get your hotels. 12 If you're having trouble with -- getting a 13 hotel room, let us know. We'll get ahold of some 14 other programs, and they have hotels that are 15 accepting board members, and we may be able to help 16 you get into one. 17 All right. For our new board members, for 18 your hotels, if you're -- I didn't even think. Are 19 either one of you from out of town? 20 MR. BARHAM: Yes, ma'am. 21 MS. VEST: Okay. So you'll have some expenses 22 to turn in. Shauna will take care of all that for 23 you, but you must keep your receipts. 24 MR. BARHAM: Thank you. 25 MS. VEST: Need to have all your receipts,</p>
Page 23	Page 25
<p>1 and advise him to work on his math a little bit with 2 what she provided? 3 MS. WILLIAMS: Yes. 4 MR. BAYNE: Thank you. 5 MS. WILLIAMS: The hours? 6 MR. VALENTINE: Hours don't match up. 7 MR. BROWN, JR.: Way off. 8 MS. VEST: Maybe the PowerPoint will make it 9 clearer. I'm not sure. So we're going to hold off on 10 that. But is he going to do a seminar? Was it a 11 seminar attached to -- 12 MR. BAYNE: They were online stuff. Yeah. 13 Looked at it last night. 14 MS. VEST: I just don't want to penalize any 15 private investigator who is coming up for renewal at 16 the end of the year who was planning on taking it. If 17 it's not approved, I'm not going to take the 18 certificate. Okay. 19 All right. Postpone that education, all 20 right, for the next meeting. 21 MS. WILLIAMS: They also appointed Doug as 22 education -- 23 MS. VEST: Oh, okay. Doug Shanks was 24 appointed to the Education Committee or was nice 25 enough to serve for us. We appreciate that. I'll put</p>	<p>1 your hotel, food, whatever. 2 MS. WILLIAMS: I sent you all an e-mail. Did 3 you all receive the e-mail? 4 MR. BARHAM. Yes. 5 MS. WILLIAMS: Okay. Great. Thanks. 6 MS. VEST: Charlie? 7 MR. BRADLEY: Yes, ma'am. 8 MS. VEST: So we're showing here is that we're 9 going to meet January the 16th, April the 23rd, July 10 the 23rd, and October the 15th. We've already 11 talked -- 12 MS. WILLIAMS: Different groups. There's 1 -- 13 1A is going to be for the July. 14 MS. VEST: Okay. July the 16th is going to be 15 in Room 1B. August the 23rd is going to be Room 1B. 16 July -- April -- January, April. And then July is 17 going to be in 1A, which is the bigger room. 18 We used to always meet in the bigger room. We 19 got moved over here when we moved in for our new board 20 members. We used to meet on Fridays. Now we're 21 meeting on Thursdays, which we appreciate that. And 22 October the 15th would be 1B. 23 Did you have anything else, Mr. Chairman, 24 until -- before I move to the unfinished business? 25 Anything?</p>

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1 MR. VALENTINE: I did not.  
 2 MS. VEST: All right. I'm going to call  
 3 unfinished business. I have reached out to everyone  
 4 that I know to reach out to according to our  
 5 associations. I really appreciate everybody appearing  
 6 today with our audience, people that wish to speak.  
 7 As our commission members know, you have been  
 8 in the red for two years. You're subject to a sunset.  
 9 A lot of people do not understand what a sunset is.  
 10 Well, it's simply deregulation. You could be  
 11 subject to deregulation. They would just abolish the  
 12 commission completely. There would be no more private  
 13 investigators -- licensed private investigators; put  
 14 it to you like that. Okay.  
 15 I did ask commission members to please send me  
 16 information. Let's get some ideas, just toss whatever  
 17 idea comes to your mind. Let's throw it up on the  
 18 board. I'm going to ask the audience to give me their  
 19 verbiage as well.  
 20 I would like to, after this meeting or during  
 21 this meeting, form a committee. It would be one board  
 22 member. I will ask each one of the associations if  
 23 they will appoint or their president, whoever, would  
 24 like to serve on that committee.  
 25 And I will need a -- I will ask our polygraph

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1 examiners, since we only have one, to obviously be on  
 2 that committee as well. Those -- that would be a  
 3 public meeting, also.  
 4 We're going to take all these ideas that  
 5 everybody has come up with and try to come up with a  
 6 plan for a private investigation polygraph commission.  
 7 So no plan is silly, no idea, because I've got a few  
 8 of them here. And I would like to thank Stuart for  
 9 the information he sent to us.  
 10 MR. BAYNE: You are welcome.  
 11 MS. VEST: You want to bring that down now  
 12 and -- I'm going to go over a couple of things that I  
 13 came up with, along with what Stuart sent me, what  
 14 other people have told me.  
 15 And some of these will require a law change,  
 16 which is harder to do. Some of them will require a  
 17 rule change, which is a whole lot easier for us to do.  
 18 Are you going to type it? Okay.  
 19 I came up with remove six apprentices. Now, a  
 20 lot of you look at me --  
 21 MR. BAYNE: What do you mean by that?  
 22 MS. VEST: Do you know a company can only have  
 23 six apprentices? Well, why do we have a limit on how  
 24 many apprentices? I don't know why that that's there,  
 25 but you can only have six. That's what the law says.

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1 I believe that's in the actual law itself, six  
 2 apprentices.  
 3 The second one would be increase fees. Well,  
 4 I can tell you right now I cannot probably get anybody  
 5 passed on the Hill to increase your fees, but we'll  
 6 take a look at that.  
 7 If an individual is a private investigator,  
 8 wants to go into business for himself, they have to  
 9 have 2,000 hours of experience. Remove the  
 10 2,000 hours of requirement of experience.  
 11 How do you get experience if you're not a  
 12 private investigator or if you don't have a company  
 13 that hires you as an apprentice? How do you get that  
 14 2,000 -- that's a year. How do you get that  
 15 experience if nobody hires you, puts you on as an  
 16 apprentice, unless you're coming in from another state  
 17 and you're already holding a license?  
 18 MS. THOMAS: That's a law change.  
 19 MS. VEST: That's a law change.  
 20 Another one is combine private investigation  
 21 and polygraph commission with another one of our  
 22 programs. I will explain to you that. Private  
 23 protective services also encompasses the locksmith  
 24 program. Those are two commissioner-run programs.  
 25 That's going to take a little bit more of me

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1 explaining as we go by -- as we come back to that one,  
 2 that'll have a little bit more explanation.  
 3 What about dissolving the company affiliation?  
 4 Just be a private investigator. Other states do that.  
 5 Why do you have to be affiliated with a company?  
 6 MR. BAYNE: Is that a rule change or law  
 7 change?  
 8 MS. VEST: That would be a law change, I  
 9 believe.  
 10 MR. BAYNE: I thought so.  
 11 MS. WILLIAMS: Law change.  
 12 MR. BAYNE: Meaning so that to be a licensed  
 13 PI in the state of Tennessee, one need not be -- also  
 14 be accompany or affiliated with the company?  
 15 MS. VEST: Correct.  
 16 (UNIDENTIFIED AUDIENCE MEMBER: (Inaudible  
 17 question or commentary.)  
 18 MS. VEST: Yes. That is very similar to the  
 19 security guard program. You can be a security guard.  
 20 You can work -- you have a license, and you can work  
 21 for anybody you want to as long as that company is  
 22 registered. So it's little bit different.  
 23 Another one I came up with was reduce age from  
 24 21 to 18. That would allow me to get into the trade  
 25 schools, the high schools, like we do for the security

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1 guards. I mean, I'm not aware of that. But we do get  
 2 into the seniors that are taking -- what's the name of  
 3 that course -- criminal justice.  
 4 They get a license through us as an unarmed  
 5 security officer. When they go to college, they skip  
 6 a semester or a quarter. It helps them with their  
 7 education, but also allows them to be working  
 8 part-time while they're trying to continue with their  
 9 education.  
 10 You cannot do -- I don't think I could do that  
 11 with the age of 21 because most people should be  
 12 graduated by the time they're 21 from high school  
 13 anyway. I said these weren't smart ideas. Okay.  
 14 They're just ideas that we've came up with, and we're  
 15 throwing them up there.  
 16 I want you -- in order to do that, I'd like to  
 17 get into the trade schools. We need to get in there  
 18 and talk to them about getting into this profession.  
 19 In order to do that, could we not offer free  
 20 apprenticeship?  
 21 Actually, that doesn't cost you anything to be  
 22 an apprentice, but we would -- I think what I have  
 23 been told, if I'm a private investigator and I have an  
 24 apprentice with me, I'm charging my client for two  
 25 people. We need to take a look at that, how we would

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1 be charging for that.  
 2 Do we have any of our audience that would like  
 3 to participate and give us their ideas?  
 4 (Inaudible conversation.)  
 5 MS. VEST: Okay. That's a good idea. Legal  
 6 wants to know, perhaps, you might want to go over some  
 7 of this before we go to the audience participation.  
 8 Okay. Let me -- let me kind of explain this  
 9 to you. This is your commission. This is your  
 10 program. This -- I don't know, maybe it's your  
 11 livelihood. That's what I would think.  
 12 I cannot make these decisions for you. I sit  
 13 in meetings, and I tell them, and I've given it to  
 14 you, there's a seven-year study. There is a decline  
 15 in private investigators. A lot of what investigators  
 16 do now, from what I understand, I can do it at home on  
 17 my computer.  
 18 Now, I'm not going to go ahead and do a wreck,  
 19 and I'm certainly not going to be looking at any  
 20 domestic cases. So there are certain specialties. I  
 21 do understand that.  
 22 And in order to do that, I'm told the private  
 23 investigator likes to have that license when they  
 24 testify, if they have to testify. I could understand  
 25 that as well.

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1 But you're going to have to and the  
 2 associations and the industry is going to have to give  
 3 me something to go to the Hill to keep this program  
 4 running. So I do need your participation.  
 5 If we get called to the Hill, we'll ask all  
 6 commission members to come. You may be get asked  
 7 questions. This is your profession, not mine. I will  
 8 ask the associations to please have a representative.  
 9 We need to go up to the Hill and say, "Here we  
 10 are." You either want this profession or you do not.  
 11 So this is just some stuff we -- I just threw off the  
 12 top of my head.  
 13 MR. RILEY: Can I say something?  
 14 MS. VEST: Step to the microphone. Yes, sir,  
 15 please.  
 16 MR. BAYNE: If you're going to step up and  
 17 speak, sir, then you need to sign the participant  
 18 list.  
 19 MR. RILEY: Yes. I signed the participant  
 20 list before I realized I was going to be a  
 21 participant.  
 22 MS. VEST: Would you introduce yourself?  
 23 MR. RILEY: Yes. This is Patrick Riley with  
 24 Spyder Investigations. The commission was formed, as  
 25 I recall -- was it about 30, 35 years ago?

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1 MS. VEST: Back in the early 90's, '91, '92,  
 2 yes.  
 3 MR. RILEY: As I understand it, the reason  
 4 for the -- the reason for the commission in the first  
 5 place was to oversee the ethics and the responsibility  
 6 of the individuals who are out there professing to be  
 7 private investigators; is that right? Isn't that  
 8 correct?  
 9 MS. VEST: Yes, sir. That's one reason.  
 10 MR. RILEY: And they need to have viable  
 11 education for the investigators to make sure they're  
 12 giving the client a reasonable amount of service for  
 13 the money. Why is that enough for the Hill to  
 14 understand that it's protecting the citizens of the  
 15 state? That was the entire idea behind the  
 16 commission. Why would the Hill --  
 17 MS. VEST: Today you heard one complaint. So  
 18 what is the complaint out there in the industry?  
 19 What's going on with the industry? This is continuing  
 20 education.  
 21 You're here to protect the public. We  
 22 don't -- the commission's hearing very few cases, very  
 23 few -- might because of what they're turning in. The  
 24 nature of this program, when I started anyway,  
 25 Mr. Riley, was they -- I'm going to say a lady would

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1 meet a private investigator at Shoney's, and he'd  
 2 write a receipt to her for a thousand dollars on a  
 3 napkin because she didn't want her husband to know she  
 4 was following him.  
 5 Well, times have changed somewhat.  
 6 MR. RILEY: Why would that not happen again?  
 7 MS. VEST: Well, it could, but we don't hear  
 8 of it. We have --  
 9 MR. RILEY: Well, that's because everyone is  
 10 licensed.  
 11 MS. VEST: Not necessary -- well, not  
 12 necessarily, but anyway, yes, sir. You wouldn't hear  
 13 it from a licensee unless the individual did not give  
 14 the lady the report. You know, then they would file a  
 15 complaint. But you don't have any complaints. We  
 16 heard one complaint.  
 17 MR. RILEY: My concern would be if they're not  
 18 licensed, if they don't have the credibility that  
 19 comes through the commission, then it's going to go  
 20 back to the way it was before. There's going to be  
 21 more sharks out there and more con people, and there  
 22 will be complaints, and I would imagine that -- who  
 23 wouldn't understand that?  
 24 MS. VEST: Yes, sir, that's one direction to  
 25 look in. The other direction the Hill is looking in,

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1 this commission must be self-supporting. You are not  
 2 self-supporting because you're not getting anybody  
 3 else into the industry.  
 4 The industry -- people are not renewing, or  
 5 they're not doing their companies anymore. They're  
 6 not -- apparently, not hiring a lot of apprentices.  
 7 We're just slowly diminishing.  
 8 So we have to be able to sit there and say  
 9 what are we going to do to bring people into this  
 10 industry. We know why we have the industry. We know  
 11 what we're doing. We know who we're protecting, but  
 12 something is happening to it.  
 13 MR. VALENTINE: Well, it's pretty obvious that  
 14 the internet is a big factor in that. Can we go to  
 15 the Hill and discuss that with the legislators?  
 16 MS. VEST: I'm sure you -- yes, sir. Whenever  
 17 we get called up there, you will have your  
 18 opportunity. I'm sure I'm going -- and I want you to  
 19 speak, too.  
 20 I'm sure I'm going to be probably having  
 21 preliminary meetings before that. And I need to be  
 22 able to say the commission has met. We have worked on  
 23 this. We've had ideas. I've met with the  
 24 associations. They've come into an actual meeting.  
 25 We do have concern in the industry. And that's what

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1 I'm going to be required to do.  
 2 MR. BROWN, JR.: You know what you've got up  
 3 here. I think, if we take a combination of some of  
 4 this stuff, we can put something together.  
 5 The problem on the Hill, when you go up there,  
 6 they're not emotional. They don't feel the compassion  
 7 that we have. You might have one or two up there, but  
 8 they're going to look at the bottom line. One time we  
 9 went up there before, they were very cut and dry.  
 10 MR. RILEY: Like I said, recruiting people,  
 11 basically, is the bottom line.  
 12 MR. BROWN, JR.: We need to come up with a  
 13 plan that we all agree on that we can go up there,  
 14 like Cody is trying to do, that's comprehensive, keep  
 15 this commission going, keep what we're all wanting to  
 16 do. There's going to be a blending on some of these  
 17 things, but changing the law is going to be difficult  
 18 up there. Am I right?  
 19 We can talk about we want to do this or that,  
 20 but unless those legislators want to change those laws  
 21 up there, we're going to have a hard time.  
 22 MR. RILEY: Yeah. As far as recruiting is  
 23 concerned, the only thing I didn't talk about is  
 24 media, and media really works. Of course, it takes  
 25 money, unless you get some volunteers you can get paid

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1 to do it, but...  
 2 MS. THOMAS: Are you suggesting media  
 3 outreach?  
 4 MR. RILEY: Yeah. Media outreach in all kinds  
 5 of different ways. For example, develop a television  
 6 commercial. Everybody likes the crime dramas on TV.  
 7 Everybody likes them. So there is, you know,  
 8 emotional excitement about the business generally.  
 9 MR. BROWN, JR.: I agree, but who is going to  
 10 pay for it?  
 11 MR. RILEY: What's that?  
 12 MR. BROWN, JR.: Who is going to pay for it?  
 13 We're underwater.  
 14 MR. RILEY: Well, that's exactly --  
 15 MR. BROWN, JR.: You know, we've talked in the  
 16 past about trying to blend all three associations from  
 17 West Tennessee, Middle Tennessee, and East Tennessee.  
 18 That would give us a comprehensive lobbying group.  
 19 We're still splintered. We have a problem.  
 20 MR. RILEY: I suggested on a couple of  
 21 occasions in the past, for example, a radio program,  
 22 which could --  
 23 MR. BROWN, JR.: You all will have time to  
 24 come up here.  
 25 UNIDENTIFIED SPEAKER: Blocks --

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1 MR. RILEY: Yeah, blocks, but I mean, blocks  
 2 reach kind of a --  
 3 UNIDENTIFIED SPEAKER: It's a video block.  
 4 MS. VEST: Okay. That's -- so we'll throw the  
 5 media up there, yes, sir. We threw up the Internet;  
 6 two more ideas.  
 7 Yes, we even -- one of our own, we even  
 8 thought about podcast, but there are legal problems  
 9 with the podcast that we would have. So I didn't  
 10 throw podcast up there. There may be something we can  
 11 do with our media person.  
 12 We might get a -- might -- could work out a  
 13 two-minute segment. Then I have to get -- I think  
 14 you're telling me get the TV stations to run that or  
 15 put it in the newspaper. We don't want to sound like  
 16 we're advertising, but talk about our profession.  
 17 Is that what you're talking about, Mr. Riley?  
 18 MR. RILEY: Yeah. I mean, if you could put in  
 19 the context, for example, of talk radio, there's a  
 20 number of people who are buying time on radio  
 21 stations, putting on hour broadcasts in order to  
 22 increase their business.  
 23 There's lawyers. There are doctors. There  
 24 are people who are in the roofing industry. It has --  
 25 places with reasonably large audiences, so to recruit

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1 more business.  
 2 If you get your prime investigators calling  
 3 up, having people call up with their problems and kind  
 4 of develop a sense of excitement about what we do and,  
 5 of course, promote individual businesses along the  
 6 way. You might even be able to sell advertising on  
 7 it. And --  
 8 MS. VEST: Well, who listens -- does a  
 9 19-year-old listen to that? Is a 20-year-old  
 10 listening? Maybe that -- might be. I mean, I don't  
 11 listen to talk radio myself.  
 12 MR. RILEY: Depends on what the format --  
 13 MS. VEST: Yeah. We've got to get into the  
 14 right area. And I don't want to say younger people.  
 15 I don't mean that because anybody can get into this  
 16 profession, but we've got to hit that right area.  
 17 MR. RILEY: Those are my suggestions, thanks  
 18 for the opportunity.  
 19 MR. SHANKS: One question for you, sir.  
 20 MS. VEST: Pat, he has a question.  
 21 MR. SHANKS: My question, you have your own  
 22 company; correct?  
 23 MR. RILEY: Yes.  
 24 MR. SHANKS: How many private investigators do  
 25 you employ?

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1 MR. RILEY: I am the sole employee.  
 2 MR. SHANKS: Why?  
 3 MR. RILEY: We have people come to us from  
 4 time to time, and they've proven to be undependable in  
 5 some cases. We had someone who was supposed to show  
 6 up for one of our continuing professional education  
 7 meetings a couple of years ago in Memphis, and she  
 8 didn't bother to show up.  
 9 And I'd worked with her for about two years on  
 10 various surveillances. I just had a woman come to me  
 11 two or three weeks ago, and she said that she wanted  
 12 to be covered by company license. She used to be a  
 13 reporter for the "National Enquirer," good  
 14 photographer, knew how to do pretext and that sort of  
 15 thing.  
 16 She came on one surveillance, and she was very  
 17 impressed. She took a bunch of my brochures. She  
 18 said she was going to talk to some lawyers, see if we  
 19 can get more business. And I can't get her on the  
 20 phone again.  
 21 So I guess I'm suffering from the same kind  
 22 of -- same kind of apathy as everyone.  
 23 MR. SHANKS: Are you willing to hire?  
 24 MR. RILEY: Sure. Absolutely. If I find some  
 25 qualified people who are willing to work.

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1 MR. SHANKS: Because we get -- they get  
 2 applications, and we have people needing affiliations,  
 3 and I guess make a list of companies that will take  
 4 and have it where you all can just refer a list out.  
 5 MS. VEST: That's right. That's great.  
 6 That's a good -- yeah, if we can get a reference list.  
 7 If we have companies in the audience or commission  
 8 members, whatever, anyone who is willing to hire, yes,  
 9 we do.  
 10 Now, I have to be careful with that. I cannot  
 11 recommend one PI company over the other. I don't  
 12 recommend one guard company over another. But I do  
 13 give them at least three, and they can choose --  
 14 MR. SHANKS: Or there can be a list online  
 15 of --  
 16 MS. VEST: Yeah. We can set up something.  
 17 "Here is this list. You call whomever." That costs  
 18 nothing.  
 19 MR. BAYNE: So what I'm hearing is you're --  
 20 what I'm hearing is the idea that the commission staff  
 21 could put together, like, an ancillary portion to this  
 22 website indicating PI and polygraph companies who  
 23 would be willing to hire.  
 24 MS. VEST: That's -- probably all your PI  
 25 companies have a website, don't you? Do you have

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1 something -- but -- a majority of them may.  
 2 Do you have something that you could go to  
 3 this section here for hire or something for hire or  
 4 employment or however you want to word that?  
 5 MR. RILEY: I also have a podcast, which --  
 6 MS. VEST: Oh, okay. You have a podcast.  
 7 Okay.  
 8 MR. RILEY: Still not people banging on the  
 9 door saying, "I want to be a PI."  
 10 MS. VEST: This is exactly our problem.  
 11 Nobody is banging at your door to be a PI.  
 12 MR. SHANKS: But they're banging at your all's  
 13 door trying to get their license.  
 14 MS. VEST: I'm not even getting applications,  
 15 very few applications.  
 16 MR. SHANKS: Because what I noticed in  
 17 looking, in 2009, the law in July came out with the  
 18 2,000 hours. It stayed level. It didn't increase,  
 19 and then all the sudden it started dipping.  
 20 Basically -- and you've said this before --  
 21 people are getting older and they're retiring, and  
 22 newer people cannot get in because of the 2,000 hours.  
 23 "I have my own company. I don't want the  
 24 liability of hiring somebody under me and dealing with  
 25 all of that."

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1 So that's the issue. To me, I don't -- the  
 2 2,000 hours should go away, but it's a law change. I  
 3 don't know if it can be repealed or something or --  
 4 that's -- just the 2,000 hours, Number 6, on the  
 5 TCA.  
 6 MS. VEST: Let me clarify that, Commissioner  
 7 Shanks. That is for you to become a company, not to  
 8 go to work as a PI. That is for an individual who  
 9 wants to start their own company. They have to have  
 10 2,000 hours, which is a year of experience.  
 11 MR. SHANKS: But if that individual could  
 12 be -- he could have his own company.  
 13 MS. VEST: Sole practitioner, just like Pat  
 14 is, yes, sir.  
 15 MR. SHANKS: Right.  
 16 MS. VEST: But they have to have the  
 17 2,000 hours. They're either going to come to work for  
 18 you or someone, get those, and then go over and start  
 19 their own company, or come straight in.  
 20 You can be a PI, pass the exam, pass all the  
 21 background check, pay the fee, and then you have to  
 22 have a company affiliation. You have to start your  
 23 own company.  
 24 That's why I said up there, perhaps -- some  
 25 other states don't have that company affiliation.

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1 That might be something we want to look at.  
 2 MR. BROWN, JR.: That's where I'm leaning as  
 3 far as stopping that.  
 4 MS. VEST: I have not done a lot of research  
 5 to determine if we no longer have companies, what the  
 6 impact would be. I have not gotten that far with it.  
 7 I believe -- I looked at the paper, and there's only  
 8 about 17 or 19 sole practitioners. So that's telling  
 9 me out of that 486 or 500 companies that we have, that  
 10 there's two or more investigators already there, but  
 11 you only have three companies that have apprentices,  
 12 and there's only seven apprentices. I think I wrote  
 13 all that down. Okay, yeah. We got seven apprentices,  
 14 and it's four companies. They're under their  
 15 affiliation. Right now we're holding 1,003 private  
 16 investigators, 486 companies. Out of that, you have  
 17 three companies that have branches. And you have  
 18 seven apprentices.  
 19 It doesn't sound like -- when you go back and  
 20 look, you might have had 1,020. It doesn't look like  
 21 much. But what you're doing, you're losing two,  
 22 three, five, might be gaining one, then you're going  
 23 to lose two or more. It's slowly diminishing.  
 24 Okay. Is there anybody else -- somebody in  
 25 the audience wanted to come up?

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1 MR. BARELA: Yes.  
 2 MS. VEST: You've signed in. Just introduce  
 3 yourself.  
 4 MR. BARELA: Yes, ma'am. My name is  
 5 David Barela. And I'm the owner of Accredited  
 6 Investigative Services out of Lebanon, Tennessee.  
 7 MS. VEST: How did -- what was the last name  
 8 again?  
 9 MR. BARELA: Barela.  
 10 MS. VEST: Would you spell that for our court  
 11 reporter, sir.  
 12 MR. BARELA: B-a-r-e-l-a.  
 13 I had the honor to meet Mr. Bayne at the  
 14 company meeting and talk to him. And I talked to  
 15 Mr. Johnny Lawrence over here about the dilemma that  
 16 the commission is in or the PI commission is in.  
 17 And there's a couple of things that I need to  
 18 kind of throw out. I was in the transportation  
 19 business -- after a short stint in the military, made  
 20 short stint into transportation.  
 21 And hiring a PI is like hiring a truck driver.  
 22 A lot of these truck drivers come into the company and  
 23 they thought in order to make any money, they had to  
 24 own a truck.  
 25 And a lot of times PIs come into this company

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1 and to the commission, and they think the only way  
 2 they're going to make any money is by having their own  
 3 company.  
 4 The problem is that you can't go out there and  
 5 just throw a shingle on the wall and say, "I'm a  
 6 private investigator," and you have a line of people  
 7 show up at your doorstep wanting your services.  
 8 I've been in this business going on about  
 9 18 years, I guess, when I started back in 2001. First  
 10 year I worked when I had my own company, I worked four  
 11 cases in the entire year. Second year, I think I had  
 12 ten.  
 13 But I had another job. So I was kind of  
 14 moonlighting as a PI while I kept my job. I mean, at  
 15 this point of the game, I'm handling about 400 cases a  
 16 year, but it took me a long time.  
 17 And I have four other investigators that work  
 18 for me in this company. And I'm looking for new ones  
 19 because I need the help. We do a lot of criminal  
 20 defense work. We do a lot of -- which is in the state  
 21 and in the federal venue.  
 22 So we stay pretty busy. Right now, I've got  
 23 three murder cases that I'm trying to run. And I  
 24 definitely need some help. Even though I've got  
 25 qualified people working for me, there's still a lot

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1 of stuff going on.  
 2 So the misconception is that you have to own a  
 3 company to make any money, and that's not exactly  
 4 true. I see some of the stuff going on on the board  
 5 up here about reducing it from 21 to 18 years old. I  
 6 wouldn't hire anybody that was 18 years old.  
 7 There's no way in the world that I would put  
 8 somebody to work for me, even as an apprentice. I  
 9 don't really have the time to put on an apprentice.  
 10 To drop it to 18 years old is -- I don't think  
 11 it's a good idea. And as far as dissolving the  
 12 company, the affiliation, you have a lot of people who  
 13 want to come into the business, just like this  
 14 gentleman was talking about this lady that worked for  
 15 him for the "Enquirer," they have no experience at  
 16 all. I could not hire somebody like that.  
 17 I look for retired police officers or  
 18 investigators, not just police officers. As most of  
 19 us know in here, that even if you are a police  
 20 officer, you don't have the experience to run an  
 21 investigation. And I found that out the hard way.  
 22 Most of us did.  
 23 So some of these things are good. Some of  
 24 these -- one of the things I really liked was the fact  
 25 of the commission, of some manner, putting out a list

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1 to the companies that say, hey, these guys are  
 2 applying for a job; these guys have applied for a  
 3 license; they're looking for somebody to go to work  
 4 for.  
 5 And then let us decide whether we can go ahead  
 6 and hire them or not as company owners. Those things  
 7 are -- a lot -- we do a lot of work with TALPI, is the  
 8 organization.  
 9 Maybe you guys can release a list of  
 10 investigators to organizations like TALPI or some of  
 11 these other PI groups that are out there in that  
 12 general area so -- in their region so they can contact  
 13 owners, company owners in that area and say, hey, I  
 14 got X, Y, Z, he was looking for a job. Are you  
 15 interested in doing this?  
 16 MS. THOMAS: If I can ask you. You mentioned  
 17 that you would not hire an individual who was 18. If  
 18 I can just ask you for the record why that is.  
 19 MR. BARELA: For one, the experience. I'm  
 20 looking for experienced investigators. You know, at  
 21 the age of 18, how much experience would they have?  
 22 You know, so it would be detrimental to -- you know,  
 23 for us.  
 24 You know, simple case like this gentleman was  
 25 talking about a while ago where somebody released

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1 information to the spouse or the other one.  
 2 MR. BROWN, JR.: How do we attract people in?  
 3 Because they're talking about going to trade school.  
 4 MR. BARELA: I was --  
 5 MR. BROWN, JR.: How do we get there then?  
 6 Because we're not getting them now at 21 coming and  
 7 applying for jobs. Applications are not there.  
 8 MR. BARELA: There's a lot of organizations --  
 9 and I'd have to do some research on this. But there's  
 10 organizations for retired police officers. There's --  
 11 and I'm looking at it through my glasses, which are  
 12 different than everybody else's.  
 13 But there's organizations out there that we  
 14 can go and talk to them. Hey, the military. I mean,  
 15 I would hire a CID agent in a heartbeat, being the  
 16 fact that I'm a former CID agent.  
 17 I wouldn't have a problem hiring a retired  
 18 CID agent. Go to Fort Campbell during their -- when  
 19 they're getting ready to get out of the military, they  
 20 have this hiring --  
 21 MS. VEST: Job fair or whatever.  
 22 MR. BARELA: Job fair, whatever they call  
 23 them. That would be an angle. Go there. I mean, go  
 24 to the universities that have -- you know, have job  
 25 fairs as well and put our industry out there.

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1 MR. BROWN, JR.: Let me ask you this: Why  
 2 don't TALPI and some of the other associations do that  
 3 at job fairs? If we can utilize our resources --  
 4 MS. VEST: That's who is going to have to step  
 5 up. Sometimes my hands are going to be tied as to  
 6 what I can do.  
 7 MR. BROWN, JR.: As commissioners, we're tied.  
 8 MS. VEST: If there's going to be a job fair,  
 9 and the person that's over the job fair does a speaker  
 10 request or wants me to have a booth or something of  
 11 that nature, yes, sir.  
 12 MR. BAYNE: Sign me up.  
 13 MS. VEST: Yeah, we can do that. We used to  
 14 have those particular job fairs. I do feel that the  
 15 military is an area that we need to get into, and I  
 16 don't know how to do that. So if we have somebody who  
 17 has these contacts, I would love to hear and be able  
 18 to make those contacts.  
 19 MR. BARELA: I can make a couple phone calls.  
 20 MS. VEST: Oh, that would be great. I mean,  
 21 if they have 50 people that are getting ready to  
 22 retire and they're going to be looking at different  
 23 professions, I'd be willing to go, maybe take a  
 24 private investigator with me, because it's your  
 25 profession.

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1 I can tell them about the laws and the rules  
 2 and how much it's going to cost, stuff like that. And  
 3 you can tell them about what is expected in the  
 4 profession and what their job would be. Yes, sir, I'm  
 5 willing to do that, and I would need help to do that.  
 6 MR. BARELA: One of the other things -- and  
 7 this is for you, where you guys come to the table --  
 8 you know, you got -- we had the AOC at the TALPI  
 9 meeting the other day.  
 10 Their going rate is 50 bucks an hour and 47  
 11 cents a mile. I mean, it's crazy for somebody to want  
 12 to work a state case -- I mean, we work them because  
 13 we get a bunch of them.  
 14 But it's still a kick in the butt when you're  
 15 getting paid 50 bucks an hour, especially if it's  
 16 somebody that's got an education and has got -- I  
 17 mean, we spend a lot of time and money and effort and  
 18 trying to stay straight and do everything the way  
 19 we're supposed to do it.  
 20 We have a big investment in our own companies,  
 21 equipment, as far as -- and investigators. And to  
 22 deal with 50 bucks an hour and 47 cents a mile.  
 23 You know, if you guys from the commission  
 24 could go to the Hill or wherever you need to go and  
 25 see about getting that rate changed, you know -- and,

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1 you know, we apply for funding through the judges.  
 2 The judges approve it X amount. It gets -- or it  
 3 gets --  
 4 MR. BAYNE: Question: In your knowledge, how  
 5 long has that hourly rate been in place?  
 6 MR. BARELA: I've been in this business  
 7 18 years, and it's still there.  
 8 MR. BAYNE: You've been licensed 18 years?  
 9 MR. BARELA: Yes.  
 10 MR. BAYNE: And this was --  
 11 MR. BARELA: Since October of --  
 12 MR. BAYNE: It was 50 bucks an hour 18 years  
 13 ago?  
 14 MS. VEST: It was \$50 when I started working.  
 15 And it has never --  
 16 MR. BAYNE: And that's only a few years ago  
 17 for you.  
 18 MS. VEST: Oh, yeah, sure. Thank you.  
 19 And that's something that we have addressed.  
 20 All commissions, all boards have addressed that \$50,  
 21 and yes, that would be a law change.  
 22 MR. SHANKS: I dont' know if you realize  
 23 this --  
 24 MS. VEST: That would be through FNA, not  
 25 through us.

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1 MR. SHANKS: The AOC just increased the  
 2 attorneys' fees from \$40 an hour to \$50 an hour.  
 3 MR. BARELA: Oh, I know. That is ridiculous.  
 4 MR. SHANKS: So before they'll increase an  
 5 investigator fee, I'd say the attorneys would be --  
 6 they would be -- yeah. So...  
 7 MR. BARELA: I have attorneys tell me, "You  
 8 make more than I do," and we giggle, but, you know --  
 9 Ms. Vest: Sir, I appreciate that.  
 10 MR. BARELA: Thank you for allowing me to  
 11 speak.  
 12 MS. VEST: Any ideas that you have, I would  
 13 certainly appreciate that.  
 14 MR. BARELA: Thank you.  
 15 MS. VEST: You have a - there's someone else.  
 16 Mr. Stainback, you wanted to --  
 17 DR. STAINBACK: I just wanted to make an  
 18 observation from what I've heard here.  
 19 MS. VEST: All right.  
 20 DR. STAINBACK: So, I think, on the subject of  
 21 the Internet and -- I'm speaking on PI behalf, and  
 22 then I'm going to comment on the polygraph. So we  
 23 need to be real careful about the Internet.  
 24 It's sort of like a two-edged sword. The  
 25 Internet has made things easier, but it's made things

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1 complicated. And what I found as a PI is that between  
 2 the dark web, open source intelligence, and  
 3 misinformation and information protection and the laws  
 4 that govern information, the Board really relies on  
 5 the PIs to do the right thing.  
 6 And so, you know, let's talk about a couple of  
 7 those. One is, you know, protecting somebody's  
 8 information when we get it off of a proprietary  
 9 website and getting it to that person; going to the  
 10 right website, because there's a lot of misinformation  
 11 out there about people.  
 12 So, you know, I just want to make sure we're  
 13 being real careful of loosely using the word. You  
 14 know, it's made life easier, and we don't need PIs  
 15 because of the Internet. I take exception to that.  
 16 And I'm just throwing that out to the Board.  
 17 The other comment I have is on the polygraph  
 18 if sunset is in the cards for the Board, originally, I  
 19 was not an advocate of the internship because of the  
 20 pain in the butt of it, but now that I'm into it and  
 21 recognizing that I've learned a lot from the  
 22 internship, and polygraph being a practice, I am  
 23 completely an advocate of the internship of the  
 24 polygraph.  
 25 And we need to be real careful about

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1 abolishing that as part of the sunset process. And so  
 2 I would -- as part of living it right now, I would  
 3 advocate that we need to sustain that internship.  
 4 The other comment to that would be is the  
 5 other states who don't have it, I often hear that  
 6 there are a lot of bad polygraph examiners out there,  
 7 and I attribute that because they were absent of  
 8 having the internship.  
 9 MS. THOMAS: Mr. Stainback, just before you  
 10 walk away, if I can ask, as an intern, what did you  
 11 find to be the greatest barriers to you in entering  
 12 the industry?  
 13 DR. STAINBACK: That is an excellent question.  
 14 You're probably going to anticipate my answer.  
 15 MR. BAYNE: Does it have anything to do with  
 16 six months?  
 17 DR. STAINBACK: No, sir. It has to do with  
 18 finding a sponsor. And so, you know, I hinted that at  
 19 the beginning of my presentation when I said that I  
 20 was a little behind, and my other hint I was not law  
 21 enforcement.  
 22 So I don't have the connections that other  
 23 folks would have. And so for me to climb, you know,  
 24 to claw and plead for an intern sponsor was really  
 25 tough. Steve Duncan stepped up to be my first

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1 sponsor. He's the president of APA.  
 2 He recognized the research I was doing and  
 3 everything I was doing. He wanted to take the first  
 4 half of that -- well, first portion of that, which was  
 5 a lot of proctoring of my polygraphs, which was  
 6 extremely beneficial. And then the resumption with  
 7 David Doyle.  
 8 So I would say, you know, improvement could be  
 9 there. But I think the way things are set up, it's  
 10 probably by design. But if we can just -- other  
 11 polygraph examiners to be a little bit more  
 12 encouraged, perhaps, of sponsoring the polygraph --  
 13 because I don't think there's any changes that need to  
 14 be made there. I think a little bit more  
 15 encouragement.  
 16 Would you add any comment to that?  
 17 MR. BARHAM: Yeah. In speaking to the  
 18 internship itself and sponsorship particularly, I come  
 19 from a law enforcement background. I do not come from  
 20 a private background accepting clients as a private  
 21 examiner. So I can't speak to that.  
 22 I wouldn't have a problem in the world being  
 23 your sponsor. The problem lies with state law that  
 24 protects open cases, criminal cases.  
 25 DR. STAINBACK: Right.

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1 MR. BARHAM: And anytime a  
 2 law-enforcement-employed examiner is going to conduct  
 3 an internship, the person that they are interning must  
 4 also possess law enforcement credentials and  
 5 understand the applicable state law that says this is  
 6 an active open investigation that's protected by  
 7 certain laws restricting access to it. And therein  
 8 lies the --  
 9 DR. STAINBACK: Another restriction, right.  
 10 MR. BARHAM: That's right. And that is law,  
 11 not rule. From what hour I've been on this  
 12 commission, that is law. That is not -- and it's a --  
 13 it is a topic that I mentioned during the vetting  
 14 process for this position.  
 15 It's a topic that I've often had discussions  
 16 with with people that contact me, "I would like you to  
 17 sponsor me," and that's just the first words out of my  
 18 mouth.  
 19 I don't have a problem in the world sponsoring  
 20 anybody, but I do have a problem getting into criminal  
 21 cases. That where the problem lies.  
 22 DR. STAINBACK: That's completely understood.  
 23 So there's kind of two layers here. One is, to me,  
 24 let's keep it. And then the other one is how do we  
 25 overcome the barriers of intern sponsorship, so in

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1 summary.

2 MR. BARHAM: That may be something as simple

3 as a waiver that an intern that is not law enforcement

4 signs a waiver that says, "I shall not reveal

5 information." Again, that goes to law, not rule.

6 But it may be something that simple, but it

7 would still have to be approved because there's some

8 pretty strict TCA codes protecting open criminal

9 investigations.

10 DR. STAINBACK: That's all I have.

11 MS. VEST: Thank you. Anybody that wishes to

12 speak? You can get on the list. Anybody that wishes

13 to speak can get on the list. This is a public

14 meeting.

15 MS. BARELA: My name is Petra Barela. I'm

16 Dave Barela's wife. And I just wanted to add

17 something real quick. I didn't become a private

18 investigator until 2006.

19 And -- but what I did for our company was I

20 did a market analysis and -- to find out how do we --

21 you know, what is the need and what is our niche.

22 And so I made several phone calls because we

23 didn't even know how much to charge. And as simple as

24 that, we didn't know how to charge for domestic,

25 state, federal.

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1 We were totally naive as to how much -- so my

2 point is when they become private investigators, an

3 individual that becomes a private investigator, they

4 do not know what they're getting into.

5 And I called I don't know how many private

6 investigative companies to find out and get some

7 information. Five people answered their phone. Okay.

8 And that was in 2001. Okay. Five people answered

9 their phone.

10 And I told Dave, "I don't think it's going to

11 be that hard." Plus we're a bilingual company. So

12 that was the other niche that we had. And I think

13 that because of -- what we cater to is criminal cases.

14 We're looking for that individual that is not just a

15 police officer, but a detective that knows how to, you

16 know, run a case.

17 And that's why it's really difficult for an

18 18-year old, for us to hire one. Okay. That's our

19 problem. Now, we are looking for people to hire.

20 And one of the things that I told Dave, aside

21 from the military, we also have law enforcement where

22 a lot of detectives retire, and they retire young.

23 To us, they're young anyway. You know,

24 they're in their 40's or whatever, because they've

25 been in it for so long. But law enforcement,

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1 military, those are the people that we need.

2 And two out of all the investigators that are

3 already licensed, how many are active? Maybe they

4 just don't want to do it because they don't want to

5 pay the fees, or they just -- they're not getting the

6 work.

7 We have the work. We need help. So for --

8 for the commission to be dissolved and private

9 investigators, that would be detrimental for us. We

10 need our licenses.

11 MS. VEST: How many apprentices do you have?

12 MS. BARELA: We don't want any apprentices.

13 We don't have time for apprentices.

14 MS. VEST: How can you get somebody in the

15 industry if you don't train them?

16 MS. BARELA: Well, we do train them in our

17 manner of what we're looking for specific to our

18 company, but we need the experienced individuals

19 because we do not have time to teach them how to

20 investigate.

21 MR. BAYNE: So you're saying, in effect, your

22 pool of talent is law enforcement retirees and

23 military people?

24 MS. BARELA: But those are the people that can

25 only qualify to come in and get their license now;

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1 right?

2 MS. VEST: No, ma'am.

3 MR. BAYNE: No, no, no, no.

4 MS. VEST: Anybody can qualify to get a

5 license.

6 MS. BARELA: But they'd have to come in as an

7 apprentice?

8 MR. BAYNE: No. I'd like to quote something

9 in the rules -- actually, law 6226.206, subparagraph

10 A, subparagraph 6, it says, "Possess or employ at

11 least one person who possesses at least 2,000

12 hours" -- here it comes -- "of compensated, verifiable

13 investigative experience" -- and here's the kick --

14 "satisfactory to the commission, or" -- there's an

15 "or" -- "one year of applicable related experience or

16 education in a related area of study."

17 That's not 2,000 hours specifically. It is

18 compensated, verifiable education training and

19 skill set that's satisfactory to the commission.

20 MS. VEST: Yeah, that's to start their own

21 company.

22 MR. BAYNE: Agreed. But --

23 MS. VEST: She's talking about working for her

24 company.

25 MR. BAYNE: I understand that. I'm just

**TENNESSEE PRIVATE INVESTIGATION AND POLYGRAPH CONTRACTORS BOARD**

**Board Meeting on 10/10/2019**

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1 trying to say that it's --  
2 MS. VEST: There's a 2 -- you know, if --  
3 MR. BAYNE: 2,000 hours is not, you know.  
4 MS. VEST: Right. But --  
5 MS. BARELA: That's all I had to say. Thank  
6 you.  
7 MS. VEST: Thank you very much.  
8 MR. LAWRENCE: I'm going to talk fast  
9 because --  
10 MS. VEST: Not too fast. We have a reporter.  
11 MR. LAWRENCE: My name is Johnny Lawrence. I  
12 am currently an investigator for Berry-Waltz  
13 Investigations. We are solely criminal  
14 investigations.  
15 A little bit about me: I was Nashville  
16 Metropolitan police officer from 1981 to 2012 when I  
17 retired. I am an expert in crime scene reconstruction  
18 and bloodstain interpretation.  
19 I have been an expert witness in six different  
20 counties in Tennessee. When I first got into this, I  
21 was prodded into it by attorneys to come in and work  
22 death investigations, which is my specialty.  
23 And then I was directed toward the AOC. I was  
24 told I had to have a PI license to do that unless I  
25 was working for a specific attorney. From my

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1 understanding, if you work for an attorney firm and  
2 only one attorney firm, you don't have to have any  
3 license, even though you do basically the same thing  
4 we do, which is -- I don't understand that.  
5 2013, I started my own company. About 2015, I  
6 was ready to give it up. I had -- even though I had a  
7 specialty, my cases was low. But when I was out in  
8 the field doing these cases through AOC, I'd come in  
9 7:00 at night, and then I had four hours of business  
10 to take care of every day.  
11 So I was trying to juggle. And I retired in  
12 2012. Now, when I first started my business, I, like  
13 Mr. Barela, was directing traffic for AT&T. That was  
14 my full-time job when I retired. I was doing PI work  
15 part-time.  
16 In 2017, Rick Berry with Berry-Waltz asked me  
17 to come join his firm, and I jumped on it. That way I  
18 could close my business, and I didn't have to worry  
19 about that part, and I could concentrate on my work.  
20 Right now we are currently staffed with six  
21 investigators; therefore, we cannot hire nobody else.  
22 We need people. We're locked in.  
23 We handle cases in a 200-mile radius of  
24 Davidson County, up in Kentucky. Some of our PIs have  
25 Kentucky licenses, so they can travel back and forth.

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1 You talk about hiring 18- to 21-year-olds.  
2 Why not? Think about it. Maybe not doing what I'm  
3 doing. But how many investigators are required to go  
4 pull records, go pull traffic accident reports?  
5 These are people fresh out of high school and  
6 college that are interested. They can do the  
7 footwork of getting records and never have to come  
8 into contact with the public. They're learning how to  
9 pull records and become an investigator.  
10 MR. BROWN, JR.: Excellent point. Excellent  
11 point. They can do a lot of things.  
12 MR. LAWRENCE: Exactly. They can do it. But  
13 I can't answer for Mr. Berry. He owns his company.  
14 And I just learned of this. But if he had six  
15 full-time investigators and he had two or three 18-  
16 19-year-olds fresh out of college that can go pull  
17 reports that we have to do now, then it frees us up to  
18 do the other work.  
19 MR. SHANKS: You keep saying "six." Why is --  
20 why do you have a cap?  
21 MR. LAWRENCE: I believe it's locked in.  
22 MR. VALENTINE: No, no.  
23 MS. VEST: We need to take a stop here for  
24 just a second, take a look at this. It goes from zero  
25 to one, which is the sole practitioner. Then you pay

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1 from two to five. Then the price goes up for six or  
2 more, okay, to a thousand.  
3 So if you have 15 investigators, you're going  
4 to pay a thousand dollars when your renewal comes up.  
5 The six is hung on the apprentice. You can only have  
6 six apprentices.  
7 MR. VALENTINE: How many companies have six  
8 apprentices?  
9 MS. VEST: I just told you we only have four  
10 companies that have apprentices, and there's only  
11 seven apprentices.  
12 MR. VALENTINE: Right. So there are no  
13 companies that have six apprentices?  
14 MS. VEST: Correct. That's what you're  
15 saying.  
16 MR. VALENTINE: So that's not an issue really.  
17 MS. VEST: No. I think --  
18 MR. VALENTINE: That's why I was getting  
19 confused.  
20 MR. LAWRENCE: We have six full-time  
21 investigators.  
22 MS. VEST: Well, you can -- you're paying --  
23 that company now, when it comes up for renewal, will  
24 pay the thousand dollars, if I'm correct. If you hire  
25 20 more people, they're going to pay the same amount.

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1 You're not being penalized for how many you have. So  
 2 that's kind of confusing.  
 3 But why do we have that limit on there? I was  
 4 going to throw that out, too. You have a company.  
 5 Well, what do we care if you have two people or 15  
 6 people? You pay the -- I'm going to say \$300.  
 7 Everybody pays it whether you're a sole or whether you  
 8 got a whole bunch. Why do we have --  
 9 MR. VALENTINE: We didn't make that rule.  
 10 MS. VEST: That's a law change. I know we  
 11 didn't. That's what we're doing. We're just throwing  
 12 all this -- this conversation is just throwing out  
 13 everything we can throw out here.  
 14 MR. LAWRENCE: Part of the about the -- of  
 15 course, they're not going to get paid the same as an  
 16 investigator, but it's getting their feet in the door.  
 17 They're learning how to do investigation without  
 18 actually doing the work.  
 19 When I -- in my job capacity, I go out to  
 20 Nashville Police Department's Record Division, other  
 21 cities, and I'm pulling reports. Whenever I go to  
 22 Nashville, there's at least three people in there  
 23 going through traffic accident reports. Those are  
 24 investigators. I don't know if they're licensed or  
 25 not.

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1 MS. VEST: Yes, sir, they have to be. You  
 2 cannot pull them now. They have -- in Davidson  
 3 County. I don't know about your other counties. They  
 4 have locked you in to be private investigators.  
 5 MR. LAWRENCE: Those people, basically, their  
 6 job is just sitting there going through traffic  
 7 accident reports. And they're there all day long.  
 8 That's the same type of work an 18, 19,  
 9 20-year-old can do. He might not have criminal  
 10 investigations, surveillance investigations, but he  
 11 can go with the numbers and reports and pull reports  
 12 and get what you need.  
 13 So there's a spot for them, but how many  
 14 companies have the finances and the ability to hire  
 15 them? Most of our work comes from the AOC. And  
 16 there's a lot of requirements on AOC.  
 17 And somebody that does not have any  
 18 investigative experience does not need to be doing AOC  
 19 because you can get yourself in a deep liability.  
 20 Being an investigator working for the AOC, I  
 21 go to the prisons, and I go to the jails. I have to  
 22 show my license when I go. You just can't walk in  
 23 there. So your license is needed to show you are an  
 24 investigator, and you have to let them know what  
 25 attorney you're working for.

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1 One thing I forgot to mention. I am currently  
 2 the chairman of TALPI here in Middle Tennessee.  
 3 There's three organizations in Tennessee, and we are  
 4 in the process of trying to join everybody together to  
 5 try to get a network going.  
 6 We have a new website up. It's slow because  
 7 I'm trying to do that and my full-time job and run  
 8 TALPI. We're trying to get more people to help us get  
 9 the website up and going.  
 10 We've had a lot of good comments on it since  
 11 it's been going. We're going to have blogs on it.  
 12 We're going to have forums on it. And we're going to  
 13 put links on there so new people that are searching  
 14 for private investigations, how to do it, things like  
 15 that, they can click the link and kind of learn.  
 16 Right now, when they get their license and go  
 17 out in the field, they go out and say, "Okay. I'm  
 18 waiting on a phone call." It ain't coming. My first  
 19 year, I had three, I think, cases. I was flagging for  
 20 AT&T.  
 21 As far as AOC work, I get asked all the time,  
 22 "How do you get into AOC?" I was in Metro for 32 and  
 23 a half years. Most the attorneys in Davidson County  
 24 already knew me. They knew the type of work I did.  
 25 I've already testified hundreds and hundreds of cases.

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1 So they knew the type of investigations I did and how  
 2 I testified. That's what they're looking for. Most  
 3 these attorneys are only by their self. They need an  
 4 investigator to come in and do all the footwork for  
 5 them, but they don't need anybody that has no  
 6 experience.  
 7 One case in point is I have recently been  
 8 doing federal work. And I personally don't like  
 9 federal court, but I'm doing it. And in the past two  
 10 or three years, they've had large-scale arrests.  
 11 I think there was one gang unit. There was,  
 12 like, 20 or 30 defendants. There's somebody in  
 13 Clarksville with 16 to 18 defendants. Each one of  
 14 these defendants had an attorney and needed an  
 15 investigator.  
 16 Davidson County didn't have them. Surrounding  
 17 counties didn't have them. Several investigators were  
 18 recruited from out of state, some as far as New  
 19 Jersey, to come in and do the PI work, AOC-type work.  
 20 So we need the people.  
 21 The older people, like me and others, we've  
 22 already done a full career. We're doing this until we  
 23 get to our social security time. Then we're going to  
 24 slowly start fading out, which is what a lot of people  
 25 have already done.

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1 Who is going to take their spots? Where are  
 2 they going to get the training? 2,000 hours is a lot  
 3 of hours, but I think it is necessary for AOC-type  
 4 work.  
 5 Is it necessary to do a skiptrace? Is it  
 6 necessary to pull reports? Maybe a couple hundred  
 7 hours, get their footwork. But for these people that  
 8 are not affiliated with a big company, where do they  
 9 go to get these hours?  
 10 What about somebody -- and I can't do it. But  
 11 what about in state, in person, and not online once a  
 12 year doing a 40-hour course on PI work?  
 13 Have people volunteer to come in and do the  
 14 classes, and let these inexperienced people get their  
 15 hours showing how to do this stuff. I just taught a  
 16 class about locating people, skiptracing.  
 17 I showed examples of people messing up doing  
 18 this, giving information out to someone who was  
 19 actually stalking someone, and they go and kill the  
 20 person. You got to be careful what information you  
 21 release and who you release it to.  
 22 And I recommend everybody doing that to do a  
 23 background skiptrace on their client and include it  
 24 into their cost because the liability is going to come  
 25 up.

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1 Say you got a 22-yaer-old fresh out of  
 2 college. "Got my PI license. I'm going to do a  
 3 skiptrace." You give it to the guy. It turns out to  
 4 be the Son of Sam. He's tracking these people, and  
 5 you just gave information for his next victim.  
 6 That's going to devastate the person doing it.  
 7 It's going to financially ruin them. Their business  
 8 is going to be history. So you've got to slowly --  
 9 it's like a steppingstone.  
 10 You've got to slowly increase to it, but where  
 11 do you go to increase? Law enforcement are a lot of  
 12 the people involved in this, insurance adjusters.  
 13 You've got military.  
 14 A lot of people in the military are going to  
 15 be getting out, a lot of MPs, criminal investigators.  
 16 They don't know what they're going to do. Why not  
 17 suggest it to them? At least for a couple years.  
 18 But some of the things we talked about, I  
 19 wanted to go over. The advertising for apprentices,  
 20 it comes down to funding, basically. If you get an  
 21 apprentice, are you going to pay them, or are you just  
 22 going to let them work for free? Is that fair?  
 23 So you got to come up with the funding  
 24 somehow. Our company is AOC. So ours is based off  
 25 hours worked, and we have to document each thing.

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1 Now, pulling records, you can do that because you're  
 2 taking the time to do it, but it frees up the  
 3 investigator to actually do the criminal part of it.  
 4 The podcast, there's several PIs out there now  
 5 that got podcasts. I've never watched them. I've  
 6 heard some of them are pretty good.  
 7 There's actually two women -- I don't even  
 8 think they're investigators. It's on Facebook, that  
 9 talks about cold cases throughout Nashville. They get  
 10 input. They've got a large following.  
 11 These are people that watch "CSI," "Dateline,"  
 12 and stuff that want to get in there and solve these  
 13 puzzles.  
 14 Talk about advertising; that's the best place  
 15 to go. Those kind of things, say, "Hey, I'm such and  
 16 such with this company. I'm actually looking for  
 17 people to do footwork."  
 18 MR. BAYNE: That sounds like a job for an  
 19 association to contact that entity.  
 20 MR. LAWRENCE: Exactly. Our plans are to  
 21 eventually branch to that, but it's slow-moving right  
 22 now because it's me, basically, running the whole  
 23 website. My term ends in December.  
 24 I'm not running for chairman again, but I'm  
 25 going to stay with the website to try to push it up.

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1 We're going to get people to do podcasts and blogs and  
 2 stuff on the website. Some of it's going to be for  
 3 everyone that comes to the website, but the majority  
 4 of it is for members only.  
 5 Last year we had 46 members, I believe. As of  
 6 today, we've got 53, 53 members just in TALPI. So  
 7 it's growing a little bit. But the way we did that,  
 8 we did a mass e-mail to people with license to let  
 9 them know about us.  
 10 That's the -- we had one person complain about  
 11 it, "How'd you get my e-mail?" I'm talking about gave  
 12 me up and down.  
 13 MS. VEST: I got that call, too.  
 14 MR. LAWRENCE: I said, "Good day, sir. We're  
 15 just letting you know we had a CE conference coming  
 16 up, and you're welcome to come." That's what that was  
 17 about.  
 18 A lot of these PI people don't know we exist.  
 19 If you Google "private investigator in Tennessee," you  
 20 get advertisements.  
 21 MS. VEST: Yes, sir, but you're talking to  
 22 people who are already licensed.  
 23 MR. LAWRENCE: Correct.  
 24 MS. VEST: And what I would like --  
 25 MR. LAWRENCE: How do they find out about us?

**TENNESSEE PRIVATE INVESTIGATION AND POLYGRAPH CONTRACTORS BOARD**

**Board Meeting on 10/10/2019**

**Pages 74..77**

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1 MS. VEST: That's right. And what I would  
2 like to see again -- we used to -- years ago, all  
3 three of the associations was one association. You  
4 got more power with numbers.  
5 What's wrong with combining all three of these  
6 associations into one and have numbers? Have some  
7 numbers to go up to the Hill with.  
8 MR. BROWN, JR.: We've been talking about that  
9 for 15 years.  
10 MR. LAWRENCE: I had a suggestion last month  
11 from an investigator out of Memphis wanting to know  
12 about doing roundtable meetings.  
13 We're discussing it right now about doing East  
14 Tennessee, West Tennessee, going and meeting these  
15 people, you know, have dinner, talk this over, and let  
16 them know what we have to offer.  
17 MR. BROWN, JR.: We had a meeting. You did  
18 kind of a roundtable on a new system as far as  
19 registration and all of that.  
20 MS. VEST: Well, who came?  
21 MR. BROWN, JR.: And who came? Nobody. I  
22 went to the one in Memphis. Robin Brewer was there  
23 with one of her colleagues and myself. They were the  
24 only PIs in West Tennessee and Memphis that showed up.  
25 And that's the problem we have is this apathy

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1 we have. If we could combine, like we're talking  
2 about -- we've been saying this, I know, for 15 years.  
3 All we've done is talk.  
4 Somebody needs to get the bull by the horn and  
5 say -- reach out to these over here, these over here,  
6 and let's sit down and talk. Forget our differences.  
7 Because different -- divided, we're going to  
8 fall apart. We're not going to do what we need to do,  
9 communication to get -- and our lifeline is getting  
10 new PIs. That's our lifeline.  
11 MR. LAWRENCE: We just recently had our  
12 conference. 19 people that's not even a member of  
13 TALPI came. 19.  
14 MS. VEST: Were they private investigators?  
15 MR. LAWRENCE: They were private  
16 investigators. They found out about us. That's where  
17 it was. We sent out the e-mail.  
18 MR. BAYNE: Because the association took the  
19 time to contact them.  
20 MR. LAWRENCE: We sent the e-mail to all  
21 nonmembers and members. 19 people signed up and came  
22 to our conference. They've made a lot of new friends.  
23 Eleven of those have already signed up with TALPI. So  
24 the word is getting out, but you have to get out here  
25 and give the word.

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1 MR. BROWN, JR.: We all need to get together  
2 and do it, or we'll be here next year saying the same  
3 thing.  
4 MR. LAWRENCE: TALPI is all for combining all  
5 three not into one group, but to work together like  
6 brothers and share information. Networking is what I  
7 like to call it, share information.  
8 If you've got somebody in East Tennessee that  
9 needs something done in Middle Tennessee, you've got  
10 people you can call. I hear complaints, "Well,  
11 they're going to take my work away from me."  
12 They're not going to take your work.  
13 MR. BAYNE: Not if you're good.  
14 MR. LAWRENCE: If you're good doing your work,  
15 they're going to continue using you. But you've got  
16 to give these younger people a chance. Most of these  
17 things are exactly what we need.  
18 MS. VEST: Thank you. I really appreciate  
19 that. Is there -- yes, ma'am. I know you've been  
20 waiting.  
21 MS. HARGROVE: You know me, Cody.  
22 I'm Honey Hargrove, Bee Sting Investigations,  
23 licensed private investigator since 2008. A lot of  
24 these people on this board have been my mentors.  
25 Thank you.

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1 Becoming a PI from the floral industry -- I'm  
2 a flower child. My family owns a business. Nobody  
3 helped me until Nancy Hughes stepped up. I said,  
4 "Nancy, what do I -- how do I do this?"  
5 She said, "You need to come to the TALPI  
6 meetings, first of all, and you need to meet  
7 Norma Tillman. I did. I met Walt Valentine. I met  
8 Patrick Wells. I met a lot of people who did this and  
9 said, "Come join us." I did.  
10 I came to the meetings before I got my PI  
11 license. And in that process, I didn't have  
12 background like you guys do. But I have a burn in  
13 this heart to do it because it caught two cheating  
14 husbands, and I knew what I was doing.  
15 MR. BAYNE: Well, you got some experience  
16 there.  
17 MS. VEST: I hope you had a -- hired somebody  
18 to help you do that.  
19 MS. HARGROVE: Actually, I did hire somebody.  
20 I had a PI, and I hired him.  
21 MS. VEST: We know, Honey.  
22 MS. HARGROVE: And I worked with him. He  
23 didn't want me to work with him, but I did, and I  
24 caught the guy. Okay. And I did bug a phone once or  
25 twice, but anyway...

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1 MS. VEST: We don't need to take details,  
 2 Honey.  
 3 MS. HARGROVE: The point is that was before I  
 4 became a PI. I had to learn. I had to learn. And  
 5 you guys taught me. But when you put the auspices of  
 6 2,000 hours to have your own business, that took it  
 7 away from people like myself who can't get the  
 8 sponsorships to help you.  
 9 And what I learned from Nancy was you get your  
 10 PI license and your PI company license, and you're in,  
 11 and then you get help learning. You join TALPI. You  
 12 become a part of TALPI. You become friends with  
 13 people. You ask them to help you and ask them to  
 14 train you.  
 15 When you put that 2,000 hours on -- and a lot  
 16 of us followed it, and a lot of people were behind the  
 17 scenes fighting to keep it and make it happen, we  
 18 started losing the opportunity for people like myself  
 19 who didn't have law enforcement background to come  
 20 into the industry to help grow the industry.  
 21 I think that we've done ourselves a  
 22 disservice. And I think that we need to remove it. I  
 23 don't have a problem with AOC having hours documented  
 24 for that, but I don't think it needs to go through the  
 25 PI Commission to do that. I think it needs to go

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1 through AOC to confirm that information.  
 2 Stan Marter was a big AOC guy. And, you know,  
 3 he tried to get me into that. I said, "I don't want  
 4 to be working with all these people. I want to do  
 5 something different," and I'm still doing something  
 6 different.  
 7 But the thing of it is when you demand a  
 8 2,000-hour just -- if you've got to have a PI company,  
 9 that 2,000 hours just isn't really kind of fair to  
 10 people who want to get started, who don't mind going  
 11 the extra mile to work with people like Stuart Bayne,  
 12 Walt Valentine, David Brown, Doug Shanks, Charlie  
 13 Bradley.  
 14 And I don't know you, Mr. Rosseau, but hello.  
 15 It's nice to meet you, Kendall. And I know the rest  
 16 of these fellows. But the thing of it is is that we  
 17 have the opportunity to grow our industry, but we've  
 18 choke-hold it the point to where it can't grow.  
 19 Thank you for your time.  
 20 MR. BROWN, JR.: I understand the 2,000-hour  
 21 concept, what we were trying to do, prior to getting  
 22 on here, was to tighten things up, to make it more  
 23 professional, but I think we shot ourselves in the  
 24 foot when we did that.  
 25 That's the reason we have the commission is to

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1 screen unscrupulous, unlicensed, bad PI work. That's  
 2 the reason we sit here. We have the legal board right  
 3 here to screen the complaints, investigate them, and  
 4 bring them to us. That's what we're here for.  
 5 I think 2,000 hours -- I know it's a law  
 6 change. I'm adamant that's got to go right away. And  
 7 I think you will find then a lot more applications --  
 8 people who want to be sole practitioners, that's fine.  
 9 But the commission will have more applications, more  
 10 revenue, and let the cycle we've already got created  
 11 here work.  
 12 Right now, we're stagnant. And that -- I've  
 13 had so many people call me up and complain, kids in  
 14 high school, they looked into being a private  
 15 investigator, want to be a solo, and 2,000 hours  
 16 scares the crap out of them because they can't get  
 17 qualified.  
 18 And I don't know how to initiate that. But my  
 19 strong suggestion is the first thing we do is make  
 20 that go away the best way we can.  
 21 MS. VEST: Let me -- thank you, Mr. Brown.  
 22 Let me explain, also, there has been a new TV show  
 23 with a young lady that's been a PI or going out there  
 24 and learning to be.  
 25 Anytime that happens, we do get interest in

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1 the industry. So we have received phone calls. So  
 2 what I have to tell these individuals, "You either  
 3 become a private investigator and start your own  
 4 company, or you become a private investigator. You  
 5 work for a licensed private investigation company."  
 6 And that was the next question or next  
 7 statement that was made, "I've already called around,  
 8 and I couldn't find anybody to hire me."  
 9 There's a misconception that you have to be an  
 10 apprentice. You do not have to be an apprentice.  
 11 There's two ways to get into the industry, and that is  
 12 to become the private investigator, be affiliated with  
 13 a company, or become an apprentice with the company  
 14 and then upgrade to a private investigator when you  
 15 finish your six months, apprenticeship. That's the  
 16 only way to do it.  
 17 So there's been a little bit of interest, but  
 18 no one to hire. But maybe with this meeting that  
 19 we're having, if I can have companies tell me yes, we  
 20 are looking to hire someone, and maybe we can -- they  
 21 can form a list -- associations can have a list of  
 22 companies for hire.  
 23 And I can say, "Here's the three associations.  
 24 Here's -- call whomever. These are the companies that  
 25 might be willing to hire you." That is something I'm

**TENNESSEE PRIVATE INVESTIGATION AND POLYGRAPH CONTRACTORS BOARD**

**Board Meeting on 10/10/2019**

**Pages 82..85**

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<p>1 going to need.</p> <p>2 MR. BAYNE: Which brings, to me, the question</p> <p>3 that I wrote down a few minutes ago, whenever have we</p> <p>4 asked you to survey all currently licensed PI</p> <p>5 companies in the state asking them if they're ready to</p> <p>6 hire?</p> <p>7 MS. VEST: We have never -- we haven't done</p> <p>8 that, but is that -- I may be -- I don't know if I can</p> <p>9 actually do that as director of the commission. The</p> <p>10 associations probably can do that.</p> <p>11 MR. BAYNE: Perhaps the associations could do</p> <p>12 that.</p> <p>13 MS. VEST: Yes, sir. They can survey.</p> <p>14 There's some areas I got to be real careful stepping</p> <p>15 into.</p> <p>16 MR. BAYNE: Sure.</p> <p>17 MS. VEST: PIs for hire is not my job.</p> <p>18 MR. VALENTINE: You can provide the three</p> <p>19 associations with the list of the companies and their</p> <p>20 phone number and e-mail?</p> <p>21 MS. VEST: Yes.</p> <p>22 DR. STAINBACK: Can I say one thing?</p> <p>23 I was going to say there might be a list of --</p> <p>24 MS. VEST: Mic.</p> <p>25 DR. STAINBACK: (Inaudible.)</p>	<p>1 But if you're just going to go pull reports,</p> <p>2 go to an interstation, take photographs for an</p> <p>3 attorney or something, what about dropping the hours</p> <p>4 kind of like a level, like, a military, private,</p> <p>5 sergeant, on up to where you don't have to have</p> <p>6 full-blown investigation skills to become a PI.</p> <p>7 MR. BROWN, JR.: Well, I want to clear this up</p> <p>8 again. The 2,000 hours are on the company</p> <p>9 affiliation, the company. Anybody can get a private</p> <p>10 investigator's license without the 2,000 hours.</p> <p>11 MR. LAWRENCE: Correct. But to become -- they</p> <p>12 have to be under an umbrella.</p> <p>13 MR. BROWN, JR.: They have to be affiliated</p> <p>14 with the company. Like I said, we have companies out</p> <p>15 there that are already established. We already talked</p> <p>16 about some of the different requirements.</p> <p>17 But as far as getting the license -- and this</p> <p>18 is where all the confusion goes on. The 2,000 hours,</p> <p>19 that's strictly if you want to be a sole practitioner.</p> <p>20 MR. LAWRENCE: Right. If they try to find a</p> <p>21 place and can't and they say, "I'd like to open my</p> <p>22 own," as long as they're not doing --</p> <p>23 MR. BROWN, JR.: That's the reason I suggest</p> <p>24 the 2,000 hours go away.</p> <p>25 MR. LAWRENCE: And then the final thing was</p>
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<p>1 COURT REPORTER: I can't hear him.</p> <p>2 MS. VEST: Stand next to the mic.</p> <p>3 DR. STAINBACK: So I was just going to</p> <p>4 summarize, because associations may have a few things</p> <p>5 that the board might want to recommend through a</p> <p>6 letter, through you guys, the director, Ms. Vest.</p> <p>7 I've heard a few things. One is to</p> <p>8 collectively get together and start discussing this,</p> <p>9 notwithstanding Mr. Brown's comment, it's been tried.</p> <p>10 But maybe there's some encouragement by the Board.</p> <p>11 And then, you know, this other thing of taking</p> <p>12 a poll of the companies, what's the outlook of that?</p> <p>13 And maybe there's some other things about, you know,</p> <p>14 asking the associations to come up with ideas to</p> <p>15 stimulate the industry.</p> <p>16 So I'm just advocating there's a summary of</p> <p>17 things that the Board can push back to the</p> <p>18 association.</p> <p>19 MS. VEST: Thank you.</p> <p>20 MR. LAWRENCE: I just wanted to ask Mr. Brown,</p> <p>21 is there a way or is it possible the 2,000-hour</p> <p>22 requirement for a business, can it be kind of stacked,</p> <p>23 like, if you're going to do full-blown, criminal</p> <p>24 investigations where that's what your sole purpose is,</p> <p>25 yes, you need 2,000 hours.</p>	<p>1 our next meeting is December 2nd. I'm going to</p> <p>2 present it. We're -- like I say, our website is up</p> <p>3 and going. And we have a membership directory now.</p> <p>4 All you do is click on that member, and they are able</p> <p>5 to put in everything they do, what they specialize in.</p> <p>6 And we're going to discuss about putting --</p> <p>7 "help" on it. Put a page in there, I'm looking for</p> <p>8 investigators. I'm looking for this. I'm looking for</p> <p>9 that. If people visit our site and see it, they can</p> <p>10 send out a resumé.</p> <p>11 MR. ROSSEAU: It also sounds like there's a</p> <p>12 big misunderstanding about hours, apprenticeships, and</p> <p>13 private investigation license.</p> <p>14 MR. LAWRENCE: And that's with the current</p> <p>15 investigators. I can imagine what the fresh people</p> <p>16 are like.</p> <p>17 MS. VEST: And I don't mind one bit coming to</p> <p>18 the associations and explaining this. It's a pretty</p> <p>19 simple explanation there.</p> <p>20 MR. ROSSEAU: Maybe as you started off with,</p> <p>21 let's try to reach out and get some type of committee</p> <p>22 together, participation with the three groups. The</p> <p>23 board can try to clarify some of the things that we're</p> <p>24 telling people that aren't exactly correct, because</p> <p>25 that's what it sounds like.</p>

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1 I mean, every other conversation has been  
 2 2,000 hours, the company, the individual. Nobody said  
 3 the "or" things to become a private investigator. So  
 4 I think we need to get that out, or maybe it's  
 5 possible to put that on our website for clarification,  
 6 because we're getting -- that's all I'm hearing.  
 7 MS. VEST: Agreed, sir.  
 8 MS. HARGROVE: Thank you for the opportunity  
 9 to come back up. Ms. Vest, you denoted in regards to  
 10 the young lady on TV now that's becoming a private  
 11 investigator. I don't know if you've watched that  
 12 show or not.  
 13 I happened to watch it for some reason last  
 14 night. It was background noise. And it was so  
 15 angering to me because everything that they did on  
 16 there was like when I was saying earlier about, you  
 17 know, bugging phones, bugging a room, bugging  
 18 whatever.  
 19 That's exactly what they did, and all that's  
 20 against the law. They're quoting California. It's  
 21 still against the law. Putting trackers on vehicles,  
 22 things to that nature. So it shows that we as  
 23 investigators who aren't allowed to do things like  
 24 that are not really doing the job right because they  
 25 can show those things on TV, and that's how it's done.

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1 So I can see where now you're going to start  
 2 getting more calls. And you're going to be in that  
 3 wheel that, "I want to become a private investigator,  
 4 but I can't find anybody to work with me, but I want  
 5 to get my own business, but I have to have 2,000  
 6 hours." So there -- it's an infinity that you cannot  
 7 get out of until we get that law changed.  
 8 MS. THOMAS: And just going to that point  
 9 about the law change, if the commission is making that  
 10 proposal, I just want to state for the record we have  
 11 to make sure that we're very clear on why we are  
 12 proposing that change, that we can support that with  
 13 whatever evidence. So I think this conversation is  
 14 definitely helpful in that regard.  
 15 And then, I just wanted to pose a question to  
 16 the commission that I don't know that you all kind of  
 17 have spoken to thus far. What do you see as the, I  
 18 guess, the benefit or risk of removing the affiliation  
 19 between the investigator and company?  
 20 MR. BROWN, JR.: I feel like -- well, I don't  
 21 know about the -- as far as getting rid of the  
 22 company. We got to do something to increase  
 23 applications, new PIs. That's going to be our  
 24 lifeline.  
 25 My first shot is we take the 2,000 hours out.

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1 If that doesn't work, then maybe something else. But  
 2 I just feel like removing that -- you go through the  
 3 process. You talk to a whole bunch of different  
 4 companies. They won't hire you. You can get the  
 5 license. You can pass the exam, but you can't get  
 6 affiliated.  
 7 What's my next course? You've talked about  
 8 it; sole practitioner like I did. You got to have the  
 9 2,000 hours. You don't have the 2,000 hours, so what  
 10 do they do? They walk away. We lost a PI.  
 11 And I understand about tidying up the  
 12 standards of the industry. That's the reason it was  
 13 originally proposed. But then we cut ourselves off  
 14 because very few people are qualifying to be sole  
 15 practitioners for the 2,000 hours.  
 16 So that's the reason -- I think you're going  
 17 to increase the applications. Yes, we're easing it  
 18 up, but we're not dropping the standard. I want to  
 19 stress that. Yes, we're going to cut off the  
 20 2,000 hours for a company, but then we have the  
 21 attorneys sitting right here.  
 22 We have the commission sitting right here that  
 23 are still in place to do the things that we were doing  
 24 before we had the 2,000 hours without any problems. I  
 25 know we were trying to raise the standards in the

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1 industry. As I understand, we raised them too high.  
 2 We cut our -- you know, you can use all kind of  
 3 phrases to identify what we did.  
 4 MR. VALENTINE: The question begs to be  
 5 answered: If we eliminate the 2,000 hours, do we  
 6 eliminate the companies, also?  
 7 MS. VEST: Well, I believe there's other  
 8 states that don't have that company affiliation. Can  
 9 you speak to that?  
 10 MR. VALENTINE: Yes. Indiana does not.  
 11 MR. SHANKS: We've got to remember we are ran  
 12 by what we collect in licenses. So if we cut the  
 13 company, right there's going to be \$500,000 every two  
 14 years that we just cut our throats. Hate to say it.  
 15 MR. BROWN, JR.: I would be reluctant to --  
 16 like I said, the thing --  
 17 MS. VEST: Have to weed that out, too. I  
 18 mean --  
 19 (Speaking simultaneously.)  
 20 MR. BROWN, JR.: You cut the hours out, not  
 21 cutting company revenue out.  
 22 MS. VEST: One thing I wanted to make sure to  
 23 get on the record, when you talk about starting a  
 24 company, there's more to it than just coming to the  
 25 PIs and giving me some money.

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1 I mean, they got to go to the secretary of  
2 state, got to get insurance. Hopefully they get  
3 insurance. File a limited liability company and a --  
4 that's, like, \$300. This is very expensive. So  
5 you're talking about someone starting a company. They  
6 have to have some money to do that.  
7 MR. BROWN, JR.: It's a commitment to do that.  
8 I had to do the LLC, the whole nine yards, insurance.  
9 MR. VALENTINE: We have someone that wants to  
10 speak. Your name, sir.  
11 MR. BURNETT. I'm Phillip Burnett. I'm with  
12 Five Rivers Investigations, also the interim treasurer  
13 for TPIA, which is the association on the east end of  
14 the state.  
15 I was wanting to address the -- currently, a  
16 PI company with up to five investigators pays the  
17 \$500. But if you just add one more investigator to  
18 it, that goes to a thousand. What if we do something  
19 like prorate this.  
20 If they got six, it's \$600; seven, \$700;  
21 eight, \$8,800. I think a lot of your companies are  
22 reluctant to hire more investigators if they're at  
23 that five member because it doubles their --  
24 MR. VALENTINE: Is that a rule or a law?  
25 MS. VEST: That's a rule.

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1 MR. VALENTINE: So we can change that.  
2 MS. THOMAS: The amounts are set by rule.  
3 Having it separated by the company size is law.  
4 MR. BURNETT: The other point I wanted to  
5 put -- point out was right now we have a renewal  
6 process for the investigators. If you miss getting  
7 your renewal, your license renewed, if it's been a  
8 certain time frame, then you just do a penalty, I  
9 believe, and then you can get your license renewed.  
10 After a certain point, then you have to go  
11 through the whole process again starting all over from  
12 the beginning. Maybe -- I know we've had a couple of  
13 investigators with our company that didn't get their  
14 license renewed because it was just too much of a  
15 hassle.  
16 So maybe looking at either relaxing that some  
17 or extending a time frame that they have to get  
18 their --  
19 MS. VEST: I'm sorry. I believe I really  
20 missed the whole thought of that conversation. You  
21 have a PI who has come up for renewal, which is every  
22 two years?  
23 MR. BURNETT: Right. If he misses that --  
24 MS. VEST: It's too cumbersome for him to get  
25 continuing education?

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1 MR. BURNETT: Correct.  
2 MS. VEST: And maybe extend --  
3 MR. BURNETT: And then if he misses that,  
4 after a certain time frame, you have to start all  
5 over.  
6 MS. VEST: Yes, sir. But in that two years,  
7 he's got two years to get those hours.  
8 MR. BROWN, JR.: I'm not sure I want to hire a  
9 PI that's not taking care of business if I was hiring  
10 somebody. You have two years. We're all PIs. Most  
11 of us are PIs up here. We know what we have to do.  
12 We're grown-ups.  
13 And get your CEs in, whatever you have to do  
14 to do that. If it's a matter of filling the  
15 application, it's a simple process. It's pretty  
16 quick. I've been slow sometimes getting it in;  
17 haven't missed. But there's no reason to miss.  
18 That's your license. That's your livelihood.  
19 MR. BURNETT: Maybe I wasn't clear.  
20 MR. BAYNE: Yeah. Let's hear you again.  
21 MS. THOMAS: Are you talking past the grace  
22 period?  
23 MR. BURNETT: Uh-huh.  
24 MS. THOMAS: So that's actually statutory that  
25 you only have 30 days after expiration before you have

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1 to reapply. That's law.  
2 MR. BURNETT: What about extending that so you  
3 don't have to start the whole process all over?  
4 MS. THOMAS: That's what I'm -- that would be  
5 a law change.  
6 MR. BURNETT: Okay.  
7 UNIDENTIFIED SPEAKER: Couldn't they retire  
8 the license?  
9 MS. VEST: Sure. PIs can retire their  
10 license. It's a hundred dollars to retire your  
11 license, to put it in retirement. It is a hundred  
12 dollars to take it out of retirement. But you have to  
13 have the continuing education the year that you take  
14 it out of retirement.  
15 So you're talking about extending our grace  
16 period from three months to -- yeah, to something  
17 longer maybe.  
18 MR. BURNETT: Just a suggestion.  
19 MS. VEST: Sure. That's what we're looking  
20 for. I need -- this is what we need.  
21 MR. VALENTINE: The grace period is 30 days or  
22 three months?  
23 MS. VEST: It's only 30 days --  
24 MR. VALENTINE: Okay.  
25 MS. VEST: -- for this profession. They have

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1 two years, and then you have 30 days -- you're  
 2 expired. You're not supposed to be working. You're  
 3 expired, but you've got 30-days' grace period to get  
 4 back into compliance so you don't have to reapply.  
 5 This is a real confusion with other -- with  
 6 some people because your license is expired. You  
 7 can't go to court and testify because you've got a  
 8 card that's got expiration date on it.  
 9 MR. BROWN, JR.: You get a card in the mail  
 10 several months ahead of time electronically where it  
 11 tells you the instructions to go online, to register,  
 12 to do all of that. You have plenty of time before it  
 13 expires.  
 14 MS. VEST: But we did put that up there,  
 15 extend the grace period past that 30 days. This is  
 16 what we're looking for. We're looking for input. I  
 17 need something -- so let's -- whatever we have, we're  
 18 going to throw it up there.  
 19 MR. BAYNE: Mr. Burnett, am I understanding  
 20 that your suggestion is simply to lengthen the  
 21 expiration date, lengthen the opportunity 30 days on  
 22 forward? Is that what I hear you saying?  
 23 MR. BURNETT: So if I'm understanding right,  
 24 currently mine is July the 31st.  
 25 MS. VEST: That's when you expire, July 31st.

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1 MR. BURNETT: Right.  
 2 MS. VEST: You got yours August -- what is  
 3 30th.  
 4 MR. BURNETT: To get my renewal, make sure --  
 5 the CPEs have to be done before July the 31st.  
 6 MS. VEST: Yes.  
 7 MR. BURNETT: Because I did that once before.  
 8 I went over, and that was a \$200 fine, I think,  
 9 because it was July the 31st.  
 10 MS. VEST: Yes, sir.  
 11 MR. BURNETT: But -- so if they get into that  
 12 grace period, I'm not talking about that part. At the  
 13 end of that, which is 30 days, right, then they have  
 14 to go back and do the \$100 --  
 15 MS. VEST: Well, they have to start all over  
 16 again. They have to be fingerprinted.  
 17 MR. BURNETT: -- \$150 application fee, \$100  
 18 license fee, and they have to do the exam again?  
 19 MS. VEST: No. The exam is good for two years  
 20 after the expiration date. A lot of people don't know  
 21 that, but if your license is expired, you do have to  
 22 go back. You have to pay the fee. You have to be  
 23 fingerprinted, have your photos, got to get on the  
 24 system and do that. But if you've already taken the  
 25 exam and you were -- no, drop that.

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1 But if you've already taken the exam, we will  
 2 accept that exam. Go back into your old file, pull it  
 3 out, if it's been within two years.  
 4 MR. ROSSEAU: That would be something I would  
 5 suggest to, along with some of the other  
 6 misconceptions, you know, some -- most common  
 7 questions.  
 8 MS. VEST: I used to write to the seminar.  
 9 That's why we need another seminar, but I need people  
 10 to participate.  
 11 MR. BURNETT: We're having one in March. So  
 12 we do need to have you or somebody from your office to  
 13 come to our CPE seminar.  
 14 MS. VEST: Yes. Just to go over the basic.  
 15 MR. BURNETT: If you want to pencil the date.  
 16 MR. VALENTINE: What date is it?  
 17 MS. VEST: March 28, 2020.  
 18 MR. VALENTINE: Just one day?  
 19 MR. BURNETT: Yes, sir. Good for six hours of  
 20 CPEs.  
 21 MR. BROWN, JR.: Where is that at?  
 22 MR. BURNETT: Knoxville. I may not understand  
 23 the apprenticeship program, so -- and this is just a  
 24 suggestion. Maybe the state can start charging for  
 25 apprentices 25, \$50 or something like that, have a

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1 time limit on it so that it's basically based for  
 2 somebody that's just out of high school or just out of  
 3 college that thinks that they want to get into the  
 4 profession.  
 5 It would give them a way to kind of, like,  
 6 experience it without having to put in the \$350 or --  
 7 and get the affiliation with the company; doing the  
 8 apprenticeship thing where the state gets some money  
 9 from that.  
 10 And then the perk for the investigators would  
 11 be they wouldn't be able to work a case by themselves,  
 12 but they wouldn't have to actually be -- let's say,  
 13 for example, doing surveillance, they wouldn't have to  
 14 be in the same car with the PI. Right now, I think  
 15 they have to be in the same vehicle.  
 16 MS. VEST: Yes, sir. That's part I had  
 17 forgotten to discuss. He brought up a very valid  
 18 point. Years ago, you could be a private investigator  
 19 in one car and another person could be in another car  
 20 as long as you were in radio contact or some form of  
 21 contact with the supervisor.  
 22 If something did happen, you could ask for  
 23 instructions. That way you could be working actually  
 24 two separate cases. Didn't have to be working the  
 25 same case. That was changed. I was going to ask you

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**Pages 98..101**

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1 about changing that or taking a look at that again  
2 because now you have to be in the same car with your  
3 supervisor, with that licensed investigator.  
4 So a lot of your cases, you're having to pay  
5 for two people sitting in that car while you're doing  
6 a case.  
7 MR. BURNETT: And it's really no benefit to  
8 the investigator.  
9 MS. VEST: I mean, I was going to bring that  
10 up something. It's something we want to look at.  
11 MR. BAYNE: So adjusting the requirements, the  
12 rules for apprenticeships?  
13 MS. VEST: Yes, sir.  
14 MR. VALENTINE: Is that a rule or a law?  
15 MS. VEST: That's a rule.  
16 MR. VALENTINE: It's a rule. We can change  
17 that. Okay.  
18 MS. VEST: Very good.  
19 MR. VALENTINE: Good point.  
20 MR. BURNETT: I think this one has already  
21 been brought up. You were talking about new  
22 applicants needing affiliation. I was thinking -- and  
23 I think somebody has already mentioned this. But  
24 maybe running that through the three associations that  
25 are currently --

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1 MS. VEST: Yes.  
2 MR. BURNETT: East, middle, and west.  
3 MS. VEST: Yes.  
4 MR. BURNETT: I think we've got two chairmans  
5 of the association in here today.  
6 MS. VEST: Yes. We certainly appreciate the  
7 participation.  
8 MR. BAYNE: One just stepped out.  
9 MR. BURNETT: So this next one -- and I don't  
10 know -- you're talking about the media outreach,  
11 footing the bill for that. Maybe the three  
12 associations could split that up and --  
13 MS. VEST: I'm going to explain to you the  
14 State of Tennessee probably would not foot that bill.  
15 You have no money to foot that bill. Media time is  
16 very, very expensive.  
17 MR. BURNETT: That's what I'm saying.  
18 MS. VEST: Now, we do have a media department  
19 that I may -- could do a little blurb with. I could  
20 get with them and -- so -- because a few years ago  
21 when we first started, we were doing something like  
22 that, do a 30-second or a minute of just private  
23 investigators. You have to do da, da, da, da, da, da,  
24 I mean, just that time.  
25 But, yes, I was going to talk with the

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1 associations or any companies that are also willing to  
2 do some of that. We'd be glad to work with them.  
3 MR. BURNETT: Well, I know --  
4 MS. VEST: As long as I don't have to get on  
5 TV.  
6 MR. BURNETT: Speaking for -- as the treasurer  
7 of TPIA, I know that we would bring it before our  
8 members and vote on it and stuff, but I would think  
9 that the three associations together could maybe split  
10 that up.  
11 MS. VEST: Yes, sir. I'm a big advocate with  
12 numbers. If you go -- if I had to go before a  
13 committee and go here's this one -- this one's got 20  
14 members, this one's got 50, this one's got 30, you can  
15 go up to the Hill and say, "We're one association with  
16 the state of Tennessee, and we got 500 members," you  
17 got a whole lot more clout.  
18 Thank you very much.  
19 MR. BURNETT: Just to be -- our association is  
20 set up that if you're a PI -- a licensed PI, then you  
21 are an active member, which means that's \$50 for the  
22 membership dues. You could be an associate member and  
23 not have to have a license. It's just somebody that's  
24 interested.  
25 MS. VEST: Somebody who wants to come that's

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1 interested. That's very good.  
2 MR. BAYNE: And get experience through that.  
3 MR. BURNETT: Right.  
4 MS. VEST: Yes.  
5 MR. BURNETT: Thank you for the opportunity.  
6 MS. VEST: Make a lot of contacts through that  
7 as well. That's why they make the contacts.  
8 MR. BARELA: Dave Barela again. Real quick  
9 point: One of the things we have not covered here is  
10 social media, you know, Facebook, Instagram, and that  
11 kind of stuff. I mean, I see advertisers on TBI  
12 looking for investigators. I've seen advertisements  
13 from FBI.  
14 MS. VEST: Yes, sir, but you won't see the  
15 state of Tennessee advertising for private  
16 investigators unless they are with the TBI. That's  
17 something the association probably can do, one of the  
18 associations. But I'm held by certain laws that I can  
19 not do that. I mean --  
20 MR. BARELA: Change the law. That's what you  
21 got the attorney for, but...  
22 MS. VEST: Yes, sir. I can hardly --  
23 MS. THOMAS: Any advertisement that would come  
24 from the state would just be to encourage licensure.  
25 MS. VEST: That's right.

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1 MS. THOMAS: Actually getting into the  
 2 industry and working, that comes from the other  
 3 companies because the state can't -- the state can't  
 4 endorse, you know, any particular company. So when we  
 5 advertise, it would be this is how you go about  
 6 getting your license.  
 7 But, again, we get back to once they get the  
 8 license, they got to find an affiliation and/or start  
 9 a company.  
 10 MR. BARELA: It just hit me when I was sitting  
 11 back there, you know, we're all looking for  
 12 investigators to come into the venue. And if we  
 13 would, through the associations or whatever, advertise  
 14 in Facebook or something along these lines, you're  
 15 reaching the demographic that you're looking for.  
 16 Because some of this stuff, the media and  
 17 stuff like that, I know my grandkids do. They don't  
 18 look at any of this stuff, you know. They're on  
 19 Instagram and they're on Facebook and SnapChat and all  
 20 this other stuff. Maybe put together a program that  
 21 will reach out for that.  
 22 MS. VEST: Thank you. Is there anybody else  
 23 that wanted to speak?  
 24 MS. HARGROVE: I'm great with all the  
 25 Instagram and Facebook and stuff like that, but until

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1 we get the rules changed and the laws changed, I think  
 2 that we're kind of beating a dead horse.  
 3 If you don't have things easy for people to  
 4 get into and we don't have companies that are  
 5 accepting people and interns or apprentices or  
 6 whatever, we just need to get the changes before we  
 7 get -- before we open the door.  
 8 And I mean, when we open the door, we need to  
 9 open the door very wide. And I think that's when we  
 10 need to go on Facebook. TALPI has a Facebook. You  
 11 guys have Facebook? Okay.  
 12 So -- and then -- you know, and maybe by that  
 13 time, we can all work together to become a Tennessee  
 14 association instead of a Middle Tennessee, East  
 15 Tennessee, and West Tennessee. And then we can open  
 16 the door wide and say, "We're ready for you. Let's do  
 17 it."  
 18 MS. VEST: All right. Anybody else?  
 19 DR. STAINBACK: I'm going to shift gears  
 20 and --  
 21 (Speaking simultaneously.)  
 22 MS. VEST: Mr. Stainback.  
 23 DR. STAINBACK: As the public, I'm still going  
 24 to ask the question. I'll be interested in where the  
 25 Board is going on contingency planning and where this

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1 could end up, you know, with it being the sunset. So  
 2 I'm interested in what the Board is going to be doing  
 3 on their next steps on taking this into consideration,  
 4 because that -- I've listened to the past few  
 5 sessions, and we're still talking about the same  
 6 thing.  
 7 MS. VEST: Same thing, yes.  
 8 DR. STAINBACK: So as the citizen, I'm just  
 9 asking that elephant in the room and asking that  
 10 question from a contingency planning perspective.  
 11 MR. ROSSEAU: Mr. Chairman and Director Vest,  
 12 would we need to have a motion on the record to  
 13 authorize you to contact the chairpersons of the  
 14 various associations, along with a representative of  
 15 the Board, to have a little roundtable discussion and  
 16 discuss some of these suggestions?  
 17 MS. VEST: Well, actually, what I'm going to  
 18 ask -- and I had already mentioned it -- now that we  
 19 have got this information -- I had to have a starting  
 20 point -- whether we address every one of them or it's  
 21 something we can do by law or by rule.  
 22 If it's by law, it's going to take a lot  
 23 longer, a lot harder to do. A rule is a whole lot  
 24 easier to do. I need -- I want to ask to form a --  
 25 get a motion to form a committee. And I would like to

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1 have each one of the associations have someone on that  
 2 committee.  
 3 MR. ROSSEAU: That's where I was headed.  
 4 MS. VEST: Oh, good. Now, as far as private  
 5 investigators, you know, if I have two, it's a public  
 6 meeting. But the committee is going to be a public  
 7 meeting. I will make sure that --  
 8 MR. ROSSEAU: That's understood.  
 9 MS. VEST: So anybody can come to that as  
 10 well. But I was thinking about, perhaps, myself, a  
 11 private investigator -- I wanted to ask Mr. Kendall,  
 12 since he is the polygraph examiner and the only one on  
 13 the program, then you have the three associations.  
 14 That makes six. Want to have our attorney. That  
 15 would make seven as far as a committee or whatever --  
 16 (Speaking simultaneously.)  
 17 MS. VEST: Unless you have some other idea.  
 18 Help me with that. But, yes, we're ready to move on.  
 19 And thank you. We've been needing this for a long  
 20 time.  
 21 MR. ROSSEAU: I'd like to make a motion that  
 22 we authorize the executive director to form a  
 23 committee with representatives from the Board, the  
 24 various associations, and staff attorney to discuss  
 25 some of the suggestions and work out some of the

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**Pages 106..109**

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1 details and report back at the next commission  
2 meeting.  
3 MR. SHANKS: Doug Shanks, I second that.  
4 MR. VALENTINE: Any further discussion?  
5 All in favor, say "aye."  
6 (All: "Aye")  
7 MR. VALENTINE: Opposed? It carries.  
8 One of the things I've thought of, we seem --  
9 it seems that we need to divide all of these  
10 suggestions up into two categories; one which is law  
11 and one which is rule. We can change the rules. We  
12 can't change the law.  
13 But we can go to the legislature. And it  
14 seems like that 2,000 hours is a real sticking point.  
15 If we can take one suggestion to the legislature,  
16 that's what I would like to do.  
17 MR. BROWN, JR.: What is the process of doing  
18 that, changing the law?  
19 MS. THOMAS: So coming from our end, we would  
20 have to prepare a legislative proposal. And like I  
21 said, we'd have to come up with what language we think  
22 would be best. We have to justify that, have to look  
23 at any fiscal cost or impact that comes from there,  
24 any groups known to oppose it or support it.  
25 And I think that's where Cody is coming from

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1 with the associations, that we can tell them, you  
2 know, all of the associations support this particular  
3 change.  
4 We would present it to our commissioner who  
5 will present it to the governor, and he can put it in  
6 his packet. The alternative to that is if the  
7 associations have somebody on the Hill that is willing  
8 to sponsor such a change, it can come from an  
9 association in that particular legislature sponsor  
10 down to us, and then we would just implement it.  
11 MR. BROWN, JR.: We'd need someone from the  
12 Senate and the House?  
13 MS. THOMAS: No. Because, I think, once you  
14 get one of them, they probably can --  
15 (Speaking simultaneously.)  
16 MR. BROWN, JR.: That's great.  
17 MS. THOMAS: If you have both, that's great.  
18 If you don't, I think we need one just to get the  
19 conversation on the floor before them.  
20 MR. BROWN, JR.: Let's say we start this  
21 process. We don't meet until January. They are  
22 already in session.  
23 MS. THOMAS: So I get timelines as to when our  
24 particular proposals are due. It's not -- we probably  
25 will meet before that particular -- before that

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1 particular deadline. So if that's something that the  
2 commission wants -- and it sounds like it is, and it  
3 sounds like the associations agree -- I can go ahead  
4 and start working on that.  
5 That way, when I'm informed that they are  
6 ready to accept legislative proposals, I'll already  
7 have it prepared.  
8 MR. BROWN, JR.: Do we need to make a motion  
9 for that or something or --  
10 MR. VALENTINE: Can you prepare a legislative  
11 amendment?  
12 MS. THOMAS: Uh-huh.  
13 MR. VALENTINE: And send it to the board  
14 members, and we can then contact our legislatures.  
15 MS. THOMAS: Absolutely. Yeah, I can do that.  
16 MR. VALENTINE: And get that thing done.  
17 MS. VEST: Okay. Since you voted for the  
18 committee, do we want to go ahead and maybe appoint  
19 the committee now that the -- well, let me ask the  
20 association, of course, if they are going to be  
21 willing to participate.  
22 Would it be your chairs, or do you need to go  
23 back to your associations and ask their volunteers  
24 or --  
25 MR. LAWRENCE: Our next meeting is

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1 December 2nd. I would rather present it to them since  
2 we're going to have a new board after that meeting,  
3 but we would definitely have someone attend.  
4 MR. VALENTINE: I think we can just request  
5 the chairman or a designated person from that  
6 organization.  
7 MS. VEST: You just want me to pick a date, is  
8 that what we're saying, and send it out to the  
9 association?  
10 MR. VALENTINE: Yeah.  
11 MS. VEST: Well, we need to sort of get moving  
12 on this, because I will be on the Hill in December for  
13 another program. And they have -- and however, I  
14 could be called up there since you are in the red,  
15 because it is a sunset hearing, at any time.  
16 So -- but now I do have some ammunition here.  
17 I'm going to be able to say the commission has  
18 discussed this. We had audience participation. We  
19 have association participation.  
20 These are the things that we're looking at  
21 addressing. We now are going to have a committee to  
22 do -- so we are moving on and trying our best to get  
23 this profession moving in the right direction.  
24 MR. VALENTINE: Okay.  
25 MS. VEST: For membership, I should say.

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**Pages 110..113**

**Page 110**

1 MR. VALENTINE: Thank you. Any further new  
2 business or old business?  
3 MR. BAYNE: Something I'd like to bring up.  
4 MR. VALENTINE: Okay.  
5 MR. BAYNE: While I pay my fees like every  
6 other licensed PI company pays its fees, and I don't  
7 want to raise fees after 13 years of no raising fees,  
8 but is that a law change, raising fees?  
9 MS. THOMAS: Changing the fees would actually  
10 be a rule. I think -- I think we have to have clear  
11 justification for it, because that also has to go  
12 before the government operations committee who will  
13 question why we're increasing the fees.  
14 MR. BAYNE: Understood. I think I have to  
15 throw that on the table because 13 years is quite a  
16 while maintaining the same course.  
17 The other thing I'd just like to say is  
18 Executive Director Vest, if I, as an individual PI  
19 company owner and licensed PI, wanted to put together  
20 some sort of open discussion in a university or three  
21 in Tennessee to talk about the PI industry, could I do  
22 that, as long as I don't discuss PI commission  
23 business?  
24 MS. VEST: You're going to get into a real  
25 gray area there. You have to be extremely careful.

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1 The first statement, I would say I would -- if it was  
2 me, I would have to make it, "I'm not here on behalf  
3 of the Private Investigation --  
4 MR. BAYNE: Of course.  
5 MS. VEST: -- Polygraph Commission."  
6 "I'm only here" -- so you could not speak on  
7 any law change or any rule change. But to speak as a  
8 private investigator in a company owner, there is  
9 nothing wrong.  
10 MR. BAYNE: Thank you.  
11 MS VEST: I don't know about anybody else, but  
12 I'm just really excited that we have such an audience  
13 with us today. And I'd like to know where you have  
14 been. I'm here all the time.  
15 MR. BROWN, JR.: Much appreciate you all being  
16 here. You all had some great input today and gave us  
17 a lot to think about.  
18 MS. VEST: Please come back. Please encourage  
19 your members to come back. They get credit for their  
20 continuing education for being here. This is a part  
21 of the private investigators they probably never see.  
22 As you can see, not all the time, but we're --  
23 there are vacancies for people to participate. The  
24 governor is always looking for --  
25 MS. BARELA: We really enjoyed it, too.

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1 MS. VEST: Thank you.  
2 MR. LAWRENCE: We have our meeting December  
3 2nd. I'm going to present it that TALPI is going to  
4 try to have someone from TALPI at each meeting.  
5 MS. VEST: Good. That's what we -- we used to  
6 have the secretary and they do the --  
7 MR. BROWN, JR.: Particularly, these people  
8 that came in from West Tennessee, I know you had to  
9 make an investment over and above to come here, and  
10 that's greatly appreciated.  
11 MS. VEST: And the only other thing I wanted  
12 to say is, yes, sir, I can do seminars. We've done  
13 the seminars. I go to East, Middle, West, whatever.  
14 But it doesn't necessarily seem like I need to do that  
15 if I can come to the associations.  
16 MR. BROWN, JR.: Exactly.  
17 MS. VEST: I'm not coming to the associations  
18 to speak on ethics. I don't know a thing about  
19 ethics. I mean, my parents taught me ethics.  
20 MR. BAYNE: One must be careful when one says,  
21 "I don't know anything about ethics."  
22 MS. VEST: Let me rephrase that. My ethics  
23 might be just a little bit different.  
24 MR. BROWN, JR.: There is a program you did  
25 take here. We all did.

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1 MS. VEST: Thank you. I did.  
2 So that's a little different. But it sounds  
3 to me like even if the associations -- we need to  
4 start, "How do I become a private investigator? What  
5 do I pay? What does my company affiliate? How long  
6 do I have to keep this license? What does that mean?"  
7 Actually, we can show you on the computer  
8 now -- everything has to be done on the computer --  
9 how to get on there. We have a whole session that we  
10 do with nothing but showing you how to renew your --  
11 on the computer, which sometimes is not all that easy  
12 for us to do.  
13 And talk a little bit about the concept of the  
14 Board and what needs to be done. But I can do that  
15 with seminars. But, now, you do realize when I do a  
16 seminar, it costs, because I have to get a room  
17 somewhere. I have to pay for that room, pay for  
18 projector.  
19 I usually have to take someone with me. And  
20 we have to come in the night before, get things. So  
21 there is a cost to it. So I'm going to have to rely  
22 on the associations to invite me.  
23 MR. BAYNE: Okay.  
24 MS. VEST: I want to invite myself. I can do  
25 it either way you --

**TENNESSEE PRIVATE INVESTIGATION AND POLYGRAPH CONTRACTORS BOARD**

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<b>Page 114</b>	<b>Page 116</b>
<p>1 MR. BARELA: Bring a tent. 2 MS. VEST: Bring a tent? 3 MR. VALENTINE: Any further business to come 4 before the commission? We did mention the continuing 5 education meeting that we had earlier, but the 6 business was delayed until the next time. 7 So we will not have a -- any further 8 discussion on that one. So we are finished with our 9 meeting. 10 MS. VEST: Would you acknowledge our new 11 members, please, again? 12 MR. VALENTINE: Charlie Bradley and 13 Kendall Barham, we are certainly glad to have you two, 14 and we appreciate your service and look forward to 15 your continued participation. 16 MS. VEST: They have a lucky one. I was 17 talking to Mr. Brown earlier on this. Mr. Brown came 18 to his first one, it was a formal hearing, and that -- 19 that's a whole lot different. 20 And Mr. Brown was kind enough to go with me to 21 the Hill. But I am going to tell a little story about 22 him. 23 MR. BROWN, JR.: No, no. We don't have to go 24 there. 25 MS. VEST: He was sitting next to me, poor</p>	<p>1 looking at how we're going to change, perhaps, our 2 certified trainers within our security profession to 3 advance them more, maybe get them better credibility, 4 do a different type of testing or maybe require 5 different testing. 6 And I have reached out to other states. 7 Nevada is developing a program very similar to ours. 8 So yes, sir, I do talk with other states on a regular 9 basis, but we are not the only state -- we almost 10 didn't -- they almost didn't have the associating 11 meeting because most of us have legislature sessions, 12 and most of the states have some sort of sunset or 13 deregulation. And they have to be at their home in 14 their state to be able to deal with that. 15 MR. ROSSEAU: Director Vest, can you get 16 Mr. Barham and Mr. Bradley a copy of that? 17 MS. VEST: Yes, sir. I've sent it out to 18 them. So you can see that, yes, sir, and it also 19 shows that Tennessee is right in the middle of the 20 fees for the different states. We're not too high and 21 we're not too low. And we cannot raise the fees just 22 to sustain this program. 23 MR. BAYNE. Understood. 24 MR. VALENTINE: Okay. Do we have a motion to 25 adjourn?</p>
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<p>1 thing -- I mean, I get like that, I've been going for 2 years. But we do get called to the Hill. I'm going 3 to be asking our commission to go with me, from the 4 association, too, but I want to thank the two 5 gentlemen for their service. I hope you're getting 6 something out of -- 7 MR. BARHAM: I'd like to ask you, are you 8 aware of any of your counterparts in our neighboring 9 states around the country that are going through the 10 same sunset or financial issues that we apparently 11 are? 12 MS. VEST: Yes, sir. We've actually been part 13 of the presentation. We have done a study. Mr. Bayne 14 asked me earlier at the other meetings. And, yes, 15 sir, most of the states are going through the same 16 thing. The association meets this month, 17 International Association of Investigators in 18 Baltimore. I was not able to go. I didn't have the 19 money to go. 20 And that's what we do is we have states there. 21 We have other countries now. Very proud of that. And 22 Tennessee was a founding state, and that's what we do. 23 We sit just like this and talk about finding what the 24 problems are. 25 I have my counterpart -- for instance, we're</p>	<p>1 MR. BAYNE: One thing, please. In the last 2 minutes, you mentioned you would distribute 3 information from Mr. Duncan, Mr. Duncan's work. The 4 minutes indicated you would send something out to us, 5 and I don't think that -- 6 MS. VEST: I may not have done that, 7 Mr. Bayne. Thank you. 8 MR. BAYNE: You're welcome. 9 MS. VEST: From our last meeting? 10 MR. BAYNE: Yes, ma'am. 11 MS. VEST: I'll look at that. 12 MR. BAYNE: Thank you. 13 MR. VALENTINE: Motion to adjourn? 14 MR. SHANKS: Second. 15 MR. BROWN, JR.: Second. 16 MR. VALENTINE: Do we have any discussion? 17 All in favor, say "aye." 18 (All: "Aye") 19 MR. VALENTINE: All opposed? 20 Get out of here. 21 22 (Whereupon, the proceedings concluded at 12:14 p.m.) 23 24 25</p>

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**TENNESSEE PRIVATE INVESTIGATION AND POLYGRAPH CONTRACTORS BOARD**

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