

WILLIAM LOSEFSKY, MBA, CHPA

Kolins Security Group

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INVESTIGATION - SECURITY PROFESSIONAL

Award-winning Investigator, safety and security professional, with a successful record of managing mission-critical operations and initiatives for a broad range of clients and organizations. Sought-after industry expert, with exceptional leadership, communication, and investigative skills. Continuously reduce accidents, crime, and losses through innovative and visionary safety and security programs and strategies. Key strengths include:

Safety & Security Operations Management • Compliance Safety and Security Surveys • Disaster Preparedness
Anti-Terrorism • Team Orientated Leadership through Mentoring • Project Management
• Training & Development • Budget Management • Policy and Procedures Development
Workers compensation investigations • Document Examination • Grant Writing • Industrial Hygiene

PROFESSIONAL EXPERIENCE

INVESTIGATIVE CONCEPTS, LLC, Gilmanon, New Hampshire 1997- Present

Licensed Private Investigator / Consultant / Document Examiner

Consults for safety / security, workers compensation reduction measures, all hazards emergency management and security plans. Provided Safety and Security assessments and risk analysis for corporate clients.

Investigates criminal and civil matters. Conducted in-depth pre-employment screenings for schools, bus companies, nanny agencies, manufacturing industries and others. Testified as an expert in several district and superior courts on behalf of attorneys. Conducted in-depth security and safety assessments. Transported high-value assets and provided personal protection to VIP's. Conducted investigations pertaining to personal injury, drugs, workers compensation, and financial fraud. Provides expertise in handwriting analysis, accident reconstruction, statement analysis, interviews and interrogations, workplace violence, death and serious bodily injuries. Utilized handwriting analysis, statement analysis and document examination techniques and principles to help solve bad check's altered checks, forgeries, identity theft, medical identity theft, anonymous writings, fraud and to identify suspects. Skills sets include determining truthfulness by examining statements, depositions and in-person questioning.

Received President's Award for Excellence from the New Hampshire League of Investigators

President of the New Hampshire League of Investigators (2024-2025)

Penn State Health, Hershey, PA 2019-2020

Director of Security

Oversight of all security protective services for The Hershey Medical Center, Children's Hospital and College of medicine located on a 551 acre campus. Responsible for the entire Penn State Health system which includes 1,300 physicians and direct care providers at 78 medical office locations.

Constructed a security career ladder that promotes retention and increased job satisfaction for the security department. The ladder consists of Basic, Advanced and Master level for security officers, a senior corporal rating for the corporal position and a senior dispatcher level for the dispatchers.

Initiated a designated mentoring program for all new security officers. This initiative has been helping new employee's better fast track and assimilate into our culture and security processes.

Enhanced infant protection measures with a state of the art system at Children's Hospital and implemented new visitor management system and policy which included a sex offender scan.

Increased the number of CCTV cameras throughout the system to maximize security monitoring capabilities.

Utilized handwriting analysis, statement analysis and document examination techniques and principles to help solve bad check's altered checks, forgeries, identity theft, medical identity theft, anonymous writings, fraud and to identify suspects. Skills sets include determining truthfulness by examining statements, depositions and in-person questioning.

LRGHealthcare, Laconia, New Hampshire • July 2014 to November 2019

Chief of Security Services / Transportation

Oversight of all security protective operations and transportation for all LRGHealthcare system hospitals, Medical Office Buildings and affiliated practices and wellness centers.

Fully accredited the Security Department through the International Association.

Constructed a security career ladder that promotes retention and increased job satisfaction for the security department. The ladder consists of Basic, Advanced and Master level officers. Initiated a designated mentoring program for all new security officers. This initiative has been helping new employee's better fast track and assimilate into our culture and security processes.

Successfully managed large scale projects that were brought in under budget: HUGS and KISSES WIFI Infant Protection system, SERTA SCAN Infant foot scan program, access control consolidation, CCTV systems, ED Mental Health POD.

Utilized handwriting analysis, statement analysis and document examination techniques and principles to help solve bad check's altered checks, forgeries, identity theft, medical identity theft, anonymous writings, fraud and to identify suspects. Skills sets include determining truthfulness by examining statements, depositions and in-person questioning.

Mountain States Health Alliance, Johnson City Tennessee • March 2013 to April 2014

Corporate Director of Safety, Security and Emergency Management

Directs and leads oversight of Safety, Security and Emergency Management of a multiple 14 Hospital system consisting of 3 million square feet and with a 2.2 million dollar security budget in Tennessee and Virginia consisting of over 75 security officers. Provides leadership in development of security, safety and emergency management policies, procedures, standards and directives and communication. Provides direction in development and implementation of security, safety, risk assessments and regulatory compliance issues.

- Developed and implemented specialized training programs for the security department personnel identified through a GAP analysis which produced better report writing and investigation skill sets.

- Enhanced the capabilities of protecting the healthcare system through implementing a state approved firearms program. This program greatly made the staff feel more safe and secure through exit interviews conducted by Human Resources on the perceptions of staff.
- Reduced costs to near zero dollars for contract security by implementing a security officer in the ED of each healthcare facility and utilizing a system wide assessment form to better determine the threat level of behavioral patient watches.

Utilized handwriting analysis, statement analysis and document examination techniques and principles to help solve bad check's altered checks, forgeries, identity theft, medical identity theft, anonymous writings, fraud and to identify suspects. Skills sets include determining truthfulness by examining statements, depositions and in-person questioning.

NEW HAMPSHIRE VETERANS HOME, Tilton, New Hampshire • 2004-2010

250-bed, 100 bed Dementia wing facility provides high-quality, professional long-term care services to state's veterans on a 37 acre campus.

Director of Safety, Security & Emergency Management

Direct all aspects of facility's safety, security, risk management, and disaster preparedness operations. Manage full-time security officers; maintain 24/7 security officer coverage. Investigate all incidents, crimes, and workers compensation accidents. Provide safety and emergency response training to all personnel for annual in-service and new employee orientation. Oversee all security, life safety and emergency management functions including hiring, scheduling, budgets, CMS Surveys, contracts, bids, proposals, purchases, projects and investigations. Testify in various courts as required. Created and implemented all policies, procedures, and directives. Prosecute criminal and civil matters in the District Court on behalf of the state. Conduct classes on various topics (e.g., defensive driving). Chair Ethics, Senior Leadership & Safety, Joint Loss, Quality Life, and Disaster Preparedness committees. Utilized handwriting analysis, statement analysis and document examination techniques and principles to help solve bad check's altered checks, forgeries, identity theft, medical identity theft, anonymous writings, fraud and to identify suspects. Skills sets include determining truthfulness by examining statements, depositions and in-person questioning.

Law Enforcement Career – NY, NH, MA 1979-2000

Patrol Officer | K-9 Officer | Police Supervisor | Police Prosecutor | Constable

- Extensive experience in law enforcement across New York, New Hampshire, and Massachusetts, serving in roles ranging from Patrol Officer to Police Supervisor and Police Prosecutor.
- Led investigations into major cases, including assaults, financial crimes, drug offenses, and accident reconstruction, demonstrating expertise in evidence collection, crime scene analysis, and case management.
- Skilled in advanced interview and interrogation techniques, obtaining critical information from witnesses and suspects to resolve complex cases effectively.
- Managed courtroom proceedings as a Police Prosecutor, preparing and presenting cases, coordinating with attorneys, and ensuring adherence to legal protocols.
- Conducted K-9 operations for search and rescue, narcotics detection, and suspect apprehension, utilizing specialized canine handling techniques.
- Proficient in crisis management, de-escalation strategies, and community policing to foster public trust and ensure community safety.
- Experienced in developing and delivering training programs for law enforcement personnel on topics such as investigative techniques, legal updates, and officer safety protocols.

- Adept at building partnerships with local, state, and federal agencies to coordinate multi-jurisdictional investigations and share critical intelligence.

Key Skills:

- Major Case Management
- Evidence Collection & Analysis
- Crisis Negotiation
- Statement Analysis & Interviewing
- Courtroom Testimony & Prosecution
- Leadership & Team Supervision
- Public Safety & Risk Management
- Training & Mentorship Programs

EDUCATION

Master of Business Administration 2011

Columbia Southern University, Orange Beach, Alabama

Certificate in Industrial Hygiene, Columbia Southern University

Bachelor of Science, Human Services with a concentration in criminal justice 2008

Springfield College, Springfield, Massachusetts

Handwriting Analysis, Statement Analysis, Document Examination Education

Completed Comprehensive Training course in Questioned Handwriting and Document Examination course Reed Hayes: 2025

Completed week long course taught by Bonnie Nugent in 1993 at New Hampshire Police Standards and Training Council, Concord, NH on Handwriting and the Law. Topics included handwriting and document examination techniques.

Completed Handwriting Analysis 101 through the Handwriting University 1997

Completed SCAN Scientific Content and statement analysis in 2000 at the Portland Maine Police Department. 1-week long school. 2000

Completed 8-week long course in Introduction of Questioned documents examination by Sheila Lowe 2022

Completed course in Understanding the Unconscious through Handwriting by Sheila Lowe.

Member of the Vanguard 2 Handwriting group since 2011

PROFESSIONAL CERTIFICATIONS & LICENSES

Certified Healthcare Protection Administrator (CHPA), IAHS

Safety Certificate Program, State of New Hampshire

Certified Anti-Terrorism Specialist (CAS), ATAB

Crime Prevention through Environmental Design (CPTED)

Certified Identity Risk Manager (CIRM)

Certified Public Manager (CPM) and Certified Public Supervisor (CPS), State of New Hampshire

Certificate in Supervision & Management, University of New Hampshire

Certificate in Industrial Hygiene, Columbia Southern University

Certificate in Occupational Safety & Health Standards, U.S. Department of Labor

Board Certified Criminal Defense Investigator / Certified Master Investigator

Board Certified Forensic Death / Serious Bodily Injury Investigator

Anti-Terrorism Level 1 DOD

Published Articles:

Building High Performance Security Teams
When the pen becomes the pen and paper become the crime
Utilizing handwriting analysis for the security professional
The Final Salute – A remembrance for Veterans
The Dementia / Alzheimer's population and the security officer
Handling restraining orders in a healthcare environment
ACTIVE Shooter Programs for Hospitals
Accident Investigation for the Security practitioner
Leading to success

Professional Organization Memberships:

International Association of Healthcare Security and Safety (President of NH Chapter)
National Association of Drug Diversion Investigators (Conference Presenter)
American Society of Industrial Security (ASIS).
New Hampshire League of Investigators

AREAS OF EFFECTIVENESS:

Coaching and Leadership Development: Led the Safety and Security Department to full accreditation status through the International Association of Healthcare Safety and Security. Implemented a career path and designated mentor program for all officers that promoted retention and reduced turnover rates by 28% and increased employee satisfaction by 50%. Won the International Lindberg Bell Award for the top Healthcare Safety and Security Department that is given to the top program internationally each year.

Project Management: Brought in new enterprise level video and access control systems. Led a complete overall of life safety system with new fire alarm system, smoke detectors, heat detectors, pull stations that added to the overall safety & security protection program of reducing risks through access control and CCTV monitoring, fire protection.

Successfully lead HUGS and KISSES infant protection system \$250,000 project. Developed a presentation for project management that was delivered both on national and international levels.

Operations and Fiscal Control: Successfully lead HUGS and KISSES infant protection system \$250,000 project. Was able to facilitate \$40,000.00 in donations and securing a \$15,000.00 extended warranty and \$1,000.00 in additional supplies at project close out. This further reduced the organizations overall total cost for the system and substantially reduced the overall project allocation. Championed several organization projects by successful grant writing that resulted in no cost incurred for both state of the art equipment and training . Constantly kept at or below budget for all fiscal years.

Health and safety compliance: Decreased workers compensation loss time injuries 50% while workforce increased 200%+; by reducing workers compensation frequency rate from 5.32 to 0.53, yielding significant insurance premium savings for the state. Implemented a safety orientation program for all new hire employees and presented annual safety trainings. Led the safety committee and investigated all workers compensation accidents and injuries. Created a light duty program by involving all light duty assignments throughout the organization which resulted in significant loss time reported. Revamped fire drill procedures to include quarterly fire drill effectiveness evaluations. The quarterly effectiveness evaluations are shared with both the safety and quality committees to better ascertain any changes to the fire policy and program to increase effectiveness and positive outcomes.

Security Enhancements: Brought in an Enterprise computer security management software program to enhance the security operations and increase case solvability statistics. Installed safes at all Emergency Departments to maintain accountability of short-term stay patient's valuables. Reduced pay-outs by my employer for 38% in the first year.

Initiated self-driven Code Silver complaint room project. This project marked all rooms that are lockable from inside as designated "safe rooms" by affixing silver stickers on the both doorframes of each door. This resulted in staff feeling more secure should there be an encounter with an aggressive individual or an active shooter type event. Many other organizations have adopted this process in their attempt to mitigate active shooter countermeasures. Created a workplace violence protection program that exceeded CMS / DNV requirements which allowed the hospital system to better track, trend and mitigate workplace violence incidents.

Emergency Management: Created and developed a comprehensive emergency management plan for the NH Veterans Home in which the Veterans Administration requested this document to use for a template for other facilities. Successfully wrote and implemented required emergency drills such as fire, loss of water, loss of electricity, bombs, active shooter, weather events and cyber-attacks. Functioned as the incident commander for several real life emergency events. Kept current with FEMA specific emergency management classes.

Specific Training:

- Certified Death and Serious Bodily Injury Investigator (CFDI) Criminal Defense Training Council
- Certified Healthcare Protection Administrator (CHPA) IAHS
- Certified Anti-Terrorism Specialist (CAS), Anti-Terrorism Accreditation Board
- Certified Public Manager, State of New Hampshire (CPM)
- Certified Public Supervisor, State of New Hampshire (CPS)
- Certified Identity Risk Manager (CIRM), Identity Management Institute
- Certified Master Investigator (CMI)
- Board Certified Investigator (CCDI)
- Crime Prevention through Environmental Design (CPTED)

- Anti-Terrorist Level 1
- Insider Threat
- Introduction to Physical Security
- Introduction to Industrial Security
- Bomb Threat Management

Federal Emergency Management (FEMA) / NIMMS Certificates

IS-813 Emergency Support / Public Safety and Security

IS-00548 Continuity of Operations Manager

L945 State Integrated Emergency Management Course / National Response Framework

IS-00-700 National Incident Management System Introduction

IS-00100 Introduction to the Incident command system

IS-100.HC Introduction to the Incident Command System for Healthcare

IS-00120.a Introduction to Exercises
IS-00230.a Fundamentals of Emergency Management
IS-00240 Leadership & Influence
IS-00106 Workplace Violence
IS-00907 Active Shooter
ICS -200 Initial Action Incident
ICS- 00033 FEMA Initial Ethics
IS-00001.a Emergency Manager
HCL - Leadership in Emergencies.

NOT RETAINED