## INTELLENET News

## Official Newsletter of the International Intelligence Network, Ltd.

www.intellenet.org

January 2021

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## Increasing Your Business Profits

William F. Blake, MS, CPP, CFE



The 2020 Covid-19 pandemic has played havoc with many businesses, especially the small to medium size businesses, some which found it necessary to declare bankruptcy or survive at a minimal level. Now is the time to take a look at what can be done to increase the business \& profit level. As Lord Alfred Tennyson said "The olde order changeth, yielding place to new". The following are some ideas on how to increase your business services:

Tunnel Vision- It is important to examine any request for services to determine if there may be any additional services you could provide. For example, if a client want an investigation of products being stolen from the warehouse, upon examination of the original request, you may find there is a need for policies \& procedures affecting the warehouse operation, inventory control, physical security devices \& systems, warehouse access, item control of incoming/outgoing product \& security of vehicles awaiting loading or unloading.

Networking- The primary purposes of networking are to get your name \& the name of your business out into the public domain. This activity is a significant source of additional business.

Strategic Alliance- $A$ strategic alliance is an arrangement between two companies to undertake a beneficial project while each retains its independence. The agreement is less complex \& less binding than a joint venture, in which two businesses pool resources to create a separate business entity. For example, working with a major contractor during the project design phase, to provide security devices \& systems input for the project.

Special Skills- When a private investigator becomes a specialist in a private investigator professional area, the specialization will increase his credibility \& provide more business opportunities \& a higher fee schedule.

Pro Bono- As the private investigator is normally looking for business opportunities, conducting pro bono investigations results in visibility within the community. This opportunity is also a free marketing opportunity.

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Hello Members,
Well, 2020 sure has been a strange year for us all and presented itself with many challenges both business wise and personally. I hope this issue of the newsletter finds you doing well and keeping healthy. As we now look to 2021 we are still going to have to deal with the realities of COVID and how it has impacted our association. Our annual conference will be virtual as many of our worldwide members will still not be able to travel due to restrictions. While this is not optimal for any of $u s$, I am confident the conference will be educational and unique. We will just need to adapt and overcome this adversity we are living in. Our education chair Jeff Stein and his committee are working hard to provide you with another top-notch educational experience you have come to expect from Intellenet.

I am pleased to announce that Intellenet has partnered with the South Carolina Association of Legal Investigators for their conference being held in Myrtle Beach, SC May 5-7, 2021. While we realize that a lot of Intellenet members will not be able to attend due to the ongoing COVID crisis and travel restrictions, we do hope to see members from the region attending. The Intellenet Board of Directors will be holding their annual meeting at this conference with our international board members attending virtually. Keep an eye out on our website, in my info briefs and SCALI's website (www.scalinv.com) for registration \& hotel information.

Even during these uneasy times, our association remains strong. Our membership numbers have continued to be where we want them without sacrificing our standards that sets us apart from all other associations, we are doing very well financially and we continue to provide excellent educational opportunities. At the beginning of December we transitioned our list serve from Yahoo Groups to Groups.io which gives us a lot more capabilities that will benefit the membership moving forward. We continue to see growth in our "initiatives" programs, with the most recent being our Executive Protection program you have seen promoted online.

While in 2021 we will need to still deal with the realities of COVID, it is sure to be a much better year than the one we leave behind. I wish all of you the best for your businesses \& your families.

If you need to reach me feel free to contact me at intelleneted@gmail.com.

## Peter Psarauthakis, Executive Divectar

# Carino's Column by <br> James P. Carino Jr, CPP, VSM, BAI Intellenet Founder/ Executive Director Emeritus 

Traditionally, the arrival of a new year has been the time for many to make their resolutions. Quite obviously, most made for 2020 failed to materialize due to the Covid 19 pandemic. Now, with a vaccine nearing mass distribution expectantly 2021 will be a more fulfilling and satisfying year.

Intellenet's outlook for developing business for members fortunately was not only not affected by the pandemic but offered the opportunity to address initiatives. The outlook is promising. The Executive Protection initiative already has in progress two potential clients. One is nearing fruition and the other awaiting return to normal global travel. Our longest standing initiative, the of Educational Testing Services was almost totally shut down as a result of the virus. Return to normal is also expected once the vaccine becomes available worldwide. Noted is the fact that audits were conducted in 146 countries during 2019, highlighting the global scope and reach of Intellenet members. At least one other initiative is also nearing readiness to launch.

Initiatives provide a great opportunity for members to expand their business opportunities. Many of our members being a one member or truly small business operation have the competence but may lack the competitive posture to succeed in landing a regional, national or international contract. This is where Intellenet HQ and the Initiatives Committee can help. Any member can use the Intellenet roster as their network. Full control of the contract rests with the individual member. In this regard, Intellenet is not a PI license holder and, thus, must rely on the individual member to run the initiative. Intellenet will provide whatever assistance the member may need to land the contract. All the member needs is to find a client in need of investigative or security assistance in an expanded area. The Initiatives Committee is available to provide guidance and support. If you think you have a potential do not hesitate to contact us. Remember, another advantage to creating an initiative is that initiatives are recession and legislative (but not necessarily pandemic) proof.

Thus, in your New Year's resolution list for 2021 consider searching for a client who has need outside your operating area. It could be a windfall for your bottom line and certainly would help your fellow members. The best contact vehicle is the Intellenet@intellenet.org email address. Here's to a more productive and satisfying 2021!
Thanks,

## James $\mathscr{P}$ Carina Jr

## Intellenet BOD \& Committees

Founder Chair James Carino (Membership)
Asst. Executive Director Edward Spicer (Scholarship)
Malcolm Brenner
Jerry Defatta (Strategic Planning)
Don Hubbard
Bruce Hulme (Legislative)
Reggie Montgomery
Tina Skivin (Strategic Planning)

Executive Director Peter Psarouthakis Asst. Executive Director Jeffrey Stein (Education)

Dennis Crowley (Scholarship)
Jon Girard (Scholarship)
Geoffrey Hughes
Remi Kalacyan (Scholarship Auctioneer)
Ari Morse (Membership)
Executive Assistant Peggy Centonze


## Intellenet Scholarship Award

Established in 2017 and annually thereafter Intellenet plans to award at least two scholarships to a child, step child, grand child or grand step child of an Active Member in good standing of Intellenet.

The scholarships are intended to provide financial assistance to students entering their first year of college, a post graduate year, vocational/trade school or students presently attending a college or university.
A scholarship will be awarded to one child of an active Intellenet member's family.
The recipient or recipients will be chosen by the Scholarship Committee, selected by the Intellenet Executive Director, and their decision will be final.

Previous Intellenet scholarship award recipients are not eligible to apply.
Only those who plan to be enrolled the ensuing fall semester are eligible to apply.
It is the expectation of Intellenet that the applicant be in good standing with their present academic institution.

## Criteria

All applicants must meet the following eligibility requirements:
Be child, step child, grand child or grand step child of an Active Member in good standing of Intellenet, and one of the following:

A high school senior who will be continuing their education at an undergraduate college or university, junior college, vocational or technical college.

A high school senior who will be continuing their education in a post graduate year.
A post-secondary student attending an undergraduate college or university, junior college, vocational or technical college.

## Application Procedure

The application is on the following page and can be submitted electronically to the Scholarship Committee by emailing intellenet@intellenet.org. Applications must be submitted no later than March 1st.

The scholarship recipients will be announced at the yearly Intellenet Conference gala banquet.
Recipients of the scholarship will be required to provide proof of enrollment at an eligible post-secondary institution prior to the funds being dispersed.

Continued on page 5


## Intellenet Scholarship Application

Name: $\qquad$
Address: $\qquad$
$\qquad$
Telephone \#: $\qquad$
Intellenet member's name: $\qquad$
Relationship to Intellenet member: $\qquad$
High School and year of graduation: $\qquad$
$\qquad$
Post-secondary undergraduate institution you: (choose one)
Are attending: $\qquad$
Will be attending: $\qquad$
Will most likely be attend: $\qquad$
or $\qquad$
Major or anticipated major: $\qquad$
Anticipated year of graduation: $\qquad$
It is the expectation of Intellenet that the applicant be in good standing with their present academic institution.
*** Please submit a 1-2 page essay telling the committee about the activities that you have been involved in as a High School student \& College student if applicable. The essay should also tell the committee what your plans after college are, and how you plan to utilize your college degree. DO NOT put your name or the Intellenet member/sponsor in your essay, it will be grounds for disqualification!

## New Members

## Welcome New Members!

These are our new members since we last published. To update your membership listing on the web, or in our Briefcase Roster, send info to intellenet@intellenetwork.org.

Kevin Bruno - Albuquerque, NM
Gerard Buchleitner - Irmo, SC
Michael Donaldson - Brentwood, TN
Sean Dunn - Bartonville, TX
Kelvin Goodwin - Hartford, CT
David Graham - Huntersville, NC
Rebecca Harrison - Augusta, GA
Cindy Henson - Sayre, PA
Jon Hennings - Fargo, ND
Katherine Heselton - Readfield, ME
Michael Hudgins - Salem, OR
Steve Koenig - Shelton, NE
Mike Mancuso - Trenton, NJ
Bryan McGowen - Andrews, TX
Dave Ollivier - Mount Laurel, NJ
Reginald Pritchett - Midlothian, VA
Michael Reilly - Rowley, MA
Jason Scudder - Columbus, OH
Jeff Stanley - Moorpark, CA
Donald Sullivan - Bristol, NH
Osman Ulukuz - Istanbul, Turkey
Lance Wallace - Lake Charles, LA

# WELCOME TO THE FAMILY 

 YOU HAVE NO IDEAWHAT YOU'VE GOT
YOURSELF INTO WITH US

# Peggy's Page <br> by <br> Peggy Centonze <br> Intellenet Administrative Assistant 

## Is your membership listing up to date?

As we come to the end of 2020, moving into 2021, we would appreciate if all members could take a moment to make sure their contact information and listing detail is accurate.

Did you change your email address in 2020?
Did you create a new website in 2020?
Did you change your company name or mailing address in 2020?
Did you earn or drop any certifications (like BAI, CFE, CPP, etc.) in 2020 ?
Did you retire or are you planning to retire in 2021?
If you answered yes to any questions above, go to the Member Finder or Supplemental Support List pages of the intellenet.org website to view your current listing. I have the pleasure of maintaining the website, so email changes to Intellenet@intellenet.org, and I will update the website and all records.

## New Intellenet-L@intellenet.Groups.io Listserv is Active

Since the existing Yahoo Groups system shut down on December 15, 2020, Intellenet activated the IntellenetL@intellenet.groups.io listserv to replace the old yahoogroups.com listserv.

Use Intellenet-L@intellenet.groups.io to send group emails and add this address to your contacts!
All active member email addresses have been added to the new listserv, and Executive Director, Peter Psarouthakis, is sending out regular "Info Briefs" messages. If you have not received these emails, check your spam or junk folders. Your email system may isolate/quarantine new listserv messages.

The Intellenet-L@intellenet.groups.io listserv is the primary tool used to communicate information between members, to exchange important information that is likely of interest to more than two members and is related to Intellenet business. All postings to the Intellenet-L listserv must be professional - both in wording and content. Note: Individual message signature lines should not exceed eight lines, names, addresses, phone numbers, and slogan included.

## Have you logged onto the Members Only Section of the Website?

If not, try it out. If you have an issue, use the Lost Password link and the system will reset your password. Note the system generated email may go into junk or spam folders. We also have the capability to reset your password for you, so if assistance is needed, email intellenet@intellenet.org.

## Membership Renewals

Thank you to all members who have already logged in online and submitted their 2021 renewal early! Intellenet membership runs from January - December each year and annual renewal notices are distributed by email in the first couple months of the year. Keep in mind, lifetime members and new members that joined at the end of the current year are considered paid in the new year.

Questions on these or other topics... feel free to contact me anytime and I will do my best to assist you.
I am here to assist you with any administrative need or question you have, so feel free to contact me anytime by emailing intellenet@intellenetwork.org.

## Shanks, <br> Peggy

## Intellenet Code of Ethics

INTELLENET is an Association of professional investigators dedicated to our profession and committed to excellence. All members of INTELLENET abide by a Code of Ethics and all maintain the highest standards of competence. All members of INTELLENET shall be knowledgeable of and adhere to these principals.

- A member shall perform professional duties in accordance with the laws within the country they reside and/or conduct business within.
- A member shall observe the precepts of truthfulness, honesty, and integrity. Members understand that the legitimate use of "pretense" is an internationally recognized investigative tool. The use of this tool does not constitute a violation of this Code of Ethics.
- A member shall be faithful and diligent in discharging professional responsibilities.
- A member shall be competent in discharging professional responsibilities.
- A member shall honor each client contract, adhering to all responsibilities by providing ethical services within the limits of the law.
- A member shall safeguard confidential information and exercise due care to prevent its improper disclosure.
- A member shall not maliciously injure the professional reputation or practice of colleagues, clients, or employers.


## 2021 Newsletter Publication/Submission Dates

December 30, 2020 publication-submissions closed
April 1 publication- submissions due by March 25th 5 PM EST
July 1 publication- submissions due by June 24th 5 PM EST
October 1 publication-submissions due by September 24th 5 PM EST
January 3, 2022 publication-submissions due by December 27th 5 PM EST


## The Leader In Private Detective Software

## Continued from page 1

Public Projects- Participating in a public project is a significant opportunity to get name recognition within the community. For example, during the pandemic, many businesses provided support for various food banks where they have parked their company vehicle with appropriate business signage at the site.

Business Cards and Brochures- Some businesses have a location within the business where business cards \& brochures can be displayed. For example, when a customer is waiting for a vehicle to be washed, he wants something to occupy his interest \& looks to the displayed business cards \& brochures. The is a minimal cost marketing opportunity.

Business Newsletters- A periodic business letter distributed to your clients increases name recognition when the newsletter contains relevant safety \& security news, including new protection strategies. These newsletters should be distributed to various business groups for the same purposes.

Newspaper Articles- Arranging with various media outlets to provide them with periodic safety \& security related articles provided name recognition. This is a valuable strategy as many safety \& security groups do not do this.

Public Speaking- This is a very valuable branding \& marketing opportunity. The opportunities may be a short presentation at a business meeting or a presentation at a local conference or trade show.

Regardless of the chosen strategy, it is important to "think outside the box". You need to be innovative \& aware of any business opportunities. For example, the private investigator with a single business service, could expand business services into the security consulting. In addition to creating business opportunities, one of your goals should be name recognition.


Kevin McClain, CCDI, BAI recently announced the initial launch of his mobile application connecting investigators and clients in real time scenarios at accident and incident sites. The launch is scheduled for April 15, 2020 and it's not too late to sign up ...

> All Intellenet members who sign up before launch date will be grandfathered in and will never have a subscription fee!

Kevin already has over 450 investigators in his investigative network and clients are signing up for beta testing. The Phase 1 Launch in October will offer the app to over 300,000 truckers as a part of a strategic agreement with the trucking industry, offering real-time local investigative expertise at accident sites via the app's instant notification capabilities.

If you are ready to be a part of this exciting network or have any questions about READI Response, contact Kevin at 877-532-1152 or email meclainpi@gmail.com or kevin.mcclain@readiresponse.com.


## Internet links \& email addresses of interest

Web Capture Tool- https://www.hunch.ly
Commonwealth of Mass Unclaimed Property- https://www.findmassmoney.com
"Is It Down Right Now"- https://www.isitdownrightnow.com/
Life Insurance Policy-https://www.lifeant.com/faq/how-can-you-find-out-if-somebody-had-a-life-insurance-policy-before-they-died/

Access to Official Military Personnel Files- https://www.archives.gov/personnel-records-center/ompf-access
Online Detainee Locator System- https://locator.ice.gov/odls/\#/index
Trusted Traveler Programs- https://ttp.cbp.dhs.gov/
Free Public Record Searches- https://www.blackbookonline.info/
ISP List_ https://www.search.org/resources/isp-list/
Boston Police Public Records Request- publicrecordsrequest@pd.boston.gov
Intellenet Facebook Group- https://www.facebook.com/groups/574462629397889

## If you have any websites of interest to our members, email them to me!



## New Member Profile

## Kathy Heselton



Merrill's Detector Dogs Services, a women-owned small business, began with a love of dogs \& a desire for a dog that does something that matters. Kathy Heselton always had hunting dogs \& knew their desire to work. After reaching out to a game warden for guidance, Kathy began training \& working with a cadaver dog. Her work with this dog brought her throughout Maine \& beyond. While traveling for work with the cadaver dog, an individual asked if she also worked with explosive detector dogs. It was from there that the company grew.

From one dog in 2006 to 30 dogs today, Merrill's Detector Dogs Services offers explosive, narcotics \& bed bug detection as well as search \& recovery services. Merrill's Detector Dog Services is proud to secure businesses, facilities, events \& schools as well as provide a sense of comfort when providing security services.

Based out of Readfield, ME, Merrill's Detector Dogs Services has a client base in Maine but works throughout the country \& has contracts with the National Basketball Association, West Point Academy, American Airlines Arena \& the Miami Dolphins. Merrill's Detector Dogs prides itself on quality. Each of the K-9/handler teams undergo months of training to exceed national standards. Handlers have extensive law enforcement, security, and/or private investigative experience, giving them an extra level of expertise when providing services. Kathy can be reached at 843-312-7507 or kathy@merrillsinvestigations.com.


## SPY EHOP

Spy Shop Round Rock Sells Home Surveillance Products in Round Rock, TX. We offer Covert Video Cameras, Audio Recorders, GPS Car Tracking, Home Surveillance Systems, Personal Protection and much more!

We are a full-service shop with expert knowledge in all of the items we offer and guarantee all of our products are of high quality and reliable. Our goal is to make sure we support you every step of the way.
Our hours are the following:
Mon-Fri 9am to 530pm
Saturday 9am to 3pm
Sunday: CLOSED

105 E Old Settlers Blvd Ste 110
Round Rock, TX 78664
www.spyshoproundrock.com
512-519-9909

Members 20\% off any purchase from Spyshop or Lawmate USA www.lawmate-usa.com



## PAST CONFERENCE LOCATIONS

| 2021 CANCELLED | 2020 CANCELLED |
| :---: | :---: |
| 2019 Charlotte, NC | 2018 Aruba |
| 2017 Denver, CO | 2016 Toronto, Canada |
| 2015 Las Vegas, NV | 2014 San Juan, Puerto Rico |
| 2013 Philadelphia, PA | 2012 Vancouver, BC |
| 2011 Washington, DC | 2010 New Orleans, LA |
| 2009 Honolulu, HI | 2008 Sorrento, Italy |
| 2007 San Antonio, TX | 2006 Calgary, Alberta, Canada |
| 2005 Arundel, England | 2004 Boston, MA |
| 2003 Cayman Islands | 2002 San Francisco, CA |
| 2001 Florence, Italy | 2000 Mt. Tremblant, Canada |
| 1999 Tucson, AZ | 1998 Royal Tunbridge Wells, England |
| 1997 Islamorada, FL | 1996 Orcas Island, WA |
| 1995 Philadelphia, PA | 1994 Amsterdam, Holland |
| 1993 Santa Barbara, CA | 1992 Islamorada, FL |
| 1991 Keystone, CO | 1990 Mt. Pocono, PA |

## 2019 Conference Photos



## 2021 Calendar of events

1/12 SCALI's Dave MacDougall Basic PI Program, Springhill Suites, Columbia, SC, https:// www.scalinv.com/dave-macdougall-basic-p-i--program---2021

2/9-2/11 Southern California Fraud Investigators Association Conference, Margaritaville Resort-Palm Springs, CA, https://scfia.org/meetinginfo.php?id $=1 \& t s=1605648326$

3/25-3/26 Professional Association of Wisconsin Licensed Investigators Conference, Wisconsin Rapids, WI, https://pawli.com/conference

4/6-4/8 IPSB Close Protection Conference, Westgate Hotel, Las Vegas, NV, www.http://ips-board.org/
5/5-5/7 South Carolina Association of Licensed Investigators/Intellenet 2021 Annual Conference, Hilton Embassy Suites, Myrtle Beach, SC, www.scalinv.com Info available late January 2021

9/19/9/20 Arizona Association of Licensed Private Investigators 2021 Conference, Sheraton Mesa Hotel, Mesa, AZ, https://aalpi.com/our-conference/

9/22-9/23 Pennsylvania Association of Licensed Investigators Annual Conference, Hershey, PA, www.pali.org/2021-conference

FORWARD ASSOCIATION CONFERENCE/SEMINAR INFO TO THE NEWSLETTER EDITOR-ed@oceanstatesinv.com

## Profession Word Search

| $V$ | $T$ | $P$ | $M$ | $E$ | $T$ | $L$ | $N$ | $E$ | $T$ | $B$ | $W$ | $R$ | $A$ | $J$ | $T$ | $T$ | $C$ | $U$ | $P$ | $J$ | $U$ | $D$ | $G$ | $E$ |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- |
| $I$ | $R$ | $W$ | $V$ | $A$ | $P$ | $H$ | $A$ | $N$ | $C$ | $H$ | $A$ | $S$ | $V$ | $N$ | $O$ | $X$ | $H$ | $O$ | $B$ | $K$ | $A$ | $K$ | $R$ | $A$ |
| $D$ | $O$ | $F$ | $R$ | $V$ | $L$ | $A$ | $E$ | $N$ | $U$ | $N$ | $Z$ | $C$ | $E$ | $N$ | $Q$ | $Q$ | $L$ | $A$ | $R$ | $Q$ | $L$ | $L$ | $G$ | $Q$ |
| $E$ | $P$ | $G$ | $J$ | $F$ | $P$ | $I$ | $S$ | $V$ | $I$ | $S$ | $A$ | $D$ | $K$ | $Z$ | $E$ | $Y$ | $T$ | $N$ | $A$ | $M$ | $I$ | $A$ | $L$ | $C$ |
| $O$ | $E$ | $P$ | $I$ | $Y$ | $L$ | $W$ | $Z$ | $S$ | $G$ | $M$ | $I$ | $L$ | $A$ | $G$ | $G$ | $S$ | $R$ | $V$ | $S$ | $R$ | $P$ | $I$ | $B$ | $O$ |
| $T$ | $R$ | $N$ | $N$ | $C$ | $J$ | $V$ | $V$ | $H$ | $W$ | $C$ | $I$ | $Q$ | $L$ | $R$ | $R$ | $R$ | $Q$ | $B$ | $T$ | $E$ | $T$ | $V$ | $N$ | $A$ |
| $I$ | $B$ | $C$ | $T$ | $R$ | $P$ | $W$ | $W$ | $X$ | $C$ | $O$ | $J$ | $R$ | $A$ | $I$ | $E$ | $O$ | $U$ | $H$ | $W$ | $T$ | $T$ | $P$ | $S$ | $F$ |
| $I$ | $N$ | $V$ | $E$ | $S$ | $T$ | $I$ | $G$ | $A$ | $T$ | $O$ | $R$ | $P$ | $C$ | $C$ | $E$ | $G$ | $U$ | $I$ | $P$ | $S$ | $E$ | $Q$ | $C$ | $B$ |
| $O$ | $P$ | $V$ | $L$ | $K$ | $C$ | $N$ | $W$ | $D$ | $U$ | $B$ | $H$ | $D$ | $O$ | $O$ | $C$ | $V$ | $X$ | $N$ | $A$ | $U$ | $S$ | $Z$ | $I$ | $C$ |
| $Z$ | $P$ | $K$ | $L$ | $M$ | $I$ | $M$ | $A$ | $S$ | $L$ | $W$ | $W$ | $N$ | $S$ | $F$ | $M$ | $N$ | $R$ | $J$ | $D$ | $J$ | $T$ | $P$ | $S$ | $B$ |
| $L$ | $R$ | $P$ | $E$ | $H$ | $C$ | $V$ | $H$ | $Z$ | $A$ | $F$ | $S$ | $Q$ | $P$ | $P$ | $M$ | $B$ | $U$ | $U$ | $R$ | $D$ | $I$ | $Q$ | $W$ | $Y$ |
| $W$ | $I$ | $J$ | $N$ | $B$ | $C$ | $H$ | $S$ | $R$ | $Y$ | $T$ | $L$ | $Z$ | $T$ | $J$ | $Z$ | $Q$ | $E$ | $H$ | $S$ | $A$ | $F$ | $F$ | $K$ | $N$ |
| $T$ | $W$ | $L$ | $E$ | $V$ | $H$ | $C$ | $R$ | $O$ | $R$ | $D$ | $S$ | $N$ | $F$ | $R$ | $T$ | $O$ | $S$ | $N$ | $O$ | $U$ | $Y$ | $R$ | $O$ | $C$ |
| $P$ | $I$ | $C$ | $T$ | $U$ | $B$ | $R$ | $H$ | $U$ | $O$ | $V$ | $F$ | $Q$ | $F$ | $U$ | $K$ | $D$ | $U$ | $F$ | $A$ | $U$ | $P$ | $I$ | $O$ | $V$ |
| $B$ | $Z$ | $G$ | $Q$ | $J$ | $B$ | $B$ | $C$ | $A$ | $T$ | $U$ | $J$ | $X$ | $M$ | $P$ | $K$ | $O$ | $T$ | $O$ | $P$ | $W$ | $T$ | $H$ | $Z$ | $S$ |
| $C$ | $G$ | $F$ | $Y$ | $S$ | $L$ | $T$ | $P$ | $A$ | $A$ | $D$ | $U$ | $I$ | $V$ | $V$ | $S$ | $V$ | $T$ | $W$ | $D$ | $A$ | $D$ | $G$ | $L$ | $N$ |
| $U$ | $G$ | $W$ | $C$ | $S$ | $I$ | $L$ | $N$ | $Q$ | $P$ | $R$ | $F$ | $N$ | $O$ | $I$ | $T$ | $A$ | $G$ | $I$ | $T$ | $S$ | $E$ | $V$ | $N$ | $I$ |
| $N$ | $A$ | $Q$ | $G$ | $O$ | $C$ | $P$ | $N$ | $F$ | $A$ | $P$ | $F$ | $J$ | $Q$ | $R$ | $D$ | $L$ | $F$ | $L$ | $Q$ | $N$ | $X$ | $F$ | $Y$ | $U$ |
| $A$ | $J$ | $D$ | $N$ | $L$ | $U$ | $D$ | $S$ | $E$ | $L$ | $L$ | $I$ | $E$ | $V$ | $L$ | $L$ | $P$ | $U$ | $P$ | $O$ | $D$ | $O$ | $U$ | $V$ | $E$ |
| $I$ | $R$ | $I$ | $D$ | $B$ | $T$ | $V$ | $D$ | $W$ | $U$ | $B$ | $S$ | $D$ | $T$ | $N$ | $X$ | $S$ | $J$ | $D$ | $M$ | $W$ | $I$ | $Z$ | $V$ | $L$ |
| $A$ | $S$ | $E$ | $U$ | $D$ | $S$ | $W$ | $M$ | $O$ | $C$ | $Z$ | $N$ | $W$ | $L$ | $G$ | $N$ | $C$ | $O$ | $M$ | $P$ | $U$ | $T$ | $E$ | $R$ | $U$ |
| $T$ | $V$ | $L$ | $M$ | $R$ | $H$ | $Z$ | $G$ | $U$ | $X$ | $R$ | $Z$ | $C$ | $E$ | $O$ | $V$ | $Y$ | $K$ | $S$ | $U$ | $X$ | $F$ | $I$ | $Y$ | $O$ |
| $D$ | $F$ | $S$ | $L$ | $A$ | $A$ | $C$ | $T$ | $O$ | $E$ | $M$ | $I$ | $D$ | $C$ | $E$ | $H$ | $B$ | $W$ | $D$ | $P$ | $D$ | $Q$ | $Z$ | $U$ | $Q$ |
| $H$ | $X$ | $Z$ | $Q$ | $Y$ | $C$ | $K$ | $I$ | $G$ | $L$ | $A$ | $E$ | $X$ | $V$ | $X$ | $P$ | $R$ | $X$ | $R$ | $F$ | $L$ | $W$ | $H$ | $D$ | $Q$ |
| $W$ | $T$ | $R$ | $E$ | $Y$ | $W$ | $A$ | $L$ | $O$ | $F$ | $R$ | $E$ | $C$ | $K$ | $A$ | $O$ | $W$ | $O$ | $M$ | $O$ | $Z$ | $D$ | $I$ | $Q$ | $D$ |



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