

## UNISHKA OUTSOURCING CRITICAL FP&A FUNCTIONS



As UNISHKA has grown, we have outgrown our ability to successfully implement critical finance functions such as planning, budgeting and analysis – functions usually synonymous with FP&A

(Financial Planning and Analysis). FP&A is usually performed by experienced, highly paid employees. With the company’s policy of focusing its labor costs on anti-corruption, UNISHKA has decided to outsource these important financial functions. UNISHKA already outsources its accounting, tax, audit and legal functions. FP&A is a logical next step to ensure sustainable growth while maintaining a focus on anti-corruption. Strategic planning, policies, bookkeeping and procurement will all stay in-house but financial planning, budgeting and analysis, which require highly skilled labor, will be contracted to a specialty company.

## WELCOMING DR. CHRISTOPHER CORPRA TO THE UNISHKA FAMILY



Christopher A. Corpura, Ph.D. is a Professor of Practice in Intelligence Studies at Mercyhurst University as well as a senior consultant for UNISHKA. He is an intelligence and international security expert with over 25 years of experience in the

field and over a decade of teaching – most recently as an Associate Professor at the National Intelligence University. Dr. Corpura is a recognized and published expert on transnational organized crime, corruption, and global threats. He served as a senior advisor and consultant with multiple U.S. government agencies and private companies, focused on countering transnational threats -- global illicit

trafficking, transnational organized crime, corruption and violent extremism. Previously, he served as the Team Lead/Chief of Party for support to the Syrian Opposition with the U.S. Department of State’s Bureau for Conflict and Stabilization Operations (CSO). Dr. Corpura also served as Senior Advisor for anti-corruption to ISAF and Deputy Director for Anti-Corruption at the U.S. Embassy in Kabul, Afghanistan. Prior to joining the Bureau for Conflict and Stabilization Operations, he served as a Senior Advisor to the FBI. It was during this time that Dr. Corpura helped to establish the FBI’s first focused program to work with state and local law enforcement investigative fusion centers. He has worked with a multitude of private and public-private sector efforts to address the innumerable threats associated with illicit trade and transnational organized crime in at-risk regions.

## UNISHKA TEAMS UP WITH TI-ARMENIA



UNISHKA and Transparency International (TI)—Armenia have teamed

up to counter corruption in electoral processes. TI-Armenia has been a regional leader in election transparency leading a local consortium in the development of an open crowdsourcing tool (called iDitord) for civic oversight of elections—iDitord allows any citizen to register election irregularities and violations. Combined with UNISHKA’s Systems Integrity Assessments™ (SIAs), open crowdsourcing tools have great potential to inform the public on poor governance, corruption, and abused systems. Over the course of the next two years, UNISHKA and TI-Armenia will explore ways to bring greater transparency to the election process.

## GEOLOGISTS KNOW WHAT MAKES THE BEDROCK—AND IT ISN'T MY FAULT!



**The Boss Be Like:  
You're still coming to work, right?**

On November 30, 2018, at 8:29 a.m., a magnitude 7.0 earthquake hit Anchorage, Alaska. It was followed six minutes later by a magnitude 5.7 aftershock centered just three miles from downtown. The earthquake's epicenter was near Joint Base Elmendorf–Richardson. While UNISHKA's Anchorage office had things jostled around and knocked off shelves, there was no major damage in the office or in the homes of any staff. As a sign of their dedication and despite severe road damage, no one missed the day of work!

## NEW LOGO AND WEBSITE.... THE STRUGGLE IS REAL!



For more than 18 months, UNISHKA has struggled to find a new look and a new website to represent that look. The greatest struggle has been finding a logo that combines UNISHKA's dedication to ethics, our operational focus on anti-corruption and our Alaska heritage. Individually these are difficult to capture but combining them in a single image and capturing that image on a website has proven exceptionally difficult. Undaunted by the illusive logo, however, UNISHKA will make a renewed attempt in Q1 2019 and (with or without a new logo) will launch a redesigned website.

## UN GLOBAL COMPACT REGIONAL MEETING



On December 7, 2018, Kris Humbert attended the UN Global Compact Network USA Regional Meetup in San Francisco. The meeting focused on the UN's Sustainable Development Goal 5: Gender Equality and the Future of Work. The keynote presentation focused on the 2018 McKinsey & LeanIn.org study on Women in the Workplace (<https://www.mckinsey.com/featured-insights/gender-equality/women-in-the-workplace-2018>). In addition, the meetup featured a corporate panel on #MeToo and the future of work as well as a workshop on the WEPS Gender Gap Analysis tool. UNISHKA remains dedicated to integrating a gender perspective into all operational functions and is committed to meeting its obligations under the UN Global Compact.

## COMPLIANCE COMMITTEE UPDATE



In accordance with the Compliance Implementation Plan adopted by the Permanent

Compliance Committee, UNISHKA has completed Phase I of its internal oversight objectives. Phase I included remediation of critical deficiencies. Critical deficiencies were defined as identified internal control weaknesses in relation to the uniform administrative requirements of 2 C.F.R. 200, et.al. In Q1 2019, Phase II will remediate “best practice” deficiencies as well as implement UN Global Compact obligations.

## UNISHKA, R.U.R. AND ETHIC INTELLIGENCE PLAN ANTI-CORRUPTION CERTIFICATION



UNISHKA, R.U.R. Consulting of Ljubljana, Slovenia and **ETHIC Intelligence** of Paris, France have teamed-up in a consortium to offer an anti-corruption certification program for

civil society advocates working in restricted environments. As a sub-contractor, the consortium proposes to provide anti-corruption certification for activists throughout the Middle East and Central Asia. While R.U.R. and UNISHKA have implemented training projects in Europe, Central Asia, the Middle East, this is the first time that ISO certification will be offered to its participants. To provide the certification, UNISHKA and R.U.R. joined forces with ETHIC Intelligence which has an existing ISO certification program. The project proposal has passed the first round of review and is awaiting official approval before developing detailed implementation plans. If funding is approved, the project will likely launch in Q2 2019 with training activities planned through the University of Ljubljana, Faculty of Economics.

## COST SAVING MEASURES



UNISHKA implemented cost-saving measures through reductions in lease payments and consulting fees that will realize annual savings of more than \$50,000 in 2019.

Combined with a near doubling in revenue and outsourcing FP&A functions, UNISHKA is on track to meet financial projections and reach financial stability and sustainability.

## NEW ADDITIONS TO THE UNISHKA FAMILY



Cody and Camila (Anchorage office) have been with UNISHKA since November 2017. Cody serves as

UNISHKA's Logistics Coordinator and C-4 Project Coordinator while Camila implements UNISHKA finances, travel claims and reimbursements. Help us congratulate Cody and Camila as they welcome their first child this September! While we are not yet sure if it will be a girl or a boy, it will be loved! This is also a good time to remind folks about the Family Medical Leave Act (FMLA) which allows up to 12 weeks off upon the birth of a child (see your Employee Manual for detailed information).

## INTERN IN ALASKA!



UNISHKA is advancing with its Anti-Corruption Internship Program for the summer of 2019.

Through the program, students will be able to apply for full-time summer internships in either our Juneau or Anchorage offices. Internships will be available for both undergraduate and graduate students and all positions are paid. Applications will be available in late February with applicant selection occurring in March. This is an ideal opportunity for students interested in anti-corruption and transnational crime to learn first-hand the tools deployed in the difficult battle against corruption. The internships will be focused on investigations and targeted research identifying corrupt schemes and perpetrators around the world. Watch for the announcement soon!

## SECURITY UPDATE—PROTECT YOUR BOARDING PASS

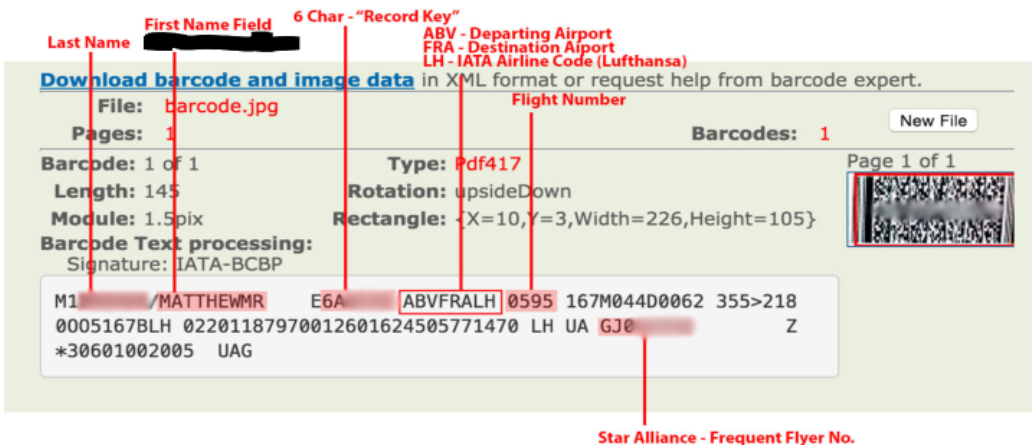
Thinking about throwing away an old boarding pass or tossing an old luggage tag, think again! While your boarding pass may only appear to have your name printed on it, according to KrebsOnSecurity, the barcode contains much more; and it provides a wormhole into accessing other personally identifiable information. How difficult is it for a someone to get to the treasure trove of information contained on your boarding pass? Simply download a barcode reader and in less than a minute you'll have the individual's record locator (<https://online-barcode-reader.inliteresearch.com/default.aspx>). From there you can access their account online and the chase is on....

At UNISHKA, we took a few minutes to see what we could do with a boarding pass found in the Los Angeles airport. In less than forty-five minutes we were able to identify the name, address, date of birth, marital status, bank, mortgage company, passport number and a raft

of other personal information on the individual (including spouse, children, education, etc.). With a little bit of effort, we could probably have acquired credit card information, tax records, legal documents, etc.

While the risk of identify theft derived from a boarding pass is negligible for most people, for those who work in anti-corruption, international development and human rights, the risk is much higher, especially when weighed against the cost of remediation. In this case, remediation is using your smart phone for boarding passes whenever possible or saving your boarding passes and bag tags until you get back to your office and find a shredder.

For more information please see: <https://krebsonsecurity.com/2015/10/whats-in-a-boarding-pass-barcode-a-lot/>.



The screenshot shows a web-based barcode reader interface. At the top, it says "Download barcode and image data in XML format or request help from barcode expert." Below this, there are fields for "File: barcode.jpg", "Pages: 1", "Barcodes: 1", and "Type: Pdf417". A "New File" button is visible. The "Barcode Text processing" section shows "Signature: IATA-BCBP". The main data area contains the following text: "M1 [redacted] /MATTHEWMR E6A [redacted] ABVFRALH 0595 167M044D0062 355>218 0005167BLH 02201187970012601624505771470 LH UA GJ0 [redacted] Z \*30601002005 UAG". Red lines and boxes highlight specific parts: "Last Name" points to the first name field; "First Name Field" points to the first name; "6 Char - 'Record Key'" points to "ABVFRALH"; "ABV - Departing Airport", "FRA - Destination Airport", and "LH - IATA Airline Code (Lufthansa)" point to "ABVFRALH"; "Flight Number" points to "0595"; and "Star Alliance - Frequent Flyer No." points to "GJ0 [redacted]".

## SOCIAL MEDIA



<https://www.facebook.com/Unishka-Research-Service-760921074017776/>



<https://twitter.com/UNISHKAResearch>



<https://www.linkedin.com/company/unishka-research-service-inc/>

## STAYING CONNECTED TO ANTI-CORRUPTION

Through UNISHKA's various Social Media platforms, we share multitudes of resources relating to the ever raging battle against corruption. Please like us on Facebook and follow us on Twitter.

## UPCOMING HOLIDAYS AND OTHER ACKNOWLEDGMENT DAYS

### JANUARY 2019: NATIONAL BOOK MONTH

- Thursday January 03: Alaska Statehood Day 1959
- Sunday January 06: Sherlock Holmes' Birthday
- Friday January 11: National Human Trafficking Awareness Day
- Thursday January 24: International Day of Education
- Monday January 28: Have Fun at Work Day!

### FEBRUARY 2018: BLACK HISTORY MONTH

- Tuesday February 05: Chinese New Year
- Tuesday February 12: Abraham Lincoln's Birthday
- Thursday February 14: Valentine's Day
- Saturday February 16: Elizabeth Peratrovich Day (Alaska)
- Sunday February 17: Random Act of Kindness Day
- Wednesday February 20: World Day of Social Justice

### MARCH 2018: WOMEN'S HISTORY MONTH

- Saturday March 02: Employee Appreciation Day
- Sunday March 03: World Wildlife Day
- Friday March 08: International Women's Day
- Tuesday March 20: International Day of Happiness
- Wednesday March 21: Nowruz (Persian New Years)
- Wednesday March 21: World Poetry Day
- Monday March 26: Seward's Day (Alaska)

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