



## Personal Summary

I am a problem solver, a collaborator, and a versatile leader who strives to build relationships and create value across business units. I currently work as a security and investigation consultant and private investigator serving clients across industries. I am an experienced professional having served in a variety of roles including as a former FBI Field Executive, Special Agent, Crisis Negotiator and Instructor. I possess over 20 years in progressive leadership roles and have a strong track record of resourceful problem solving and sound decision making. My communication skills, both oral and in writing, are excellent. I am analytical and creative, organized and practical. I have demonstrated ability in managing personnel and professional relationships, aligning resources, conducting complex investigations, developing human sources, collecting intelligence, planning for special event security, and managing multiple programs, projects, and tasks simultaneously. I possess an active TS clearance.

## Experience

### Risk Confidence Group, LLC | Independent Consultant Present

2015 -

- Advise on risk mitigation strategy and security efforts for a variety of clients across industries including sports leagues, telecommunications, healthcare, technology, and manufacturing
- Drive business development & client engagement for risk related projects involving protection, safety, and security of personnel, facilities, information, operations and special events.
- Provide managed analytical services to support intelligence collection and risk mitigation for large crisis events.
- Brand ambassador and featured public speaker on topics related to risk and security. Speaking events include industry conferences, corporate meetings, and webinars.

### Federal Bureau of Investigation | Assistant Special Agent in Charge 2009 - 2015

- Oversaw and provided direction to a diverse workforce of 200+ and 12 management direct reports.
- Effectively communicated across a large bureaucracy to develop strong risk mitigation strategies across all programs, e.g. cyber, criminal, counterterrorism, intelligence & analysis. Development of cyber program led to an Attorney General Award Nomination.
- Directed numerous complex investigations across multiple programs including corruption, complex fraud, violent crimes, cyber, and terrorism, as well as internal administrative investigations.
- Managed human source and cooperating witness development and operation.
- Led strategy and hostage negotiation efforts in kidnaping investigations, one of which was featured on Dateline NBC's Season Premiere titled Ransom, in September 2011,
- Managed the Crisis Management Program and integration with diverse agencies and work groups to develop and manage complex security plans, critical incident response, crisis management, unified command, and complex special event security . (e.g. U.S. Open, NBA Championship, The Players Championship, and Daytona 500.)



- Effectively transformed the field intelligence group from a siloed to collaborative work groups using a project management process within the intelligence cycle. The developed process was recognized FBI-wide as a best practice.
- Regularly briefed executives, management, staff and other internal and external stakeholders.

## | Resident Agency/Remote Office Supervisor, Detroit Division 2006 - 2009

- Managed a portfolio of 150 investigations including fraud, corruption, violent crime, and undercover operations,
- Increased informant base 266% and improved quality of intelligence collection in an 18-months.
- Initiated multi-jurisdictional team to address complex criminal enterprise investigations, after persuading external agency executives of the need and value added.
- Recognized with quality service awards for leadership, management and liaison.

## | Supervisory Instructor at FBI Academy 2004 - 2006

- Developed curriculum and instructed new agents, analysts and police executives in topics ranging from intelligence, interview & interrogation, crisis negotiations, leadership communication, reporting & briefing.
- Designated subject matter expert in intelligence cycle, interview & interrogation, and other communication concepts.

## | Supervisory Program Manager & Crisis Negotiator, CIRG, Virginia 2002 - 2004

- Responded to critical incidents as a negotiator, collaborating with other operations personnel.
- Managed negotiation program resources across the Central U.S and provided training to other agencies.
- Co-authored article "Kidnapping Investigations: Enhancing the Flow of Information," *Law Enforcement Bulletin*, July 2004, 12-16.

## | Special Agent Investigator, Indianapolis Division | Merrillville RA 1991 - 2002

- Investigated and managed over 25 cases at a time involving corruption, money laundering, computer intrusion, organized crime, sophisticated white collar and violent crime.
- Testified in criminal court on cases involving RICO, corruption, moneylaundering and other complex frauds.
- Recipient of two quality service awards and other awards for leadership and investigation.

## Education

University of Virginia | M. Ed, 2006

Michigan State University | B.A. Communications, 1984



## International Experience

- International Law Enforcement Academy, Budapest, Hungary – Instructor
- ATA Program for Royal Swazi Police, Swaziland – Team Leader & Instructor
- Scotland Yard Crisis Negotiations Course, London, England – Participant
- 9/11 Investigation, Ontario, Canada

## Professional Affiliations

ASIS International, Jax Chapter | Rotary | Society of Former FBI Special Agents, Member | National Academy Associates, Member | RANE (Risk Assistance Network + Exchange), Network Expert | Overseas Security Advisory Council | University of South Florida Cyber Security Executive Education Advisory Committee Member | Jacksonville Chamber of Commerce, Jax Bridges Participant