



**Professional Vitae**

**Steven C. Millwee, CPP**

**Board Certified in Security Management**

***38 Years Experience As An Expert Witness***  
***45 Years FBI, Law Enforcement, and Security Experience***

***Expert Witness Categories***

<ul style="list-style-type: none"> <li>■ Negligent Hiring</li> <li>■ Negligent Retention</li> <li>■ Negligent Security</li> <li>■ Security Management</li> <li>■ Failure to Warn</li> <li>■ Use of Force</li> <li>■ Domestic Violence</li> <li>■ Forensic Polygraph</li> </ul>	<ul style="list-style-type: none"> <li>■ Premises Liability</li> <li>■ Negligent Supervision</li> <li>■ Workplace Violence</li> <li>■ Employment Screening</li> <li>■ Investigation</li> <li>■ Fair Credit Reporting Act</li> <li>■ Fraud and Identity Theft</li> <li>■ Background Screening</li> </ul>	<ul style="list-style-type: none"> <li>■ Loss Prevention</li> <li>■ Interview &amp; Interrogation</li> <li>■ Human Resources</li> <li>■ Background Screening</li> <li>■ Homicide</li> <li>■ Negligent Training</li> <li>■ Sexual Harassment</li> <li>■ Active Shooter Response</li> </ul>
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**STEVEN C. MILLWEE, CPP**, is the President and Chief Executive Officer of SecurTest, Inc., founded in 1978. He is also the President and Chief Executive Officer of iReviewNow, LLC. In 2002, he served as President of ASIS International (formerly American Society for Industrial Security), the premier professional and certification association for security and law enforcement professionals with over 40,000 global members. SecurTest has been named one of the top background screening providers, largely due to Mr. Millwee’s patented iReviewNow.

**WHAT LEGAL EXPERTS ARE SAYING**

*“I have tried hundreds of cases the last three decades all over the country on all types of legal matters. Having a great expert on the key issues in dispute is critical. Steve Millwee is as good as it gets for a workplace violence case. He has incredible credentials, is very thorough, and presents very well to a lay jury. His testimony in my case resulted in a good verdict for our client on a matter that may very well have been lost without his involvement, particularly when we were dealing with a very conservative court in a very conservative jurisdiction”.*

*Brent W. Coon, Esquire - Board Certified-Civil Trial Law (NBTA) - Board Certified-Personal Injury Trial Law (TBLS)*

*“It was a pleasure working with you and thank you for educating me on so many levels. I hope we have an opportunity to work together again in the future. Please also feel free to use our firm as a reference although with your credentials I doubt you ever need one.” Clayton J. Fitzsimmons, Esq. - FITZSIMMONS LAW FIRM PLLC - 2013*

*“There is no shortage of experts. But the best have the ability to comprehend the entire case, to analyze the testimony of every witness and to articulate opinions in a strong, yet clear manner that juries are able to believe. This best defines Steve Millwee. His dynamic presentation skills are unparalleled. In one instance, Steve’s questions forced the opposing expert’s testimony to differ from his report, and he came to agree with Steve, which proved pivotal in resolving the case in my client’s favor.” James Glober, a Board-Certified Civil Trial Attorney*

## Education and Training

Graduate	Various MA level courses in Biblical Studies, Dallas Theological Seminary, Tampa, FL, 2000 to 2002
B.A.	Criminology, University of South Florida, Tampa, FL, 1978
A.A.	Police Science and Administration, Hillsborough Community College, Tampa, FL, 1974
	Mr. Millwee has attended numerous courses, training classes, seminars, and lectures in the fields of law enforcement, security management, business management, human resources, forensic polygraph, and forensic hypnosis, and others. He completed the joint Tampa Police Department / Hillsborough County Sheriff’s Basic Officer Training, where he graduated first in his class. He has received advanced specialized training in several areas of expertise, including homicide investigation, theft investigation, con-artist and fraud investigations, forensic evidence, serial murder, polygraph, hypnosis, security management, and human resources. Clients or sponsors of courses include, among others, the Federal Bureau of Investigation, Secret Service, American Society for Industrial Security (ASIS), Society for Human Resource Management, Council On Education In Management, National Safety Council, Institute of Business Law (California State University, Los Angeles), Building Owners and Managers Association (BOMA), Florida Department of Law Enforcement, and National Food Service Security Council. He was also a Certified Law Enforcement Instructor for the State of Florida while a member of law enforcement.

## Licenses and Certifications

- Licenses:** GC-911 Private Investigator, State of Florida  
A-1222 Private Investigative Agency, State of Florida
- Certifications:** Certified Protection Professional (Board Certified in Security Management) ASIS International (formerly American Society for Industrial Security) – 1995 to present  
The Commission on Criminal Justice Standards and Training – 1979

## ***Affiliations, Appointments and Elected Offices***

ASIS Council of Past Presidents	ASIS International 2004
Awarded Life Member	ASIS International – 2006
Chairman Ethics Council	ASIS International – 2005
Chairman Past President’s Council	ASIS International – 2004
<b>Chairman of the Board of Directors</b>	ASIS International – 2003
<b>President</b>	ASIS International – 2002
Vice President	ASIS International – 2001
Secretary	ASIS International – 2000
Member – Board of Directors	ASIS International – 1999 to 2003
Oversight Executive of the following ASIS Councils, and the Chief Executive of the Councils in 2002 and as Vice President of each in 2001:	ASIS International – 1999 to 2003
• Petrochemical, Chemical, and Extractive Industries Security Council	
• Information Technology Security Council	
• Cultural Properties Council	
• Global Terrorism and Political Instability Council	
• Gaming and Wagering Protection Council	
• Crime Prevention and Loss Prevention Council	
• Fire and Life Safety Council	
• Information Asset Protection Council	
• Insurance Fraud Committee	
• Crisis Management and Business Continuity Council	
• Physical Security Council	
• Economic Crime Council	
• Defense and Intelligence Council	
• Substance Abuse Council	
• Cable/Satellite Ad Hoc Committee	
• Hospitality, Entertainment, and Tourism Security Council	
• Academic Training and Programs Council	
• School Safety and Security	

Council

- Commercial Real Estate Council
- Telecommunications Security Committee
- Healthcare Security Council
- Security Architecture and Engineering Council
- Utilities Security Council
- Retail Loss Prevention Council
- Investigations Council
- Supply Chain and Transportation Security Council
- Privacy & Personnel Information Management Committee
- Banking and Financial Services Council
- Council Vice Presidents
- Standards and Guidelines Commission (2000-2003)
- Co-author of ASIS Standards and Guidelines Commission Development (1999-2000)

Joint Council on Information Age Crime

Founding Board of Directors – 2001 to 2003

Editorial Advisory Board of Directors  
Regional Vice President for Education

LossPrevention Magazine – 2001 to 2003  
ASIS International – 1997 to 1998 (Regional Vice President of the Year – 1997)

Assistant Regional Vice President for Education

ASIS International – 1996

Assistant Regional Vice President for Region XIII (Florida)

ASIS International – 1996

Chapter Chair

ASIS International – 1995

Chapter Vice Chair

ASIS International – 1994

Chapter Secretary

ASIS International – 1993

Professional Member

ASIS International – 1979 to present

Professional member

International Association of Chiefs of Police 1977 to present

Professional Member

Society for Human Resource Management – 1991 to present

Associate Member

The National Association of Bunco Investigators – 2007 to present

Professional Member

Association of Threat Assessment Professionals - Present

Former Professional Member

Association to Advance Ethical Hypnosis – 1975 to 1985, 2007 to 2011

Former Professional Member

Society for Forensic Hypnosis – 1978 to 1985

Former Professional Member	Florida Professional Hypnosis Society – 1975 to 1978
Former Professional Member	National Association of Forensic Hypnosis (founding member, first vice president, and the second president) – 1975 to 1978
Member	Association of Threat Assessment Professionals – 2011 to present
Member	Society for Human Resource Management – 2001 to present
Former Member	American Polygraph Association – 1984 to present
Member	ASIS CSO Roundtable

## ***Special Recognitions***

Mr. Millwee was inducted in 2013 into the University of South Florida Criminology Wall of Fame. As the CEO of SecurTest, Inc., it has been named one of the University of South Florida’s “FAST 56.” The Fast 56 identifies, recognizes and celebrates the world’s fastest growing USF Bull-owned or Bull-led businesses. The Fast 56 not only celebrates their success, it also provides a forum to pass lessons to the next generation of Bull entrepreneurs. Mr. Millwee was named to 1977 Police Officer of the Year in Tampa for his work heading the newly found unsolved murder unit, solving numerous unsolved murders, and ability to get confessions. Mr. Millwee elected the 2002 president of ASIS International, which is the premier professional society for security executives, akin to the American Medical Association for physicians. Mr. Millwee recently appeared on the American Hero Channel’s “American Lawmen” series about his mentor Delf “Jelly” Bryce. He has appeared on other new broadcasts and “Unsolved Mysteries”, among news outlets.

## ***Work Experience***

**SecurTest, Inc.** – President and Chief Executive Officer. SecurTest, Inc. provides background screening, HR, security, workplace violence, and risk management solutions to employers, their counsel, and attorneys representing clients in civil and criminal cases. Ranked as the top background screening companies *HROToday* Magazine’s Baker’s Dozen list, SecurTest has emerged as the new standard in the background screening industry, with their accurate reporting and patented iReviewNow system. SecurTest was ranked number one by HRO Today in 2012. SecurTest was further named the second fastest growing company of Alumni-owned or led businesses by the University of South Florida, known as the Fast 56. Through its FASTscreen onboarding solution, a series of biographical questionnaires authored by Mr. Millwee, SecurTest delivers pertinent factual information about applicants and identifies potential employee liabilities. FASTscreen enables the respondent to reveal positive and negative history that helps employers select and retain quality employees. His company was founded as Steven C. Millwee & Associates, Inc. He has helped organizations develop chief security officer positions, policies and procedures around the globe that protect organization assets and personnel. August 22, 1978 to present.

**iReviewNow, LLC** – President and Chief Executive Officer. iReviewNow, LLC is the intellectual property holding company of various patents and intellectual properties invented or created by Mr. Millwee. January 2014 to present.

**Captain D’s LLC.** Steve is the Chief Security Officer (CSO) by contract, responsible for corporate investigations and security, including loss prevention, robbery prevention, and violent crime

prevention, among other specific areas of security and crime prevention and investigation. Headquartered in Nashville, Tennessee, Captain D's owns, operates, and franchises some 600 restaurants in 26 states and in the Caribbean, plus military bases around the world. Captain D's Seafood offers its customers great seafood at reasonable prices in a relaxed environment. Please visit [www.captains.com](http://www.captains.com). 2009 to present

**truTV/ CourtTV – Consultant.** Steve provides consultation and aids in program development, drawing on his 38-year career in law enforcement and corporate and consumer crime investigation. He has written two docudramas based on many of his case files and expertise in law enforcement and security. He and his daughter, Lauren Breanna Millwee, have written two feature film scripts.

**Advisor and Commentator.** American Hero Channel for “American Lawmen”, for season 1, episode 6: Jelly Bryce: The Perfect Shot.” Bryce was Steve’s mentor and the subject of this episode, which aired on March 23, 2016.

**Department of Homeland Security** – Instructor in security management, workplace violence prevention, and intervention strategies. 2003 to present.

**St. Petersburg College** – Adjunct Instructor teaching courses in police science, criminology, and paralegal programs. 1979 to 1986.

**Florida Institute for Law Enforcement** – Adjunct Instructor teaching courses on interview and interrogation, forensic hypnosis, and homicide. 1979 to 1986.

**Hillsborough County Sheriff’s Office** – Chief Homicide Detective – Unsolved Murder Unit. Mr. Millwee was the lead homicide detective of the unsolved murder unit. 1974 to 1978.

**Federal Bureau of Investigation** – Supervisor, Confidential Informant Unit. 1971 to 1973.

## ***Areas of Expertise***

- Expert testimony, training, intervention, and prevention in the aforementioned categories, including cases of harassment, sexual harassment, negligent hiring, retention, supervision, and security.
- Development and review of security and human resource policies and procedures.
- Risk assessments and audits of security, loss prevention, HR, and management programs to mitigate risks.
- Threat assessment and intervention of violent employees and non-employees.
- Security surveys and audits.
- Sensitive corporate investigations, such as harassment, sexual harassment, background screening, FCRA matters, EEO discrimination, threats or acts of violence, theft, fraud, and other crimes and security and human resource issues.
- Management and legal counsel consultation for corporations and professional associations for HR, business, security, and leadership solutions.
- Help for employers with negotiating difficult terminations into voluntary separations to mitigate liability and security risks.

- His years of experience in business management help employers find alternatives that are often unavailable from internal resources.
- He has testified as an expert in police procedures, interview and interrogation, and polygraph, crimes of violence involving disgruntled employees, stranger, domestic and other forms of familiar violence.
- He has testified in DRAM Act cases involving the serving of alcohol to patrons.

Mr. Millwee is Board Certified in Security Management as a Certified Protection Professional (CPP) through ASIS International. The ASIS certification program is the first and only program of its kind to be awarded a coveted Designation by the U.S. Department of Homeland Security (DHS) under the Support Anti-Terrorism by Fostering Effective Technology (SAFETY) Act of 2002. The SAFETY Act Designation gives ASIS board-certified professionals, their employers, and their customers immediate protection from lawsuits involving ASIS certification that arise out of an act of terrorism. Not only does it limit the types of liability claims that can be brought against a certificant, but it also entitles the certificant to immediate dismissal of those specific types of claims. Employers of ASIS-certified practitioners also gain protection against terror-related liability claims, which includes a presumption of dismissal from these lawsuits.

## ***Experience***

Mr. Millwee is the inventor of iReviewNow (copyright protected and U.S. Patents 7,979,908, 8,646,101 and 9,183,363, the only background screening solution which allows consumers to verify their own consumer reports in real-time, effectively mitigating all FCRA and EEOC-related claims. He is also the inventor of TerrorAlert (copyright protected and U.S. Patent Pending), which instantly identifies terrorist, violent, and other high-risk candidates, invitees, or others entering secure government and critical infrastructure facilities. He is also the author of *The SecurTest System*, comprised of 320 applicant and employment questionnaires. Mr. Millwee specializes in workplace violence prevention and intervention, crisis management, employee misconduct, such as theft or sexual harassment, and management and employee training to defuse the potential for workplace violence or employment liability.

Mr. Millwee has testified as an expert witness in the fields of workplace violence, negligent hiring, retention, screening, security, polygraph, and police procedures. He is a crisis management consultant to many American corporations, conducting violence and threat assessments. He is the author of *SecurViolence* and *SecurThreat*, custom threat assessment questionnaires. He is also the author of, *SecurHarass*, questionnaires for helping employers conduct investigations of sexual harassment complaints.

The CPP (Board Certified in Security Management) distinction demonstrates a significant level of competency in the security profession verified through arduous testing, background qualifications, and the highest standards of professional conduct. He has been re-certified by the Professional Certification Board of ASIS in 1998 and 2001 by meeting its continuing education and ethical requirements. In 1998, he served on the ASIS CPP Role Delineation Committee which updated questions for their certification tests. His committee developed information for the investigation, negligent hiring and retention, negligent security, and workplace violence disciplines.

Mr. Millwee lectures nationally on human resource and security issues. He lectures with the Department of Homeland Security, Council on Education in Management, ASIS International, National Safety Council, Society for Human Resource Management, Institute of Business Law (California State University, Los Angeles), Building Owners and Managers Association (BOMA), National Food Service Security Council, among others. His highly rated lectures include topics on screening of applicants and employees, workplace violence, defusing disgruntled and violent workers, domestic violence, negligent security, employee theft, fraud prevention, IT security, employee investigations, hostage survival, robbery survival, negligent hiring and retention, interview and interrogation, leadership development, and written testing.

Mr. Millwee's expertise and techniques are listed in the first edition (1997) second edition (1998), and fifth edition (2002) of *Security Business Practices Reference*, published by ASIS International. He was a founding member of the editorial board of *Loss Prevention Professional* from 2001 to 2003. A well-published author, his most recent articles appear below.

Previously, Mr. Millwee was the lead detective in the Unsolved Murder Unit of the Hillsborough County Sheriff's Office in Tampa, Florida. He was responsible for all murder investigations that remained unsolved for over six months. Mr. Millwee formerly was with the Federal Bureau of Investigation in Washington D.C. He served in law enforcement seven years.

In 34 years of helping corporations and government agencies defuse hostile or threatening employees, no incidents of retaliatory violence have occurred when using the methods and counsel offered by Mr. Millwee. Moreover, *The SecurTest System* has never been successfully challenged in court as it complies with all federal and state laws.

Mr. Millwee is also a management consultant to many corporations and professional associations, helping them develop HR, business, security, and leadership solutions to meet their diverse needs. He is often called on to negotiate difficult terminations into voluntary separations to help mitigate liability and security risks. His experience in business management helps employers find alternatives that are often unavailable from internal resources.

Mr. Millwee was a founding member of the Board of Directors for the Joint Council on Information Age Crime, whose primary mission was to help establish relationships between public and private sectors to secure critical infrastructures. He has consulted with the Department of Homeland Security, helping forge communication pathways to the nation's directors of corporate security.

## ***Publications***

- ◆ *Holistic Threat Assessment Strategies – Mitigating and Managing Threats and Acts of Violence!* LossPrevention (July/August 2013)
- ◆ *How Security Executives Can Leverage Expert Witnesses.* Security Magazine. (July 2012)
- ◆ *Spillover - When Workplace Violence Spreads Into the Public Domain.* Security Magazine. (May 2012)



- ◆ *Sitting in the Hot Seat: Healthcare Security to the Witness Stand.* Journal for Healthcare Protection Management (January 2007, Volume 23, Number 1)
- ◆ *LP's Role in Preventing Workplace Violence.* Loss Prevention Magazine (March 2006)
- ◆ *Security inside the Door in Preventing Workplace Violence.* ASIS International Virtual Forum Online presentation (March 2006)
- ◆ *Workplace Violence Prevention – How to Defuse the Threat of Workplace Violence.* Food Marketing Institute Annual Conference presentation (January 2006)
- ◆ *Hiring to Firing – Legal Aspects for Screening, Retention and Termination.* International Foundation for Cultural Property Protection Annual Seminar presentation (November 2005)
- ◆ *Workplace Violence Prevention: How to Defuse the Threat of Workplace Violence.* International Foundation for Cultural Property Protection Annual Seminar presentation (November 2005)
- ◆ *Security Inside the Door in Preventing Workplace Violence.* International Foundation for Cultural Property Protection Annual Seminar presentation (November 2005)
- ◆ *Workplace Violence Prevention – The Role of Security and Managers.* ASIS International 2005 Iowa Conference presentation (October 2005)
- ◆ *Security Inside the Door in Preventing Workplace Violence.* ASIS International 2005 Annual Seminar & Exhibits presentation (September 2005)
- ◆ *Workplace Violence Prevention and Response Guideline.* ASIS International Published Guideline, contributor (September 2005)
- ◆ *Loss Prevention's Role in Workplace Violence Prevention and Intervention.* National Retail Federation Annual Conference presentation (June 2005)
- ◆ *Avoiding Negligent Hiring and Security Lawsuits.* Food Marketing Institute Annual Conference presentation (June 2005)
- ◆ *Workplace Violence Prevention – The Role of Security and HR Executives.* ASIS International 2005 Southwest Security Conference presentation (April 2005)
- ◆ *Workplace Violence Prevention: The Threat From Within and Without.* Department of Homeland Security – Federal Protective Service Academy (2005, 2004, 2003)
- ◆ *Workplace Violence – How to Keep Weapons Out of the Workplace.* The Institute of Management and Administration 2005 Annual Seminar presentation (May 2005)

- ◆ *Workplace Violence – How to Keep Weapons Out of the Workplace.* The Institute of Management and Administration 2005 Annual Seminar presentation (May 2005)
- ◆ *Security Inside the Door in Preventing Workplace Violence.* ASIS International 2005 Annual Seminar & Exhibits presentation (September 2005)
- ◆ *Hiring to Firing – Legal Aspects for Screening, Retention and Termination.* International Foundation for Cultural Property Protection Annual Seminar presentation (November 2004)
- ◆ *Workplace Violence Prevention: How to Defuse the Threat of Workplace Violence.* International Foundation for Cultural Property Protection Annual Seminar presentation (November 2004)
- ◆ *Firing the Violent Employee Without Being Fired On.* ASIS International Virtual Forum Online presentation (October, 2004)
- ◆ *Security to the Witness Stand.* ASIS International 2004 Annual Seminar & Exhibits presentation (September 2004)
- ◆ *Firing Violent Workers Without Being Fired On.* ASIS International 2004 Annual Seminar & Exhibits presentation (September 2004)
- ◆ *Security to the Witness Stand.* ASIS International Virtual Forum Online presentation (August, 2004)
- ◆ *Taking the Stand – Protecting Your Organization for Claims of Negligence.* ASIS International 2003 Annual Seminar & Exhibits presentation (September 2003)
- ◆ *Firing the Violent Employee Without Being Fired On.* Hotel/Casino Resort Security (July 2003, Vol. 21, No. 8)
- ◆ *Firing the Violent Employee.* Journal of Healthcare Protection Management (June 2003, Vol. 19, No. 2)
- ◆ The Threat From Within: Workplace Violence 2000 Hiring Tool Kit, Steven C. Millwee (2000)
- ◆ The Threat From Within: Workplace Violence, John-Edward Alley and Steven C. Millwee, (1995)
- ◆ *If You Don't Ask, You May Not Find Out!* LossPrevention (June 2001)
- ◆ *Shopping for Honest Employees!* Carlson Report for Shopping Center Management (August 2001)

- ◆ *I Just Want It To Stop! Security Management* (March 2001)
- ◆ *Defining a Leader. ASIS Dynamics* (September/October 2000)
- ◆ *You Have Not...Because You Ask Not: Cost-Effective Screening That Works! Security, Technology and Design* (February 2000)
- ◆ *How Can Security Get Inside the Door? Security Management* (December 1999)
- ◆ *Forensic Hypnosis in Law Enforcement. Police Chief* (1978)
- ◆ *Forensic Hypnosis Training Manual*, Steven C. Millwee, Florida Institute for Law Enforcement (1981)
- ◆ *Interview and Interrogation for Paralegals*, Steven C. Millwee, St. Petersburg Junior College (1983)
- ◆ Mr. Millwee has authored chapters in the comprehensive IBL Employment Regulations manual about employment practices and workplace violence.
- ◆ Mr. Millwee is the screenwriter of three motion picture scripts: *Nobody to Somebody*, *Addictive Betrayal*, and *The Blackjack Killer*.

## **Lectures, Seminars, Symposiums, and Professional Presentations**

Mr. Millwee lectures on average twenty times a year for employers, associations, and professional societies. Here is a partial list of his recent presentations:

- ◆ Nobody to Somebody: Mitigating Workplace Violence – ASIS International Seminar and Exhibits, Orlando, Florida – 2016
- ◆ Sitting in the Hot Seat Security to the Witness Stand – ASIS International Seminar and Exhibits, Orlando, Florida – 2016
- ◆ You Don't Know Me Today, But You Will Never Forget Me Tomorrow – Nobody to Somebody – ASIS International Seminar and Exhibits, Atlanta, Georgia – 2014
- ◆ Schools in the Hot Seat – Protecting Your School From Internal and External Threats of Violence, School Safety Advocacy Council, Orlando, Florida - 2014
- ◆ The New Workplace Violence, ASIS International Seminar and Exhibits, Orlando, Florida – 2011
- ◆ Forensic Interviewing – Barrow County Sheriff's Office, Georgia – 2010
- ◆ Domestic Violence Investigation and Interviewing Batterers – Barrow County Sheriff's Office and Georgia Bureau of Investigation – 2010
- ◆ Domestic Violence Victimology and Classification of Criminal Offenders – Federal Law Enforcement Training Center (FLETC) – 2009, 2008, 2007, 2006, 2005, 2004, 2003, 2002

- ◆ Avoiding Negligence Background Screening Claims in FCRA Compliance – ASIS International Atlanta Chapter Keynote Address – Atlanta, Georgia – 2008
- ◆ Negligence Prevention in HR Hiring Practices – Society for Human Resource Management (SHRM) (Key Note) – San Antonio, Texas – 2008
- ◆ Preventing Working Violence Workshop for Managers – Society for Human Resource Management (SHRM) (Key Note) – San Antonio, Texas – 2008
- ◆ Workplace Violence – Preventing Violence by Employees, Guests, and an Active Shooter – International Foundation for Cultural Property Protection Annual Seminar (Key Note) – Boston, Massachusetts – 2008
- ◆ Hiring to Firing – Open Transparency that Protects Employers and Consumers Simultaneously– International Foundation for Cultural Property Protection Annual Seminar (Key Note) – Boston, Massachusetts – 2008
- ◆ Workplace Violence Prevention – FEMA – 2009
- ◆ Avoiding Negligence Background Screening Claims in FCRA Compliance – ASIS International Atlanta Chapter Keynote Address – Atlanta, Georgia – 2008
- ◆ Negligence Prevention in HR Hiring Practices – Society for Human Resource Management (SHRM) (Key Note) – San Antonio, Texas – 2008
- ◆ Preventing Working Violence Workshop for Managers – Society for Human Resource Management (SHRM) (Key Note) – San Antonio, Texas – 2008
- ◆ Workplace Violence – Preventing Violence by Employees, Guests, and an Active Shooter – International Foundation for Cultural Property Protection Annual Seminar (Key Note) – Boston, Massachusetts – 2008
- ◆ Hiring to Firing – Open Transparency that Protects Employers and Consumers Simultaneously– International Foundation for Cultural Property Protection Annual Seminar (Key Note) – Boston, Massachusetts – 2008
- ◆ The Lone Ranger and the HR Executive Don't Mix – Society for Human Resource Management (Key Note) – San Antonio, Texas – 2008
- ◆ The Threat From Within and Without: Preventing Working Violence and Consumer Fairness – Society for Human Resource Management – San Antonio, Texas – 2008
- ◆ Successful Legal Strategies and Pitfalls in Retail – Nation Retail Federation Loss Prevention Conference – Orlando, Florida - 2008
- ◆ Workplace Violence Prevention Isn't For Spectators, International Foundation for Cultural Property Protection Annual Seminar (Key Note) – Winston-Salem, North Carolina – 2007
- ◆ Sitting in the Hot Seat – Protecting Your Institution from Claims of Negligence, International Foundation for Cultural Property Protection Annual Seminar (Key Note) – Winston-Salem, North Carolina – 2007
- ◆ Workplace Violence In Paradise – Protecting Employees, Tourists and the Public – Chamber of Commerce, Trinidad – 2007
- ◆ Six Shots in Six Seconds – Defending Your Company From a Negligent Security Claim, ASIS International Seminar and Exhibits, Las Vegas, Nevada – 2007
- ◆ Workplace Violence - Department of Homeland Security, Federal Protective Service – 2007
- ◆ Workplace Violence - Department of Homeland Security, Federal Protective Service – 2006
- ◆ Workplace Violence - Department of Homeland Security, Federal Protective Service – 2005
- ◆ Negligent Security for Contract Security Companies – National Association of Security Company – 2007, Washington, DC

- ◆ Security Force Management: Security in the Hot Seat – Defending Your Company From a Negligent Security Claim, ASIS International Professional Development Course, St. Petersburg Beach, Florida – 2006
- ◆ Security in the Hot Seat – Defending Your Company From a Negligent Security Claim, ASIS International Seminar and Exhibits, San Diego, California – 2006
- ◆ Uncovering Fact from Fiction – How to Conduct a Sexual Harassment Investigation – International Foundation for Cultural Property Protection Annual Seminar (Key Note) – Hearst Castle, San Simeon, California – 2006
- ◆ Workplace Violence – Prevention to Intervention for HR and Security – International Foundation for Cultural Property Protection Annual Seminar (Certification Course) – Hearst Castle, San Simeon, California – 2006
- ◆ Sexual Harassment Investigations – How to Go From Inconclusiveness to the Truth – Chamber of Commerce, Trinidad – 2006
- ◆ Workplace Violence – Protecting Employees, Tourists and the Public – Chamber of Commerce, Trinidad - 2006
- ◆ Workplace Violence Prevention – Food Management Institute – San Diego, California – 2006
- ◆ Workplace Violence Prevention and Hiring Practices – International Foundation for Cultural Property Protection – Orlando, Florida – 2006
- ◆ Hiring Practices – International Foundation for Cultural Property Protection – Orlando, Florida – 2006
- ◆ Security Inside the Door in Preventing Workplace Violence, ASIS International Seminar and Exhibits, Orlando, Florida – 2005
- ◆ SecurThreat – Assessing the Risk of Violence in and out of the Workplace – Association of Threat Assessment Professionals - 2008
- ◆ Workplace Violence Prevention in Retail – Food Marketing Institute – Kiawah Island, South Carolina –2005
- ◆ Workplace Violence Prevention and Hiring Practices – International Foundation for Cultural Property Protection – Las Vegas, Nevada - 2005
- ◆ Security to the Stand – Negligent Security, Hiring and Retention, ASIS International Seminar and Exhibits, Dallas, Texas – 2004
- ◆ The Threat From Within: Workplace Violence, ASIS International Seminar and Exhibits, Dallas, Texas – 2004
- ◆ Negligent Hiring and Retention, National Retail Federation, Orlando, Florida – 2004
- ◆ Workplace Violence – St. John Health, Michigan – 2004
- ◆ Workplace Violence - Department of Homeland Security, Federal Protective Service – 2003-2004
- ◆ Workplace Violence – ASIS International Seminar and Exhibits, New Orleans, Louisiana – 2003
- ◆ Security to the Stand – Negligent Security, Hiring and Retention, ASIS International Seminar and Exhibits, New Orleans, Louisiana – 2003
- ◆ Workplace Violence – Orange County managers, Orlando, Florida – 2003
- ◆ Workplace Violence – Texas Instruments – 2003
- ◆ Workplace Violence – National Retail Federation Loss Prevention Conference, San Antonio, Texas – 2003

- ◆ Workplace Violence – ASIS Latin American Conference, San Juan, Puerto Rico, 2003
- ◆ Workplace Violence – International Association of Hospital Security and Safety, Breckenridge, Colorado - 2003
- ◆ Threat Assessments and Interventions – American Threat Assessment Professionals, Los Angeles, California – 2002
- ◆ Investigating One of Your Own for Sexual Harassment – ASIS, Orlando, Florida – 2001
- ◆ Firing Violent Employees Without Being Fired On – ASIS, Orlando, Florida – 2001
- ◆ Conducting Sexual Harassment Investigations – Maui County Resort Safety and Security Association, Maui, Hawaii – 2001
- ◆ Making Right Hiring Decisions - International Council of Shopping Centers, Orlando, Florida – 2001
- ◆ Assessing the Violent Employee – Big Island Security Association, Kahala Coast, Hawaii – 2001
- ◆ The Threat From Within, Violent Employees – ASIS Pacific Rim Conference, Honolulu, Hawaii – 2001
- ◆ Investigating Resort Employees for Acts or Threats of Violence – Kea Lani Resort, Maui, Hawaii – 2001
- ◆ Workplace Violence Prevention for Healthcare Institutions – International Association for Healthcare Security – Atlanta, Georgia – 2001
- ◆ Investigating Violent Workers, Even Those Protected by Collective Bargaining – Alabama Power, Mobile, Alabama – 2001
- ◆ Management as the Effective Tool for Workplace Violence Prevention – Washington Hospital Center, Washington, D.C. – 2001
- ◆ Law Enforcement Executive Leadership Principals – U.S. Marshals Service – Brunswick, Georgia – 2001
- ◆ I Just Want It To Stop – Sexual Harassment Investigations – Total Risk Management, Kansas City, Missouri – 2001
- ◆ Leadership – Keys to Essential Service – ASIS, Washington, D.C. – 2001
- ◆ Hiring Practices – The Pantry, Inc. – 2001
- ◆ Hiring Practices – IPC International, Chicago, Illinois – 2001
- ◆ Security Manager Excellence – ASIS, Denver, Colorado – 2001
- ◆ Leadership versus Management – Federal Protective Services and GSA – 2001 – Keynote Graduation Ceremony
- ◆ Hiring Non Violent Healthcare Workers – International Association for Healthcare Security – Orlando, Florida – 2000
- ◆ Hiring Practices – Bealls Department Stores Loss Prevention Conference, Orlando, Florida – 2000
- ◆ Workplace Violence Prevention – Tools for the 21<sup>st</sup> Century Healthcare Manager – Washington Hospital Center, Washington, D.C. – 2000
- ◆ Leadership versus Management – Federal Protective Services and GSA – 2000 – Keynote Graduation Ceremony
- ◆ Integrating Security Into HR: Adding Value to Your Expertise – 46<sup>th</sup> Annual Seminar & Exhibits, ASIS International, Orlando, Florida - 2000
- ◆ Investigating an Employee for Threats of Violence – 2000 Investigations Council Workshop



- ◆ Security Management Practices and Strategies for Success – Council on Business Practices, San Diego, California – 2000
- ◆ Sexual Harassment Investigations – The Role of the Security Professional – 46<sup>th</sup> Annual Seminar & Exhibits, ASIS International, 2000
- ◆ Security Manager as Mentor – 46<sup>th</sup> Annual Seminar & Exhibits, ASIS International, Orlando, Florida 2000
- ◆ The Next Level of Security Leadership Excellence – 45<sup>th</sup> Annual Seminar & Exhibits, ASIS International, Dallas, Texas - 1999
- ◆ Standby While We Fire a Disgruntled Employee – 45<sup>th</sup> Annual Seminar & Exhibits, ASIS International, Dallas, Texas - 1999
- ◆ Security Manager as Team Leader – 45<sup>th</sup> Annual Seminar & Exhibits, ASIS International, Dallas, Texas - 1999
- ◆ Healthcare Facility: Workplace Violence Prevention Program – 45<sup>th</sup> Annual Seminar & Exhibits, ASIS International, Dallas, Texas - 1999
- ◆ Integrating Security into the HR Function – 45<sup>th</sup> Annual Seminar & Exhibits, ASIS International, Dallas, Texas - 1999
- ◆ Firing Violent Workers Without Being Fired On – 44<sup>th</sup> Annual Seminar & Exhibits, ASIS International, Las Vegas, Nevada - 1998
- ◆ Characteristics of Successful Security Managers – 44<sup>th</sup> Annual Seminar & Exhibits, ASIS International, Las Vegas, Nevada - 1998
- ◆ Security Management Practices – The Violent Worker – Council on Business Practices, Phoenix, Arizona – 1998
- ◆ Leading Your Team Beyond the Margins – 44<sup>th</sup> Annual Seminar & Exhibits, ASIS International, St. Louis, Missouri – 1998
- ◆ Responding to a Hiring Mistake – 44<sup>th</sup> Annual Seminar & Exhibits, ASIS International, St. Louis, Missouri - 1998
- ◆ Firing Violent Workers Without Being Fired On – 43rd Annual Seminar & Exhibits, ASIS International, St. Louis, Missouri 1997
- ◆ Defusing Threatening Employees – 43rd Annual Seminar & Exhibits, ASIS International, St. Louis, Missouri - 1997
- ◆ Defusing the Threat From Within – 42nd Annual Seminar & Exhibits, ASIS International, Atlanta, Georgia – 1996
- ◆ Various seminars for Institute of Business Law, California State University, 1991-1998
- ◆ Adjunct Instructor for St. Petersburg College, formerly St. Petersburg Junior College teaching courses in police investigation, interview and interrogation, forensic hypnosis, lie detection, voice stress analysis, homicide, unsolved murders, police procedures, and investigation and interview methodology for paralegals and their counsel – 1979-1986
- ◆ Instructor for Florida Institute for Law Enforcement teaching courses in police investigation, interview and interrogation, forensic hypnosis, lie detection, voice stress analysis, homicide, unsolved murders, and police procedures – 1979-1986
- ◆ Visiting Adjunct Instructor and Guest Lecturer for the University of South Florida, Department of Criminal Justice teaching classes in police investigation, interview and interrogation, forensic hypnosis, lie detection, voice stress analysis, homicide, unsolved murders, police procedures, and workplace violence – 1990-2002

- ◆ Instructor for the Tampa Police Academy teaching certified police courses in interview and interrogation techniques, homicide, criminal investigation, and unsolved murder investigations – 1977-1986.

## **Expert Witness Cases**

Over the past 37 years, expert has rendered opinions approximately fifty percent for both plaintiffs and defendants. Cases from 2008 to 2015 are listed as follows:

- ◆ Cause No. 82139-CV; Erika Cadriel, Individually and as The Representative Of The Estate of Jacob Matthew Cadriel and as Next Friend of Jacob Matthew Cadriel Jr., vs Steven Damien Young, Woven Metal Products, Inc., and Ind-Chem Constructors, Inc.; In the 412<sup>th</sup> District Court of Brazoria County, Texas (Plaintiff)
- ◆ Deborah J. Kafton, et al v. David E. Hancher-Palmer, et al; Ohio County Circuit Court; Civil Action No.: 11-C-348, & 11-C-349 (Plaintiff)
- ◆ Rodney Allen Lyman v. Banana Factory Inc.; Circuit Civil Court Manatee County, Florida, Case #: 41 2013CA001085AX (Plaintiff)
- ◆ Randy Church, Jr. v. Wheeling Island Gaming, Inc.; Daniel R. Hancock; Chien Lee Florio; and Taz Stanley; Circuit Court of Ohio County, West Virginia, Case #: 11-C-232 (Plaintiff)
- ◆ Stuart W. Bracken v. Pacific Architects and Engineers, Inc.; Eastern District of Virginia (Alexandria Division), 1:12-cv-00710-CMH-TCB (Plaintiff)
- ◆ Carla McKinney vs. Mathis I. Okoye and Nebraska Forensic Medical Services; District Court of Lancaster County, Nebraska, CI 10-165 (Plaintiff)
- ◆ Robert Freeman vs. Florida Country Club Properties, LTD. and AR Club Management, Inc.; Fourth Judicial Circuit of the State of Florida in Duval County, 16-2010-CA-008692 Division CV-A (Plaintiff)
- ◆ Widley Joseph vs. South Florida Fair and Palm Beach County Expositions, Inc.; Circuit Court of the 15<sup>th</sup> Judicial Circuit for Palm Beach County, Florida; Case 50-2010-CA-006197-XXXX-MB (Plaintiff)
- ◆ Linda A. Rogers vs. David E. Rogers; Circuit Court of the 20<sup>th</sup> Judicial Circuit for Collier County, Florida, Case 09-9280-CA (Defendant)
- ◆ Gupta vs. Gupta; In The Family Court Of St. Louis County - Division 43 – Missouri, Cause No. 09SL-DR06394 (Plaintiff)
- ◆ Paul V. Harritt, as personal representative of the Estate of Virginia E. Harritt, murder victim, vs. Woodlake Park Associates, Elm Street Property Management, Inc. et. al; Fourth Judicial Circuit of the State of Florida in Duval County, 16-2007-CA-008461 (Plaintiff)
- ◆ Cesar Riley v. Ridgeport Properties, and Commercial Real Estate Consultants, LLC; Florida Middle District Court, 6:2010cv00981 (Defendant)
- ◆ Mejia, Jose vs. Orange County Sheriff's Office; Ninth Judicial Circuit of the State of Florida in Orange County, 2008-CA-032655-O (Plaintiff)
- ◆ Silvia Griffin o/b/o J.G., a minor vs. Castro Lifestyle Properties, LP et al; United States District Court Middle District of Florida Tampa Division, 8:09-cv-795
- ◆ Kimberly Anderson in behalf of her minor child, *On behalf of* ROBERTO RAMIREZ vs. Publix Supermarkets, Inc.; Ninth Judicial Circuit of the State of Florida in Orange County, 482008CA032998A001OX (Plaintiff)



- ◆ Joann Weeks vs. Bealls Department Stores, Inc.; Twelfth Judicial Circuit of the State of Florida in Manatee County, 2007-CA-440-D (Defendant)
- ◆ Sue Jones vs. General Information Services, Inc. - Civil Action No. 1:08CV00028-LTB-KLM - United States District Court For The District Of Colorado (Defendant)
- ◆ James Purcell, et al. vs. Americab, Inc., et al - Case No. CV-07-624843 (State of Ohio, County of Cuyahoga) Plaintiff)
- ◆ Marsha Batchellor, as parent of Thomas and Marsha Batchellor v. Hilton Hotels Corporation, d/b/a Embassy Suites Hotel - Supreme Court Of The State Of New York County Of New York, Index 6100527/06 (Plaintiff)
- ◆ Diana Hall v. AMC Entertainment, Inc. (Circuit Court of the Thirteenth Judicial Circuit for Hillsborough County, Florida 05-09459, Division J) (Plaintiff)
- ◆ Rainbow River Ranch, LLC v. City of Dunnellon, Florida (Circuit Court of the Fifth Judicial Circuit for Marion County, Florida - 42-2006-CA-002771-AXXX-XX - Plaintiff)
- ◆ Siciliano v. Potomac Development Corp, et al. (U.S. District Court, District of Columbia - 002538-06 (Defendant)
- ◆ Barbara Abu-Oleim v. Consolidated Management, et al (Circuit Court of the Sixth Judicial Circuit for Pinellas County, Florida – 05-1244-CI-07) (Defendant)
- ◆ Valerie W. Wakefield vs. Joy Mining Company, a division of Harnischfeger Industries (United States District Court for the Western District of Pennsylvania – Civil Action 05 CV 79 – Erie) (Plaintiff)
- ◆ Louise Ogborn v. McDonald’s Corporation, et al (Commonwealth of Kentucky, Bullit County Circuit Court, Civil Action # 04-CI-00769 (Defendant)
- ◆ State of Florida v. Efrain Delvalle (Circuit Court in Pinellas County, Florida - CRC04-22358CFANO-B (Defendant)
- ◆ Gregory Rock Corbiere v. Progress Energy (Arbitration – Collective Bargaining) - Florida
- ◆ State v. Diana Hall (Circuit Court of the 13<sup>th</sup> Judicial Circuit Court for Hillsborough County, Florida) (Defendant)
- ◆ Beyers v. Tampa Hotel LLC (Circuit Court of the 13<sup>th</sup> Judicial Circuit Court for Hillsborough County, Florida) (Defendant)
- ◆ Charlotte Frank and Sylvia Friedman v. TJX Companies, Inc., d/b/a T.J. Maxx and William Blackwell (Circuit Court of the 15<sup>th</sup> Judicial Circuit for Palm Beach County, Florida) 50 2004 CA 006133 XXXX MB (Plaintiff)
- ◆ Estate of Dawniell Beauregard v. Dolgencorp, Inc. (d/b/a Dollar General Stores) and General Information Services (Circuit Court of the 13<sup>th</sup> Judicial Circuit Court for Volusia County, Florida) 2004 11308 CIDL(Defendant)
- ◆ Dwight Young v. A & A Security and Norberto Canela (Circuit Court of the 11<sup>th</sup> Judicial Circuit for Dade County, Florida) (Plaintiff)
- ◆ Reynaldo Aponte v. Nova Washington & Lincoln Corp. (Miami-Dade County Florida, Eleventh Judicial Circuit Court, 05-15168 CA 27 District Court) (Plaintiff)
- ◆ Millie Cruz v. Roscoe, LLC (Shooters Waterfront Café, Inc.), Broward County Florida, 17<sup>th</sup> Judicial Circuit Court, 04-002207 CA18 (Plaintiff)
- ◆ Teresa L. Gaglione, as Personal Representative of Nicholas Gaglione v. Roscoe, LLC (Shooters), Broward County Florida, 17<sup>th</sup> Judicial Circuit Court, 03-16125 (14) (Plaintiff)
- ◆ Harry Haige v. Winn-Dixie Stores, Inc. and Horace Simpkins, Circuit Court for Pinellas County, Florida 99-576-CI-11 (Defendant)

- ◆ Dwight Howard, deceased, v. Club X-Treme, Palm Beach County, Florida (Plaintiff)
- ◆ Monica Smith (a Pseudonym) v. The Gap, Inc. and Old Navy, Inc., United States District Court for the Northern District of Texas Dallas Division, 3-020CV-2505-P (Plaintiff)
- ◆ Chong Nae Pyles Vs. Southern Foods Group, L.P. D/B/A Oak Farms Dairy, Dean Foods Company F/K/A Suiza Foods Corporation, NO. GN200829, District Court of Travis County, Texas, 201<sup>st</sup> Judicial District. (Defendant)
- ◆ L.L. v. The Chimes, et al., Alexandria, Virginia (Defendant)
- ◆ Jose and Maria Salinas vs. Palm Beach County, 502005CA005266XXXXMB, Palm Beach County, Florida (Plaintiff)
- ◆ Cheryl Theresa Duff and Rhonda Bab for Estate of Leonard Gumbs, Deceased vs. Duff vs. Little Caesars Enterprises, Inc. and Phill Reichenbach, NO. 98-5428-CA-0, 8<sup>th</sup> Judicial Circuit Court for Brevard County, Florida (Plaintiff)
- ◆ Grace Kurtz vs. Shoney's Inc., Adam Burlack, and James B. Moore (Plaintiff)
- ◆ Perrone v. Southwood Associates, Ltd. And Paragon Group, L.P., Case No. CA-97-2674 Div. D, Manatee County, Circuit Court, Bradenton, Florida. (Defendant)
- ◆ International Insurance Company and Westchester Fire Insurance Company vs. Manor Care, Inc. et al – District Court of Dallas County, Texas – Case number 99-03430 (see Silverstein vs. Manor Care) (Plaintiff)
- ◆ Don R. Monroe v. The Lewis Bear Company – Escambia Circuit Court - Case No. 96-0650-CA-01, Division "F" (Defendant)
- ◆ Elmhurst Corporation v. Seaboard Arbors Management, Inc. – Circuit Court in Ft. Myers, Florida – Case number 91-4089-CA (Plaintiff)
- ◆ State of Florida vs. John Demas – 13<sup>th</sup> Judicial Circuit, Tampa, Florida (Defendant)
- ◆ State of Florida vs. Abbey Foster – 13<sup>th</sup> Judicial Circuit, Tampa, Florida (Defendant)
- ◆ Foster vs. Woolworth – 13<sup>th</sup> Judicial Circuit (Plaintiff)
- ◆ Doe vs. Nation Wide Security – Circuit Court in Pinellas County, Florida (Plaintiff)
- ◆ Silverstein vs. Manor Care, Inc., et al – Western District of Texas, San Antonio Division – Case number SA-96-CA-1006-HG (Plaintiff)
- ◆ Rosann Villanueva vs. Six Flags Theme Parks, Inc. and Astroworld – District Court of Harris County, Texas, 80<sup>th</sup> Judicial Circuit – Case number 91-023211 (Plaintiff)
- ◆ Hugh Y. Vestal, for the Estate of Joan Vestal, vs. The Baptist Manor, Inc. and Dennis Charles Lehner – Circuit Court in Pensacola, Florida (Plaintiff)
- ◆ Sherry Walker vs. Bay Geriatric Pharmacy, Inc. - Circuit Court of the Sixth Judicial Circuit, in and for Pinellas County, Florida - Case number 94-4483 CI-019 (Plaintiff)
- ◆ Wells v. Veranda (Plaintiff)
- ◆ Cynthia and Lino Gutierrez, et al v. Keith Edward Williams, National Care Resources, Texas Inc. and International Nursing Services, Inc. (Plaintiff)
- ◆ Brenda Joyce Moore, Individually and as Next Friend of Heather Sue Moore, a Minor Child vs. Eric Allen Rutherford, Willowood Multi-Family Homes, et al. - 80th J.D. Court of Harris County, Texas - Case number 94-050733 (Plaintiff)
- ◆ Nancy Lebherz vs. a cleaning company, landlord, property management company, and security guard company in San Antonio, Texas (Plaintiff)
- ◆ Hilbert vs. AFSCME, Dade County, Miami, Florida (Plaintiff)
- ◆ Estate of Donald Jerner, Estate of Frank Ditullio, Marie MacMillan, Ronald Ciarlone, Annette Cialone, et. al. vs. Allstate Insurance Company, Estate of Paul Calden, Fireman's

Fund Insurance Company, 13<sup>th</sup> Judicial Circuit Court for Hillsborough County, Florida –  
Case numbers 93-CA-009472, 94-CA-004306, and 94-CA-004308 (Plaintiffs)

- ◆ State of Florida vs. Donald Miles, 13<sup>th</sup> Judicial Circuit Court for Hillsborough County,  
Florida (State)

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## **Contact Information**

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