



**Professional Vitae**

**Steven C. Millwee, CPP**

**Board Certified in Security Management**

***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>■ Tennant 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 was the 2002 Past President of ASIS International (American Society for Industrial Security), which is the premier professional and certification association for security and law enforcement professionals with over 34,000 global members.

***Education and Training***

Graduate	Various MA level courses in Biblical Studies, Dallas Theological Seminary, Tampa, FL, 2000-2002
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, management, human resources, forensic polygraph, and forensic hypnosis, among 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 areas of expertise, including homicide investigation, theft investigation, con-artist and fraud investigations, forensic evidence, serial murder, polygraph, hypnosis, security management, and human resources. Courses have been given by, 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.

In many instances, Mr. Millwee was a presenter and attendee. He was also a Certified Law Enforcement Instructor for the State of Florida while a member of law enforcement.
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## ***Licenses and Certifications***

**Licenses:** GC-911 Private Investigator, State of Florida  
A-1222 Private Investigative Agency, State of Florida  
PDC002424 Private Detective and Security Agency, State of Georgia  
PDE048645 Private Detective License, State of Georgia

**Certifications:** Certified Protection Professional (Board Certified in Security Management) ASIS International (formerly American Society for Industrial Security) – 1995 to present with re-certifications in 1998, 2001, 2004, 2008  
The Commission on Criminal Justice Standards and Training – 1979

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

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
Joint Council on Information Age Crime	Founding Board of Directors – 2001-2003
Editorial Advisory Board of Directors	LossPrevention Magazine – 2001 to 2003
Regional Vice President for Education	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
Professional Member	Society for Human Resource Management – 1991 to present
Associate Member	The National Association of Bunco Investigators – 2007 to present
Professional Member	Association to Advance Ethical Hypnosis, 1975 to 1985, 2007 to present
Former Professional Member	Society for Forensic Hypnosis (1978 to 1985)
Former Professional Member	Florida Professional Hypnosis Society
Former Professional Member	National Association of Forensic Hypnosis (founding member, first vice president and the second president), 1975

Member to 1978  
Member Association of Threat Assessment Professionals  
Member Society for Human Resource Management  
Former Member American Polygraph Association

## **Work Experience**

**SecurTest, Inc.** – President and Chief Executive Officer. SecurTest, Inc. provides HR, security, workplace violence, and risk management solutions to employers, their counsel, and attorneys representing clients in civil and criminal cases. Through its series of biographical questionnaires, authored by Mr. Millwee, SecurTest delivers factual information about applicants through its system of over 320 applicant and employee questionnaires. *The SecurTest System* 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.

**Captain D's LLC.** Steve is the Chief Security Officer (CSO) by contract where he handles 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 of the United States and the Caribbean, plus military bases around the world. Captain D's Seafood offers its customers great seafood at reasonable prices in a relaxed environment. Captain D's restaurants serve a widely varied seafood menu that includes freshly prepared entrees, delectable pasta dishes, and the company's signature fried fish which is freshly hand-battered and prepared to order to ensure freshness. The restaurants also offer premium-quality baked or broiled fish, as well as shrimp, chicken, an expanded selection of home-style side dishes, hushpuppies, desserts and freshly brewed, southern style sweet tea, a Captain D's favorite. Please visit [www.captainds.com](http://www.captainds.com). 2009 to present

**truTV – Consultant.** Steve provides consultation and program development using 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 18-year old daughter, Lauren Breanna, have written two feature film scripts.

**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. 1979-1986.

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

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

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

## Areas of Expertise

### Security, Human Resources, Employment Screening, Investigations, IT Security, Police, and Negligence

■ Workplace Violence	■ Premises Liability	■ Negligent Hiring
■ Negligent Retention	■ Negligent Supervision	■ Interview & Interrogation
■ Negligent Security	■ Violence Prevention	■ Human Resources
■ Security Management	■ Employment Screening	■ Tennant Screening
■ Failure to Warn	■ Investigation	■ Homicide
■ Use of Force	■ Fair Credit Reporting Act	■ Negligent Training
■ Domestic Violence	■ Fraud and Identity Theft	■ Sexual Harassment
■ Forensic Polygraph	■ Background Screening	■ Active Shooter Response

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. Conducting audits and risk assessments 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. Corporate sensitive investigations, such as sexual harassment, 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 in helping them find HR, business, security, and leadership solutions to meet their diverse needs. He helps employers negotiate difficult terminations into voluntary separations to help 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. **What does this mean?** The SAFETY Act Designation gives ASIS board-certified professionals, their employers, and their **customers** immediate protection from lawsuits involving ASIS certification and the ASIS certification process 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 that can include a presumption of dismissal from a lawsuit.

## **Experience**

Mr. Millwee is the author of The SecurTest System of over 320 applicant and employment questionnaires. Mr. Millwee specializes in workplace violence prevention and intervention, crisis management, employee misconduct such as theft, 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 two questionnaires, SecurHarass, for helping employers conduct investigations of sexual harassment complaints. He is also the inventor of SecurHomeland (copyright protected and patent pending), which is the only authentication system for verification of criminal conviction records using the SecurTest methodology.

The CPP (Board Certified in Security Management) distinction demonstrates a significant level of competency in the security profession through arduous testing, background qualifications and the promotion of high standards of professional conduct. He has been re-certified by the Professional Certification Board of ASIS in 1998 and 2001 meeting its continuing education and ethical requirements. He has also served on the ASIS CPP Role Delineation Committee for updating questions for their certification tests in 1998. His committee developed information in 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 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 (American Society for Industrial Security.) 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 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 32 years (August 22, 1978) of helping corporations and government agencies defuse hostile or threatening employees, no incidents of retaliatory violence have occurred using the methods and counsel offered by Mr. Millwee. Moreover, The SecurTest System has never been successfully challenged in court since it uncovers objective biographical "confessions" that are of "business necessity" versus attempting to predict the future. The Plaintiffs dismissed the only court challenge on the eve of his deposition.

Mr. Millwee is also a management consultant to many corporations and professional associations helping them find 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 years of experience in business management help 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, which primary mission was to help establish relationships between public and private sectors to secure on of the most critical infrastructures. He has consulted with the Department of Homeland Security helping to create communication links to the nation's directors of corporate security.

## ***Publications***

- ◆ *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.

## ***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:

- ◆ 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**

Among other cases,

- ◆ 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
- ◆ 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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