

Jon David Groussman, J.D.
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PROFESSIONAL EXPERIENCE

CAP INDEX, INC.
President and COO

Exton, PA
2002 - Present

As President and COO for the world leader in crime forecasting, Jon Groussman heads up CAP Index's management and consulting services on a wide range of security, loss, risk and liability-related issues.

In addition to his management responsibilities, Jon serves clients directly in several ways, including:

Consulting

Jon is retained to evaluate security and loss prevention programs, loss reduction strategies, risks of workplace violence, crime and risk analysis, risk and liability prevention measures, development of company policies and response to crisis situations.

Educational Programs

Jon provides tailored educational programs for individual businesses and their trade associations on crime-related liability problems, communication skills, the handling of crime victims, workplace violence, legal limits of investigations, negligent hiring and pre-employment screening, inadequate security and premises liability, employee privacy rights in the workplace and response to criminal incidents and other loss scenarios.

Expert Witness Services/Case Evaluation

Jon provides expert-related services through case analysis in civil actions involving claims of inadequate security or security misconduct. Has actively participated in the evaluation and analysis of more than 600 premises liability/inadequate security cases, and is recognized as one of the nation's most respected expert witnesses on this field.

**LIABILITY CONSULTANTS,
Vice President, Principal Consultant
Senior Consultant**

**Sudbury, MA
1996 to 2002
1991 to 1996**

As Vice President and Principal Consultant, Jon provided security and liability consulting services, as well as training, seminars and expert forensic services, to corporations and other institutions throughout the United States.

**NORTHEASTERN UNIVERSITY
College of Criminal Justice and University College
Adjunct Faculty**

**Boston, MA
1995 to 2001**

As an instructor at this leading institution dedicated to the study of criminal justice, Jon taught several courses, including:

- Civil Liability in Criminal Justice
- Legal Aspects of Security Management and Operations

**SAKS FIFTH AVENUE
Loss Prevention Investigator**

**Boston, MA
1989 to 1990**

At one of the world's most respected retailers, Jon investigated external and internal theft and loss. He assisted in the apprehension and prosecution of shoplifters, maintained records of store shortages and assisted in the Loss Prevention training of new employees.

**MAY COMPANY DEPARTMENT STORES
Investigations Associate**

**Denver, CO
1988 to 1989**

For this national retailing firm, Jon conducted investigations of internal and external theft and loss, assisted in apprehension and prosecution of shoplifters and tracked store shortages, and assisted with Loss Prevention training for new employees.

**DEPARTMENT OF THE TREASURY, U.S. CUSTOMS SERVICE
Internal Affairs Investigation**

**Boston, MA
1986**

On a special government assignment, Jon conducted a six-month undercover investigation involving the sale of illegal narcotics and gambling by a U.S. Customs official.

**U.S. DEPT. OF JUSTICE, DRUG ENFORCEMENT ADMINISTRATION
Investigative Aide**

**NY and Boston
1985 to 1988**

Jon assisted criminal investigators by searching for original records and files to obtain information on suspects or defendants to be used in the development of cases. He interviewed defendants with investigators to acquire post-arrest information; prepared reports for criminal history information and subscriber checks; assisted in the preparation for trial; and contacted federal, state and local law enforcement agencies to acquire intelligence information.

LEGISLATIVE SUPPORT

Victims' Rights - Crime of Stalking. Testified and assisted in drafting legislation in Massachusetts, relative to the Crime of Stalking, which enhanced the rights of victims. House Bill #1898, January, 1999. Passed by Senate, 2000.

RESEARCH AND PUBLICATIONS

"Premises Security Liability: Reasoned Behavior Trumps Perfection", LP Magazine, July-August 2012, Jon D. Groussman, J.D. & Constantine "Dean" Nickas, J.D.

"Measure Crime and Liability Risk Management Performance", Views, Nov. 2011, Jon D. Groussman, J.D.

"Loss Forecasting and ROI", Security Magazine, May 2008, Jon D. Groussman, J.D.

"Scene of the Crime", TheDeal.com, December 2007, Jon D. Groussman, J.D.

"Visit with the Shrink", Security Products, March 2007, Jon D. Groussman, J.D. and Steven K. Aurand.

"Those Risks You Never Anticipate", Security Magazine, May 2006, Jon D. Groussman, J.D. & Robert M. Figlio, Ph.D.

Security Director News, December 2004, Guest Commentary: "Corporate Dashboard: Aligning Security Operations".

"Premises Security Liability in Commercial Property", Handling Security and Risk Issues for Commercial Building -- Issues Relating to Commercial Real Estate Ownership and Management Following September 11, 2001: A Paradigm Shift Toward a "New Normalcy." MCLE (Mass. Continuing Legal Education), Boston, MA, December, 2001.

"An Expert Perspective: What Works and the Biggest Mistakes to Avoid," ATLA (Association of Trial Lawyers of America) 2000 Convention, Chicago, IL, July 31, 2000

"More Wins for Defendants in Premises Liability Cases," Security Management, February 2000
Jon Groussman, Norman D. Bates, Co-Authors.

You're Hired - A Management Guide to Screening New Employees, Jon Groussman, Co-Author,
Butterworth Publishers, New, MA. 2002 projected publication date.

"Effective and Protective Employment Screening Methods," Condo Management, November, 1999

"Are You Libel... Preparing a Background Check," Condo Management, October 1999

"Are You Libel... To Screen or Not to Screen: Hiring Employees," Security Q&A, Condo Management,
September 1999

Major Developments in Premises Security Liability II, 1999, Norman D. Bates & Jon D. Groussman, Co-Authors, Liability Consultants, Inc., Sudbury, MA

Innkeeper's Laws of Massachusetts, Norman D. Bates, Esq., Jon D. Groussman, J.D., Framingham, MA,
1995. Revised 1999. Now includes Restaurants' Laws.

"Video Surveillance: Balancing Employee Privacy Rights", Jon D. Groussman, J.D., Security Management Magazine, January 1995.

Employee Background Investigations: A Guide for Employers, Norman D. Bates, Esq., Jon D. Groussman, J.D., and Michelle A. Lucini, 1994.

EDITORIAL REVIEW & ASSISTANCE

Shopping Center Management Insider, Brownstone Publishers, New York, NY
Professional Apartment Management, Brownstone Publishers, New York, NY
School Policy Legal Insider, Brownstone Publishers, New York, NY

MEDIA SOURCE

Quoted regularly in numerous newspapers, trade journals and professional publications including, but not limited to: *MetroWest Daily News*, *Boston Sunday Herald*, *Quincy Patriot Ledger*, *Security Management Magazine*, *Plants Sites & Parks*, *Facilities Manager*, *Shopping Center Management Insider*, *Professional Apartment Management*, and *School Policy Legal Insider*.

Quoted and interviewed: *WHDH TV*, and *FOX News*, Boston; *New England Cable News*, San Antonio/Houston/Dallas Radio Station, *NBC News*, SW Florida

Regular Contributor/Columnist: Condo Management Magazine, 1999.

EDUCATION

Suffolk University Law School
Juris Doctor Degree

Boston, MA
1993

Northeastern University
Bachelor of Science in Criminal Justice

Boston, MA
1988

Massachusetts Continuing Legal Education
Professional legal seminars on a variety of issues

Boston, MA

American Society for Industrial Security

National & Local

PROFESSIONAL ORGANIZATIONS

Former Educational Program Chairman, ASIS Boston Chapter

American Society for Industrial Security

Association of Residential Security Directors

International Association of Crime Analysts

Restaurant Loss Prevention and Security Association

Loss Prevention Research Council

National Crime Prevention Association

PROFESSIONAL SEMINARS & TRAINING PROGRAMS

ASIS (American Society for Industrial Security) – Instructor: 1994-2002. Certified Protection Professional (CPP) Annual Review Program education credits

IREM (Institute of Real Estate Management) - Certified Instructor. C.P.M. (Certified Property Manager) for continuing education credits

- May, 2017 *"Risk Assessment Methodology"*
McDonald's Global Safety and Security Meeting
Oakbrook, IL
- November, 2016 *"ATM Premise Robbery Liability-Avoidance & Preparation"*
North Carolina Bankers Association Security Summit
Charlotte, NC
- July, 2016 *"Retail Robbery in Houston, TX"*
LPRC Houston Robbery Summit
Houston, TX
- July, 2016 *"Discover an Innovative Approach to Identifying, Assessing, and Managing
Restaurant Security Risk"*
Restaurant Loss Prevention & Security Association
San Antonio, TX
- April, 2016 *"Customer Robberies; Liability and Countermeasures"*
ABA Bank Security Committee
Boston, MA
- August, 2015 *"The Expert's Role in Negligent Security Claims"*
Northland Claim Legal Conference
St. Paul, MN
- November, 2014 *"Litigation – How to Prepare?"*
Tyco Financial Security Symposium
Aventura, FL
- August, 2014 *"Premises Security Liability – Experts Perspective"*
Engle Martin & Associates – Claims Meeting
Ft. Lauderdale, FL
- September, 2013 *"Prevent, Mitigate and Manage Litigation Against Security"*
ASIS (American Society for Industrial Security)
Chicago, IL
- March, 2013 *"Violent Crime and Liability Exposure: A Reality Check"*
Food Market Institute Asset Protection Conference
Phoenix, AZ
- February, 2012 *"Workplace Safety, Crime and Security Measures"*
National Restaurant Association Risk & Safety Managers 2012 Winter Meeting
Las Vegas, NV
- September, 2011 *"Preparing for Court Testimony"*
Bank Security Risk Mitigation Seminar – ASIS International Conference
Orlando, FL
- April, 2011 *"Reducing the Risk of Workplace Violence"*
ABA Risk Management Conference
Denver, CO
- March, 2011 *"Litigation Hot Seat: Are You Prepared for Testimony?"*
Food Market Institute – Asset Protection Conference
Orlando, FL

- January, 2010 *"Risk Assessment Techniques: How "Reasonable" is Your Program?"*
NRA Risk and Safety Managers Meeting
Anaheim, CA
- December, 2009 *"Impact of Economic Downturn on Crime"*
ISO Security Roundtable
Jersey City, NJ
- October, 2009 *"A Unique Tool for Managing Risk"*
ATM Security Forum
Denver, CO
- October, 2009 *"Managing Crime and Workplace Violence"*
ABA Bank Security Best Practices Symposium
Washington, DC
- October, 2009 *"Managing Violent Crime: From Prevention to Litigation"*
Webinar
Memphis, TN
- July, 2009 *"Premises Security Liability: How "Reasonable" is Your Program?"*
National Food Service Security Council Conference
New Orleans, LA
- April, 2009 *"Physical Security: Considerations for Designated Security Officers"*
ABA Risk Management Conference
Savannah, GA
- May, 2008 *"Risk Assessment Strategies: The Essential Variables for Your Program"*
ASIS International Toronto – 15th Annual Best Practices Seminar
Toronto, ON
- March, 2008 *"Risk Matrix Development: The Essential Variables for Your Program"*
Jewelers Security Alliance
Ft. Lauderdale, FL
- January, 2008 *"Risk Assessment Practices and Strategies: How to Articulate Your
Organizational Plan"*
IAHSS (International Association for Healthcare Security & Safety)
Orlando, FL
- May, 2007 *"Crime Risk Analysis"*
Cohen Defining and Managing Retail Risks
Birmingham, England
- February, 2007 *"Acing Security Risk Assessments"*
Strafford Security Teleconferences
Industry Teleconference
- October, 2006 *"Data-Driven Security: Creating and Objective Risk Matrix"*
Eye for Retail – Europe
London, England
- September, 2006 *"Developing a Risk Assessment Strategy"*
RIMS
Memphis, TN

- May, 2006 *"Preventing Crime at your Property"*
Webinar
- March, 2006 *"Qualifying Non-Scientific Experts"*
A Tennessee Lawyers Assistance Program Seminar,
Nashville, TN
- April, 2005 *"Crime and Risk Mitigation through Data Analysis and Mapping".*
Georgia Bankers Association-2005 Bank Security Conference,
Pine Mountain, GA
- October, 2003 *"An Intro to Premises Security Liability"*
American Board of Vocational Experts
St. Thomas, VI
- September 16, 2003 *"Prevention Strategies for Workplace Violence"*
ASIS (American Society for Industrial Security)
New Orleans, LA
- September 15, 2003 *"Aligning Security-Multi-functional Planning and Operations Coordination"*
ASIS (American Society for Industrial Security)
New Orleans, LA
- July 23, 2003 *"Crime & Risk Mapping Strategies"*
GOVSEC (Government Security Expo & Conference)
Washington, D.C.
- June 3, 2003 *"Shrink Analytics Case Study"*
NRF (National Retail Federation)
San Antonio, TX
- January, 2003 *"Conducting an Effective Security Survey"*
Sheriff Departments & Court Officers Meeting, State of New Jersey
Trenton, NJ
- April 24, 2002 *"Premises Security Liability: Trends & Solutions in Healthcare"*
IAHSS (International Association for Healthcare Security & Safety)
Charlestown, MA
- April 11, 2002 *"Pro-Active Security Solutions to Fit the Way You Do Business"*
9th Annual Governor's Conference on Tourism
Connecticut Office of Tourism, Groton, CT
- March 14, 2002 *"Crime and Liability Prevention in Multi-Family Housing"*
Fogelman Management Group, 2002 Management Conference
Tunica, MI
- March 6, 2002 *"Property Management in the Wake of September 11, 2001"*
IREM (Institute of Real Estate Management), Quincy, MA
- February 7, 2002 *"Premises Security & Liability,"*
Team AVS, Providence, RI
- December 13, 2001 *"Handling Security and Risk Issues for Commercial Buildings"*
MCLE (Mass. Continuing Legal Education), Boston, MA

- November 27, 2001 *"Liability for Violence in the Workplace"*
American Society of Safety Engineers, NE Chapters
Warwick, RI
- November 6, 2001 *"Terrorism & High Rise Security"*
Panel Discussion, BOMA (Building Owners' & Managers' Assoc.)
Boston, MA
- October 31, 2001 *"Staying on Top of Premises Security"*
Boston Aging Concerns
Boston, MA
- October 18, 2001 *"Resident Rage: Managing Aggressive Individuals
and the Legal Consequences if you Don't"*
Wingate Management Company, Needham, MA
- June 25, 2001 *"Violence in the Workplace: Prevention and Response Techniques"*
The Boston Land Company
Waltham, MA
- June 22, 2001 *"The Nuts & Bolts of Negligent Security Litigation"*
National Crime Victim Bar Association & MA Academy of Trial Attorneys
Westford, MA
- June 14, 2001 *"Resident Rage: Managing Aggressive Individuals and the Legal
Consequences If You Don't"*
National Apartment Association, Las Vegas, NV
- May 8, 2001 *"Violence in the Workplace"*
In-House Training for all hotel staff, Le Meridien Hotel, Boston, MA
- May 1, 2001 *"Trends in Premises Security Liability"*
RIMS (Risk & Insurance Management Society) Conference, Atlanta, GA
- April 20, 2001 *"Crime & Workplace Violence: Prevention & Response Techniques"*
Western Wireless Company, Dallas, TX
- April 18, 2001 *"Premises Security Liability: Top 10 Reasons for Lawsuits"*
American Alarm & Communications, Inc., Waltham, MA
- November 30, 2000 *"The Role of Standards, Practices, and Statutes in Negligent Security Litigation,"*
MCLE (Massachusetts Continuing Legal Education), Boston, MA
- November 13, 2000 *"Resident Rage: De-Escalation Techniques and the Legal/Operational
Consequences If You Don't!"*
MNPHA (Mass. Non-Profit Housing Association)
Annual Training Conference, Holy Cross College, Worcester, MA
- November 4, 2000 *"Personal Security & Liaison"*
ASIS (American Society for Industrial Security) Boston Chapter
18th Annual CPP (Certified Protection Professional) Review Course
- November 2, 2000 *Security Officer Training*
Nahanton Woods Condominium Trust, Needham, MA

- October 25, 2000 *"Staying on Top of Premises Security"*
MHFA (MA Housing Finance Agency
TAP (Tenant Assistant Program), Boston, MA
- September 8, 2000 *"Workplace Violence Prevention and Response: Trends and Techniques for Employers"*
Marriott International Regional Meeting, New York, NY
- July 31, 2000 *Inadequate Security Litigation Group. "An Expert Perspective: What Works and the Biggest Mistakes to Avoid"*
2000 ATLA (Association of Trial Lawyers of America) Convention
Chicago, IL
- June 8, 2000 *"Workplace Violence Prevention & Response - Techniques for Employers"*
Human Resource Directors Group for Massachusetts State & Community
Colleges, Massachusetts Maritime Academy, Buzzards Bay, MA
- May 5, 2000 *"Resident Rage: De-Escalation Techniques & the Legal Consequences if You Don't!"*
IREM (Institute of Real Estate Management) ARCH Committee
Boston Metropolitan Chapter, Boston, MA
- May 1-2, 2000 *"Contracting with your Guard Service Provider: Reducing Risk & Managing Services"*
RIMS (Risk Insurance Management Society) Conference, San Francisco, CA
- April 12, 2000 *"Legal Issues in Security"* Mock Trial Educational Seminar
ASIS (American Society for Industrial Security) Boston Chapter
State Street Training Institute, Quincy, MA
- April 5, 2000 *"Major Developments in Premises Security Liability"*
Security Seminar & Technology Showcase
Wyndham Garden Hotel, Waltham, MA
- March 16, 2000 *"Premises Security Liability: A Unique Approach"*
CAP Index, Inc., Philadelphia, PA
- February 23, 2000 *"The Latest Trends in Premises Security Liability and What You can do to Minimize Your Exposure"*
BOMA, (Building Owners & Managers Association) Newark, NJ
- November 4-5, 1999 *"Technology & Liability"*
AVS 1999 President's Advisory Council Meeting
(Atlantic Video Services), Ocean Edge Resort & Golf Club, Brewster, MA
- September 15, 1999 *"Legal Issues and Communication Skills for Security Officers"*
Nahanton Woods Condominium, Needham, MA
- July 27, 1999 *"Harassment, Hostility & Horror!" - A Comprehensive Approach to Managing Hostility in the Workplace*, with Norman D. Bates, J.D. & Gerald Lewis, Ph.D. (of COMPASS), Boston Copley Marriott, Boston, MA.
- June 28, 1999 *"Premises Security Liability: A Unique Approach"*
IAHSS (Int. Assoc. for Healthcare Security & Safety)
General Membership Meeting & Seminar, Portland, ME

- June 16, 1999 *"Top 10 Reasons for Lawsuits"*
Security Seminar & Technology Showcase
American Alarm & Communications, Inc., Waltham, MA
- June 8, 1999 *"Resident Rage - De-Escalation Techniques and the Legal Consequences if you Don't!"*
Association of Residential Security Directors, Harbor Point, Dorchester, MA
- May 20, 1999 *"Top Ten Reasons for Inadequate Security Premises Liability Lawsuits"*
BOMA (Building Owners & Managers' Assoc.) Boston, MA
MHFA (The Massachusetts Housing & Finance Agency) Boston, MA
- April 12, 1999 *"Violent Crimes and Crisis Management in the Hospitality Industry"*
RIMS Conference, Dallas, TX
- April 10, 1999 *"Evaluating Your Security Program: Top Ten Reasons for Premises Security Liability"*
ARCH (Association for Resident Control of Housing) 3rd Annual Spring Conference
Boston, MA
- April 9, 1999 *"Evaluating Your Security Program: Top Ten Reasons for Premises Security Liability"*
IREM (Institute of Real Estate Management) Randolph, MA
- April 1, 1999 *Crime and Condominium Associations: "Are you Prepared?"*
IREM (Institute of Real Estate Management) Randolph, MA
- November 13, 1998 *"Operating Safe and Secure Housing"*
"Premises Security Liability: Top 10 Reasons for Lawsuits"
- August 26, 1998 *"Legal Issues for Security Officers"*
Lowell High School, Lowell, MA
- May 28, 1998 *"Loss Prevention Training"*
Westbrook Factory Stores, Westbrook, CT
- February 9, 1998 *"Powerful Communication Skills for Security Personnel"*
Summerfield Suites Hotel, Waltham, MA
- November 7, 1997 *"Crime Does Not Pay. You do. Minimizing Liability through Cost-Effective Solutions"*
IAHSS & ASIS Expo 1997, Lewiston, ME
- October 10, 1997 *"Premises Security Liability Issues & Solution"*
Massachusetts Housing Finance Agency, Boston, MA
- August 19, 1997 *"Workplace Crime Management"*
National Safety Training Institute, Bethesda, MD
- August 13, 1997 *"Legal Issues for Security Officers"*
Security Dept. Church Park Apartments, Boston, MA.
- March 13, 1997 *"Premises Security Liability"*
Charter Oak Partners, Foley, AL

- November 26, 1996 *"Legal Issues in Security: Legal Limits of Investigations of Employee Misconduct"*
ASIS Boston 1996 Seminar, Boston, MA
- October 31, 1996 *"Premises Security Liability"*
National Safety Training Institute, Dallas, TX
- August 29, 1996 *"Avoiding Liability in Fraud Examination"*
Association of Certified Fraud Examiners, Boston, MA
- May 9, 1996 *"Safety and Security Issues for Today: Marketing and Misrepresentation"*
Rental Housing Association, Dedham, MA
- April 1, 1996 *"Reducing the Risk of Liability through Proper Investigative Techniques, Report Writing and Understanding Victim Psychology"*
The Flatley Company
Braintree, MA
- July 25, 1995 *"Legal Issues in Hotel Security"*
The Flatley Company
Framingham, MA
- June 13, 1995 *"Legal Issues for Hotel Security Officers"*
International Lodging Safety and Security Association, Boston, MA
- April 28, 1995 *"Marketing and Security Issues for Property Managers"*
27th Annual Multi-Housing World Conference, New Orleans, LA
- April 27, 1995 *"Legal Limits on Investigations"*
Boston Park Plaza Hotel - Security Department, Boston, MA
- October 14, 1994 *"Legal Limits on Investigations"*
The Pine Tree Chapters of IAHS & ASIS.
Maine Security Expo 1994, Portland, ME