

# Jon David Groussman, J.D.

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## SUMMARY

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.

## EDUCATION

**Juris Doctor Degree**, *Suffolk University Law School* -- Boston, MA (1993)

**Bachelor of Science in Criminal Justice**, *Northeastern University* -- Boston, MA (1988)

## PROFESSIONAL EXPERIENCE

### **CAP INDEX, INC.**

*President & CEO*

**Exton, PA**

*2002-Present*

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### **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. Jon has conducted thousands of site security assessments in a variety of industries, including, but not limited to: Multi-Family Residential, Retail, Restaurants, Commercial-Multi-Use, Banking, Places of Worship, and Industrial.

### **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. He has actively participated in the evaluation and analysis of more than 700 premises liability/inadequate security cases, and is recognized as one of the nation's most respected expert witnesses in this field.

### **LIABILITY CONSULTANTS**

*Vice President, Principal Consultant*

*Senior Consultant*

**Sudbury, MA**

*1996 to 2002*

*1991 to 1996*

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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 & University College Adjunct Faculty*

**Boston, MA**

*1995 to 2001*

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As an instructor at this leading institution dedicated to the study of criminal justice, Jon taught several courses, including *Civil Liability in Criminal Justice* and *Legal Aspects of Security Management and Operations*.

**SAKS FIFTH AVENUE**  
*Loss Prevention Investigator*

**Boston, MA**  
*1989 to 1990*

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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 with Loss Prevention training for new employees.

**MAY COMPANY DEPARTMENT STORES**  
*Investigations Associate*

**Denver, CO**  
*1988 to 1989*

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For this national retailing firm, Jon conducted investigations of internal and external theft and loss, assisted in apprehension and prosecution of shoplifters, 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*

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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*

**NYC & Boston**  
*1985 to 1988*

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Jon assisted criminal investigators by searching for original records and files to obtain information on suspects and 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.

**EDITORIAL REVIEW & ASSISTANCE**

*Brownstone Publishers -- New York, NY*

- Shopping Center Management Insider
- Professional Apartment Management
- School Policy Legal Insider

**LEGISLATIVE SUPPORT**

*Victims' Rights - Crime of Stalking*

Testified and Assisted in Drafting MA Legislation  
House Bill #1898 - January, 1999  
(Passed by Senate in 2000)

**PROFESSIONAL ORGANIZATIONS**

Former Educational Program Chairman (ASIS Boston)  
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

**MEDIA CONTRIBUTIONS**

*Quoted regularly in newspapers, trade journals and 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, FOX News Boston, New England Cable News, NBC News*

*Regular Contributor: Condo Management Magazine, 1999*

# RESEARCH AND PUBLICATIONS

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

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

“Loss Forecasting and ROI”, May 2008, *Security Magazine*, Jon D. Groussman, J.D.

“Scene of the Crime”, December 2007, *TheDeal.com*, Jon D. Groussman, J.D.

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

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

“Corporate Dashboard: Aligning Security Operations,” December 2004, *Security Director News*, Guest Commentary.

“You’re Hired - A Management Guide to Screening New Employees,” 2002, Jon Groussman, Co-Author, Butterworth Publishers, Boston, MA.

“Premises Security Liability in Commercial Property”, December 2001, 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.

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

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

“Effective and Protective Employment Screening Methods,” November 1999, *Condo Management*.

“Are You Libel... Preparing a Background Check,” October 1999, *Condo Management*.

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

“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,” 1995, Norman D. Bates, Esq., Jon D. Groussman, J.D., Framingham, MA. (Revised 1999 to include Restaurants’ Laws.)

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

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

# 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

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|------------------------------------|---|
| June, 2017<br>Oxon, MD             | <i>"How to Be Everywhere: Tackling Multi-Store Security"</i><br><b>NRF Protect Conference and Expo</b>  |
| May, 2017<br>Oakbrook, IL          | <i>"Risk Assessment Methodology"</i><br><b>McDonald's Global Safety and Security Meeting</b>  |
| November, 2016<br>Charlotte, NC    | <i>"ATM Premise Robbery Liability-Avoidance &amp; Preparation"</i><br><b>North Carolina Bankers Association Security Summit</b>   |
| July, 2016<br>Houston, TX          | <i>"Retail Robbery in Houston, TX"</i><br><b>LPRC Houston Robbery Summit</b>  |
| July, 2016<br>San Antonio, TX      | <i>"Discover an Innovative Approach to Identifying, Assessing, and Managing Restaurant Security Risk"</i><br><b>Restaurant Loss Prevention &amp; Security Association</b> |
| April, 2016<br>Boston, MA          | <i>"Customer Robberies; Liability and Countermeasures"</i><br><b>ABA Bank Security Committee</b>  |
| August, 2015<br>St. Paul, MN       | <i>"The Expert's Role in Negligent Security Claims"</i><br><b>Northland Claim Legal Conference</b>  |
| November, 2014<br>Aventura, FL     | <i>"Litigation – How to Prepare?"</i><br><b>Tyco Financial Security Symposium</b>   |
| August, 2014<br>Ft. Lauderdale, FL | <i>"Premises Security Liability – Experts Perspective"</i><br><b>Engle Martin &amp; Associates – Claims Meeting</b>   |
| September, 2013<br>Chicago, IL     | <i>"Prevent, Mitigate and Manage Litigation Against Security"</i><br><b>ASIS (American Society for Industrial Security)</b>   |
| March, 2013<br>Phoenix, AZ         | <i>"Violent Crime and Liability Exposure: A Reality Check"</i><br><b>Food Market Institute Asset Protection Conference</b>  |
| February, 2012<br>Las Vegas, NV    | <i>"Workplace Safety, Crime and Security Measures"</i><br><b>National Restaurant Association Risk &amp; Safety Managers 2012 Winter Meeting</b>                           |
| September, 2011<br>Orlando, FL     | <i>"Preparing for Court Testimony"</i><br><b>Bank Security Risk Mitigation Seminar – ASIS International Conference</b>  |
| April, 2011<br>Denver, CO          | <i>"Reducing the Risk of Workplace Violence"</i><br><b>ABA Risk Management Conference</b>   |
| March, 2011<br>Orlando, FL         | <i>"Litigation Hot Seat: Are You Prepared for Testimony?"</i><br><b>Food Market Institute – Asset Protection Conference</b>   |
| January, 2010<br>Anaheim, CA       | <i>"Risk Assessment Techniques: How "Reasonable" is Your Program?"</i><br><b>NRA Risk and Safety Managers Meeting</b>   |
| December, 2009<br>Jersey City, NJ  | <i>"Impact of Economic Downturn on Crime"</i><br><b>ISO Security Roundtable</b>   |
| October, 2009<br>Denver, CO        | <i>"A Unique Tool for Managing Risk"</i><br><b>ATM Security Forum</b>   |
| October, 2009<br>Washington, DC    | <i>"Managing Crime and Workplace Violence"</i><br><b>ABA Bank Security Best Practices Symposium</b>   |

# PROFESSIONAL SEMINARS & TRAINING PROGRAMS

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|---|--|
| October, 2009<br>Memphis, TN              | <i>"Managing Violent Crime: From Prevention to Litigation"</i><br><b>Webinar</b>   |
| July, 2009<br>New Orleans, LA             | <i>"Premises Security Liability: How 'Reasonable' is Your Program?"</i><br><b>National Food Service Security Council Conference</b>  |
| April, 2009<br>Savannah, GA               | <i>"Physical Security: Considerations for Designated Security Officers"</i><br><b>ABA Risk Management Conference</b>   |
| May, 2008<br>Toronto, ON                  | <i>"Risk Assessment Strategies: The Essential Variables for Your Program"</i><br><b>ASIS International Toronto – 15th Annual Best Practices Seminar</b>                        |
| March, 2008<br>Ft. Lauderdale, FL         | <i>"Risk Matrix Development: The Essential Variables for Your Program"</i><br><b>Jewelers Security Alliance</b>  |
| January, 2008<br>Orlando, FL              | <i>"Risk Assessment Practices and Strategies: How to Articulate Your Organizational Plan"</i><br><b>IAHSS (International Association for Healthcare Security &amp; Safety)</b> |
| May, 2007<br>Birmingham, England          | <i>"Crime Risk Analysis"</i><br><b>Cohen Defining and Managing Retail Risks</b>  |
| February, 2007<br>Industry Teleconference | <i>"Acing Security Risk Assessments"</i><br><b>Stafford Security Teleconferences</b>   |
| October, 2006<br>London, England          | <i>"Data-Driven Security: Creating an Objective Risk Matrix"</i><br><b>Eye for Retail – Europe</b>   |
| September, 2006<br>Memphis, TN            | <i>"Developing a Risk Assessment Strategy"</i><br><b>RIMS (The Risk Management Society)</b>  |
| May, 2006<br>Webinar                      | <i>"Preventing Crime at your Property"</i><br><b>Webinar</b>   |
| March, 2006<br>Nashville, TN              | <i>"Qualifying Non-Scientific Experts"</i><br><b>A Tennessee Lawyers Assistance Program Seminar</b>  |
| April, 2005<br>Pine Mountain, GA          | <i>"Crime and Risk Mitigation through Data Analysis and Mapping"</i><br><b>Georgia Bankers Association: 2005 Bank Security Conference</b>                                      |
| October, 2003<br>St. Thomas, VI           | <i>"An Intro to Premises Security Liability"</i><br><b>American Board of Vocational Experts</b>  |
| September, 2003<br>New Orleans, LA        | <i>"Prevention Strategies for Workplace Violence"</i><br><b>ASIS (American Society for Industrial Security)</b>  |
| September, 2003<br>New Orleans, LA        | <i>"Aligning Security: Multi-Functional Planning and Operations Coordination"</i><br><b>ASIS (American Society for Industrial Security)</b>                                    |
| July, 2003<br>Washington, DC              | <i>"Crime &amp; Risk Mapping Strategies"</i><br><b>GOVSEC (Government Security Expo &amp; Conference)</b>  |
| June, 2003<br>San Antonio, TX             | <i>"Shrink Analytics Case Study"</i><br><b>NRF (National Retail Federation)</b>  |
| January, 2003<br>Trenton, NJ              | <i>"Conducting an Effective Security Survey"</i><br><b>Sheriff Departments &amp; Court Officers Meeting: State of New Jersey</b>   |
| April, 2002<br>Charlestown, MA            | <i>"Premises Security Liability: Trends &amp; Solutions in Healthcare"</i><br><b>IAHSS (International Association for Healthcare Security &amp; Safety)</b>                    |
| April, 2002<br>Groton, CT                 | <i>"Pro-Active Security Solutions to Fit the Way You Do Business"</i><br><b>9th Annual Connecticut Governor's Conference on Tourism</b>  |

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|---|---|
| March, 2002<br>Tunica, MI                             | <i>"Crime and Liability Prevention in Multi-Family Housing"</i><br><b>Fogelman Management Group: 2002 Management Conference</b>   |
| March, 2002<br>Quincy, MA                             | <i>"Property Management in the Wake of September 11, 2001"</i><br><b>IREM (Institute of Real Estate Management)</b>   |
| February, 2002<br>Providence, RI                      | <i>"Premises Security &amp; Liability"</i><br><b>Team AVS</b>   |
| December, 2001<br>Boston, MA                          | <i>"Handling Security and Risk Issues for Commercial Buildings"</i><br><b>MCLE (Massachusetts Continuing Legal Education)</b>   |
| November, 2001<br>Warwick, RI                         | <i>"Liability for Violence in the Workplace"</i><br><b>American Society of Safety Engineers, NE Chapters</b>  |
| November, 2001<br>Boston, MA                          | <i>"Terrorism &amp; High Rise Security"</i><br><b>Panel Discussion, BOMA (Building Owners' &amp; Managers' Assoc.)</b>  |
| October, 2001<br>Boston, MA                           | <i>"Staying on Top of Premises Security"</i><br><b>Boston Aging Concerns</b>  |
| October, 2001<br>Needham, MA                          | <i>"Resident Rage: De-Escalation Techniques &amp; the Legal Consequences if You Don't!"</i><br><b>Wingate Management Company</b>  |
| June, 2001<br>Waltham, MA                             | <i>"Violence in the Workplace: Prevention and Response Techniques"</i><br><b>The Boston Land Company</b>  |
| June, 2001<br>Westford, MA                            | <i>"The Nuts &amp; Bolts of Negligent Security Litigation"</i><br><b>National Crime Victim Bar Association &amp; MA Academy of Trial Attorneys</b>                                      |
| June, 2001<br>Las Vegas, NV                           | <i>"Resident Rage: De-Escalation Techniques &amp; the Legal Consequences if You Don't!"</i><br><b>National Apartment Association</b>  |
| May, 2001<br>Boston, MA                               | <i>"Violence in the Workplace"</i><br><b>In-House Training for Hotel Staff: Le Meridien Hotel</b>   |
| May, 2001<br>Atlanta, GA                              | <i>"Trends in Premises Security Liability"</i><br><b>RIMS (Risk &amp; Insurance Management Society) Conference</b>  |
| April, 2001<br>Dallas, TX                             | <i>"Crime &amp; Workplace Violence: Prevention &amp; Response Techniques"</i><br><b>Western Wireless Company</b>  |
| April, 2001<br>Waltham, MA                            | <i>"Premises Security Liability: Top 10 Reasons for Lawsuits"</i><br><b>American Alarm &amp; Communications, Inc.</b>   |
| November, 2000<br>Boston, MA                          | <i>"The Role of Standards, Practices, and Statutes in Negligent Security Litigation"</i><br><b>MCLE (Massachusetts Continuing Legal Education)</b>                                      |
| November, 2000<br>Worcester, MA<br>Holy Cross College | <i>"Resident Rage: De-Escalation Techniques and the Legal/Operational Consequences If You Don't!"</i><br><b>MNPHA (Mass. Non-Profit Housing Assoc.) Annual Training Conference</b>      |
| November, 2000<br>Boston, MA                          | <i>"Personal Security &amp; Liaison"</i><br><b>ASIS (American Society for Industrial Security) Boston Chapter<br/>18th Annual CPP (Certified Protection Professional) Review Course</b> |
| November, 2000<br>Needham, MA                         | <i>Security Officer Training</i><br><b>Nahanton Woods Condominium Trust</b>   |

# PROFESSIONAL SEMINARS & TRAINING PROGRAMS

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| October, 2000<br>Boston, MA     | <i>"Staying on Top of Premises Security"</i><br><b>MHFA (MA Housing Finance Agency), TAP (Tenant Assistant Program)</b>   |
| September, 2000<br>New York, NY | <i>"Workplace Violence Prevention and Response: Trends and Techniques for Employers"</i><br><b>Marriott International Regional Meeting</b>  |
| July, 2000<br>Chicago, IL       | <i>"An Expert Perspective: What Works and the Biggest Mistakes to Avoid"</i><br><b>2000 ATLA (Association of Trial Lawyers of America) Convention</b>   |
| June, 2000<br>Buzzards Bay, MA  | <i>"Workplace Violence Prevention &amp; Response - Techniques for Employers"</i><br><b>Human Resource Directors Group for Massachusetts State &amp; Community Colleges, Massachusetts Maritime Academy</b>    |
| May, 2000<br>Boston, MA         | <i>"Resident Rage: De-Escalation Techniques &amp; the Legal Consequences if You Don't!"</i><br><b>Institute of Real Estate Management, ARCH Committee, Boston Chapter</b>                                     |
| May, 2000<br>San Francisco, CA  | <i>"Contracting with your Guard Service Provider: Reducing Risk &amp; Managing Services"</i><br><b>RIMS (Risk Insurance Management Society) Conference</b>  |
| April, 2000<br>Quincy, MA       | <i>"Legal Issues in Security - Mock Trial Educational Seminar"</i><br><b>ASIS (American Society for Industrial Security) Boston, State Street Training Institute</b>  |
| April, 2000<br>Waltham, MA      | <i>"Major Developments in Premises Security Liability"</i><br><b>Security Seminar &amp; Technology Showcase, Wyndham Garden Hotel</b>   |
| March, 2000<br>Philadelphia, PA | <i>"Premises Security Liability: A Unique Approach"</i><br><b>CAP Index, Inc.</b>   |
| February, 2000<br>Newark, NJ    | <i>"The Latest Trends in Premises Security Liability &amp; What You Can Do to Minimize Your Exposure"</i><br><b>BOMA (Building Owners &amp; Managers Association)</b>   |
| November, 1999<br>Brewster, MA  | <i>"Technology &amp; Liability"</i><br><b>AVS (Atlantic Video Services) 1999 President's Advisory Council Meeting</b>   |
| September, 1999<br>Needham, MA  | <i>"Legal Issues and Communication Skills for Security Officers"</i><br><b>Nahanton Woods Condominium</b>   |
| July, 1999<br>Boston, MA        | <i>"Harassment, Hostility &amp; Horror! - A Comprehensive Approach to Managing Hostility in the Workplace"</i> with Norman D. Bates, J.D. & Gerald Lewis, Ph.D. (of COMPASS)<br><b>Boston Copley Marriott</b> |
| June, 1999<br>Portland, ME      | <i>"Premises Security Liability: A Unique Approach"</i><br><b>Int. Assoc. for Healthcare Security &amp; Safety, General Membership Meeting &amp; Seminar</b>  |
| June, 1999<br>Waltham, MA       | <i>"Top 10 Reasons for Lawsuits"</i><br><b>Security Seminar &amp; Technology Showcase, American Alarm &amp; Communications, Inc.</b>  |
| June, 1999<br>Dorchester, MA    | <i>"Resident Rage - De-Escalation Techniques and the Legal Consequences if you Don't!"</i><br><b>Association of Residential Security Directors, Harbor Point</b>  |
| May, 1999<br>Boston, MA         | <i>"Top Ten Reasons for Inadequate Security Premises Liability Lawsuits"</i><br><b>Building Owners &amp; Managers' Assoc. &amp; Mass. Housing &amp; Finance Agency</b>  |
| April, 1999<br>Dallas, TX       | <i>"Violent Crimes and Crisis Management in the Hospitality Industry"</i><br><b>RIMS Conference</b>   |
| April, 1999<br>Boston, MA       | <i>"Evaluating Your Security Program: Top Ten Reasons for Premises Security Liability"</i><br><b>ARCH (Association for Resident Control of Housing): 3rd Annual Spring Conference</b>                         |
| April, 1999<br>Randolph, MA     | <i>"Evaluating Your Security Program: Top Ten Reasons for Premises Security Liability"</i><br><b>IREM (Institute of Real Estate Management)</b>   |
| April, 1999<br>Randolph, MA     | <i>Crime and Condominium Associations: "Are you Prepared?"</i><br><b>IREM (Institute of Real Estate Management)</b>   |

# PROFESSIONAL SEMINARS & TRAINING PROGRAMS

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|--------------------------------|---|
| November, 1998<br>Boston, MA   | <i>"Operating Safe and Secure Housing"</i><br><i>"Premises Security Liability: Top 10 Reasons for Lawsuits"</i>   |
| August, 1998<br>Lowell, MA     | <i>"Legal Issues for Security Officers"</i><br><b>Lowell High School</b>  |
| May, 1998<br>Westbrook, CT     | <i>"Loss Prevention Training"</i><br><b>Westbrook Factory Stores</b>  |
| February, 1998<br>Waltham, MA  | <i>"Powerful Communication Skills for Security Personnel"</i><br><b>Summerfield Suites Hotel</b>  |
| November, 1997<br>Lewiston, ME | <i>"Crime Does Not Pay. You do. Minimizing Liability through Cost-Effective Solutions"</i><br><b>IAHSS &amp; ASIS Expo</b>  |
| October, 1997<br>Boston, MA    | <i>"Premises Security Liability Issues &amp; Solution"</i><br><b>Massachusetts Housing Finance Agency</b>   |
| August, 1997<br>Bethesda, MD   | <i>"Workplace Crime Management"</i><br><b>National Safety Training Institute</b>  |
| August, 1997<br>Boston, MA     | <i>"Legal Issues for Security Officers"</i><br><b>Security Dept. Church Park Apartments</b>   |
| March, 1997<br>Foley, AL       | <i>"Premises Security Liability"</i><br><b>Charter Oak Partners</b>   |
| November, 1996<br>Boston, MA   | <i>"Legal Issues in Security: Legal Limits of Investigations of Employee Misconduct"</i><br><b>ASIS Boston 1996 Seminar</b>                                       |
| October, 1996<br>Dallas, TX    | <i>"Premises Security Liability"</i><br><b>National Safety Training Institute</b>   |
| August, 1996<br>Boston, MA     | <i>"Avoiding Liability in Fraud Examination"</i><br><b>Association of Certified Fraud Examiners</b>   |
| May, 1996<br>Dedham, MA        | <i>"Safety and Security Issues for Today: Marketing and Misrepresentation"</i><br><b>Rental Housing Association</b>   |
| May, 1996<br>Dedham, MA        | <i>"Safety and Security Issues for Today: Marketing and Misrepresentation"</i><br><b>Rental Housing Association</b>   |
| April, 1996<br>Braintree, MA   | <i>"Reducing the Risk of Liability through Proper Investigative Techniques, Report Writing and Understanding Victim Psychology"</i><br><b>The Flatley Company</b> |
| July, 1995<br>Framingham, MA   | <i>"Legal Issues in Hotel Security"</i><br><b>The Flatley Company</b>   |
| June, 1995<br>Boston, MA       | <i>"Legal Issues for Hotel Security Officers"</i><br><b>International Lodging Safety and Security Association</b>   |
| April, 1995<br>New Orleans, LA | <i>"Marketing and Security Issues for Property Managers"</i><br><b>27th Annual Multi-Housing World Conference</b>   |
| April, 1995<br>Boston, MA      | <i>"Legal Limits on Investigations"</i><br><b>Boston Park Plaza Hotel - Security Department</b>   |
| October, 1994<br>Portland, ME  | <i>"Legal Limits on Investigations"</i><br><b>The Pine Tree Chapters of IAHSS &amp; ASIS, Maine Security Expo 1994</b>  |