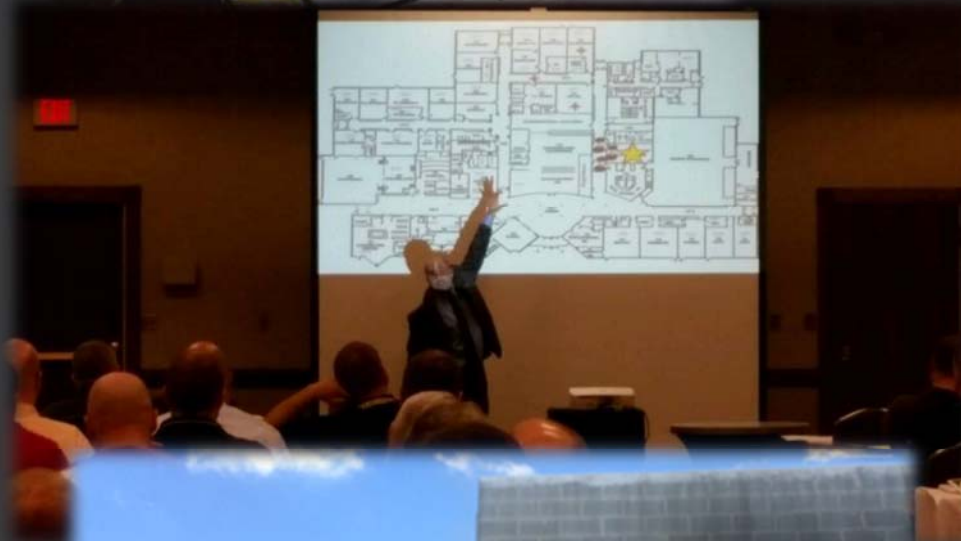




THREAT SUPPRESSION

INCORPORATED





THREAT SUPPRESSION® INCORPORATED

THREAT SUPPRESSION
INCORPORATED

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Threat Suppression was originally formed in 2012 when four people recognized the need for high quality safety and security consulting. The founders are all law enforcement officers from a SWAT team with a major urban law enforcement agency. Collectively, the founders bring more than 125 years of dedicated public safety experience to the company. We have now added many more employees, representing more than 500 years of public safety experience and response to more than 300,000 emergency calls.

From our inception, we have worked to recruit extremely talented experts in the safety and security field. Our staff includes active members of local, state, and federal law enforcement agencies; current and retired military Special Forces members; intelligence analysts with various federal agencies; counter-terrorism experts; criminal investigators; advanced military weapon experts; firearms and explosive experts; professors at major universities; tactical physicians and tactical paramedics; accomplished authors; published researchers; and international speakers. Our greatest company strength is – *and always will be* – our employees.

Our personnel have trained more than 100,000 responders on five continents. We are recognized by the federal government as one of the nation's leading experts in the fields of active shooter response, counter-terrorism response, incident command, and law enforcement special operations. Our company has been featured on ABC News, CBS News, Fox News, the BBC, Los Angeles Times, the Washington Post, and in multiple newspapers around the country.

At Threat Suppression, we have committed our lives to keeping people safe. We now offer our clients the same selfless dedication that we put behind our badges in each of our distinguished public safety careers. Our services include highly-specialized, advanced law enforcement courses; school safety and security training; business safety and security consulting, and much more. No matter the need, our clients will always receive a high quality product that is specifically tailored to each client. In addition, we will always maintain the highest moral and ethical standards in all that we do. If myself or any member of Threat Suppression can ever be of service, please do not hesitate to contact us at the phone number, addresses, or email listed above or below.

In Service, I Am Very Respectfully,

Michael "Mike" Clumpner, PhD, MBA, NRP

President and Chief Executive Officer

Threat Suppression, Incorporated

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Our History with Active Shooter Research and Training

At Threat Suppression, our passion is researching active shooter events and providing scholastic, vetted active shooter response training for first responders. There are many companies that claim to be active shooter experts. However, our staff have distinguished themselves and made a national name for the company through our research and passion for the subject. As a company, we have spent more than 25,000 hours researching active shooter and terrorist events. We have conducted more than 75 large-scale integrated police/fire/EMS active shooter response exercises, including several at one of the world's busiest airports. Threat Suppression personnel led the world in 2006 by first lecturing on an integrated police/fire/EMS active shooter response plan. Since that time, our staff has provided active shooter training on four continents to more than 100,000 public safety responders and military personnel. The responders represent more than 5,000 agencies who have received training from Threat Suppression.

In 2015, Threat Suppression staff published the first and only doctoral dissertation research paper on integrated active shooter response, entitled *"Analysis of Records that Demonstrate an Active Shooter Response Plan Utilizing 32 Large-Scale Exercises"* (Northcentral University: Prescott, AZ). Threat Suppression staff have also interviewed numerous responders and victims from active shooter events, including Columbine High School, Sandy Hook Elementary, Garden State Mall, Renown Regional Medical Center, Howard County Mall, Virginia Tech, Charleston AME church, Inland Regional Center, Orlando Pulse Nightclub, Las Vegas, Sutherland Springs, Townville Elementary School, University of North Carolina at Charlotte, and many more. Our personnel have conducted many invited one-on-one walkthroughs at these sites to talk with responders about the event.

Our personnel have also provided consulting for multiple law enforcement agencies and schools regarding individual cases of potential violent student offenders. In addition, Threat Suppression's training courses have been credited with stopping eight active shooter events and providing operational guidance during five other active shooting events. Multiple organizations recognize Threat Suppression as industry leaders in active shooter response. These organizations include the Department of Homeland Security, the Department of Justice, the United States District Attorney's Office, the Department of Energy, the Department of Defense, and the United States Department of Education.

In addition, Threat Suppression staff has personal friendships with some of the industry's leading active shooter experts, including Dr. Peter Langman, Dr. James Fallon, Dr. Peter Blair, Dr. Reed Smith, Dave Cullen, and Columbine's Principal Frank DeAngelis. Threat Suppression staff have provided analysis of active shooter events for several major media outlets, including ABC News, CBS News, Fox News, and the British Broadcasting Corporation. Threat Suppression staff are on retainer with 150 different media outlets to provide subject matter expertise for active shooter events and terrorism events.

Booking Threat Suppression Training

We look forward to delivering quality training to your agency! Each year, our staff present at more than 75 conferences around the world, as well as conducting numerous training courses for individual agencies. We can do both in-person training and training via webinar. Courses are typically booked at least 60 to 90 days in advance. Courses that require multiple instructors require a minimum 90 days' notice. Our busiest months are typically September to December. During that time, our staff will present at numerous conferences and seminars. If you would like to host a training course during those months, we strongly recommend that you book at least four to six months in advance. We currently have several conferences booked two years in advance.

As a testament to our training, 95% of our courses are booked from word-of-mouth recommendations. We have delivered our training to small groups as well as audiences exceeding 10,000 participants. We can tailor all training courses to meet the specific needs of your agency.

All of our training programs are continually updated and revised. Each program is the results of hundreds (in some cases thousands) of hours of preparation and research. Our training has gained international attention as one of the most heavily researched active shooter response courses available. Our eight-hour course cites more than 500 references throughout. In addition, our training has become core curriculum training for the Department of Homeland Security, the Department of Defense, and other major agencies.

All courses are booked on a first-come, first-serve basis. To book a course, or to obtain more information on a specific course, please e-mail info@ThreatSuppression.com, or call 1-800-231-9106.



Courses with Lectures Only:

(Additional Information Available on Every Course)

Joint Public Safety Response to the Active Shooter

This powerful lecture will discuss many facets of active shooter response. The active shooter history will be discussed, including the constant modification of active shooter attacks based on research the shooter(s) conducted. Research of the active shooter “stopwatch of death” will be discussed, emphasizing the criticality of rapid response. The profile of the active shooter will also be explored, including predictors based on age, race, academic history, and social status.

This presentation will also discuss law enforcement tactics and the implementation of fire and EMS personnel into the response plan. Many fire and EMS agencies are unaware that the Department of Homeland Security has stated that fire and EMS personnel *will* enter into the active shooter environment and *will* conduct rescues while the situation is ongoing. In addition to the Department of Homeland Security requirements, numerous other organizations state that integrated police/fire/EMS response is required at active shooter events.

This presentation will discuss priorities for law enforcement, fire, and EMS personnel as well as the need for integrated response. In addition, this course will discuss best practices for 9-1-1 communicators. Last, lessons learned from several active shooter events will be discussed including, asymmetric perpetrator tactics, casualty collection points, marking the deceased, tactical breaching, responder liability, and much more. This lecture will discuss many of the lessons learned from the development, implementation, and testing integrated response protocol utilizing 75 large-scale exercises. This presentation is the culmination of more than 25,000 hours of research and cites more than 500 scholarly references. More than 80,000 public safety providers around the work have attended this training in the last eight years.

Prerequisites: Open to active public safety members, military command staff, military law enforcement, government intelligence analysts, emergency management, school administrators, and government officials.

Time: 8 hours **Minimum Course Size:** N/A **Maximum Course Size:** Unlimited

Cost: \$5,000.00 plus travel and lodging.

Active Shooter Threat Assessment and Threat Leakage

This comprehensive, research-based lecture examines the psychology and behavior of active shooter/mass violence perpetrators. Firmly grounded in 20,000 hours of research by the presenter, this course is an apolitical, non-biased examination of perpetrator behavior, motives, and indicators. This course addresses many of the theories surrounding active shooter perpetrators. With more than 300 citations and references, this presentation provides a factual examination of available scholastic research.

Although there is no standard “profile” of the active assailant, there are many commonalities. In this course, the presenter will discuss the perpetrator commonalities, including the psychology, neuroscience, causative factors, common motives, pre-attack intelligence gathering, and pre-attack warning indicators. The presenter will discuss the adolescent active shooter, adult “workplace” active shooter, homegrown violent extremist, and domestic terrorist. Although each typology is similar, there are certain characteristics unique to each group.

Threat leakage is the communication to a third party of the intent to do harm. Threat leakage is fact-based, dynamic, acute, and often accelerates as the attack approaches. Threat leakage frequently occurs in active shooter attacks, especially those attacks perpetrated by adolescents. Leakage is one of the best and most important predictors of an adolescent’s impending violent act. In this presentation, the concept of threat leakage will be explored. The leakage pathway of warning behavior is covered, including numerous real-life examples of leakage in social media, diaries, school projects, and more. Numerous active shooter perpetrators will be discussed, and examples of each perpetrator’s threat leakage will be shown.

This presentation addresses some of the most controversial subjects surrounding active shooter perpetrators. This course discusses the correlation of mental illness, the debate about psychiatric medications as a causative factor, video games as a reported causative factor, bullying, copycat contagion, and more. This course presents a comprehensive package that allows the course participants to form their own opinion based on current scholastic research.

The presenter will discuss the threat assessment process and ways to systematically examine a potential perpetrator for warning behavior. Many threat assessment tools are widely available. The presenter will discuss fundamentals that should be included in any threat assessment tool. The presenter will discuss numerous hypothesized reasons for the increase in active shooter events. These reasons include Marcia’s theory of identity, access to weapons, history of abuse, traumatic brain injuries, self-bullying, fatherless homes, and more. At the end of the course, the presenter will provide a case study of an adult active shooter and the events that led up to the shooting.

Last, the presenter will discuss how to determine a threat, including imminent threat, medium-risk threat, and low-risk threat. The presenter will describe key questions to ask during the threat evaluation process to determine the level of risk. The presenter will also describe clues to look for in an individual’s social medial profiles.

Prerequisites: Open to active public safety members, military law enforcement, government intelligence analysts, emergency management members, and school administrators.

Time: 4 - 8 hours **Minimum Course Size:** N/A **Maximum Course Size:** Unlimited

Cost: \$2,500.00 for a four-hour course, \$5,000.00 for an eight-hour course

Active Shooter Command and Control: Beyond the 60 Minute Mark

This course examines numerous aspects of active shooter response beyond the basics. This course looks at the concept of mass hysteria, uninjured victim care and support, creation of notification and family reunification centers, mass notification, crisis communication, crime scene considerations, elected official involvement, *ad hoc* memorials, permanent memorials, funeral services, and business continuity of operations. This course provides public safety officials with key items to consider during the initial aftermath of an active shooter event.

There are components that are critical to the success of witness interview and debrief locations. This course examines case law to see if it is legal to detain a witness for interview. In addition, this course looks at different witness interview best practices, including documentation and repeat interviews. This course also looks at best practice recommendations for creating and managing Notification/Family Reunification Centers. These best practices are based on lessons learned from multiple active shooter events, and recommendations from the United States' Department of Justice Crime Victim Services Division.

Active shooter events have demonstrated numerous crime scene considerations. In this course, the necessity and distance requirements for cordons will be discussed. In addition, there is a need for secondary crime scene documentation for all personal effects left behind by people fleeing. The instructor will give examples from active shooter events at malls, airports, and hospitals to demonstrate the complexity magnitude of personal effects left behind.

There are many considerations involving the location of the shooting after the event. After many significant active shooter events, the locations have either undergone extensive renovations or were demolished. However, there are numerous considerations when deciding what to do with a location after an event. In many cases, the families of the decedents and the families of the survivors will have conflicting requests for the location.

Active shooter events have created lasting psychological damage. Universally, every location that had an event said they were grossly underprepared for the immediate response of trained crisis mental health counselors. In addition, the psychological damage can last for years, with some locations, such as Virginia Tech, establishing a permanent Office of Victim Recovery and Support. Numerous missteps by public safety commanders and local government officials have resulted in significantly more psychological damage than necessary. In some events, the survivors have stated local government officials caused more psychological damage than the event itself.

Sentinel active shooter events also spawn truthers and hoaxers. Truthers believe an event happened, but do not believe the official explanation. Hoaxers do not believe an event ever happened. In nearly all cases, hoaxers believe the events were staged by the federal

government to further a political agenda. This course will teach commanders and government officials how to curtail the truther and hoaxer movement. In many cases, well intended actions by government officials simply fed into the truther and hoaxer movement. In all cases, the victim's families were relentlessly pursued and harassed by truthers and hoaxers.

Active shooter events cause economic disasters. After the 2007 shooting at Virginia Tech, the university had to pay more than \$40 million for safety and security upgrades, lawsuit payouts, renovations, legal expenses, survivors care, and much more. The City of Orlando paid more than \$25 million just for the investigation of the Pulse Nightclub shooting. The medical bills for the Pulse Nightclub victims are estimated to exceed \$390 million. The medical bills for the Route 91 shooting in Las Vegas are estimated to exceed \$600 million. The total cost of the Route 91 shooting is estimated to exceed \$3 billion.

Prerequisites: Open to active public safety members, military law enforcement, government intelligence analysts, emergency management members, and school administrators.

Time: 4 - 8 hours **Minimum Course Size:** N/A **Maximum Course Size:** Unlimited

Cost: \$2,500.00 for a four-hour course, \$5,000.00 for an eight-hour course

Active Shooter/Active Assailant Response Considerations for Government Officials

As a result of these sentinel active shooter events, numerous government agencies and public safety organizations have published active shooter best practices whitepapers, policies, and position statements. Many fire and EMS agencies are unaware that the Department of Homeland Security has stated that fire and EMS personnel *will* enter into the active shooter environment and *will* conduct rescues while the situation is ongoing. In addition to the Department of Homeland Security requirements, numerous other organizations state that integrated police/fire/EMS response is required at active shooter events during the initial phases of operation. These organizations include the International Association of Police Chiefs, the International Association of Fire Chiefs, the International Association of Fire Fighters, the InterAgency Board, and the Hartford Consensus.

In 2016, the Federal Bureau of Investigation stated that one of the greatest public safety problems in the United States is the current disconnect between law enforcement, fire service, and emergency medical service response to hostile events. Not only is there a very current threat of active shooter events, but the lack of integrated public safety planning and response results in needless loss of life.

This presentation provides a fact-based, research-driven presentation that explores the dynamics of active shooter events. This presentation will discuss priorities for police, fire, and EMS personnel as well as the need for integrated response. This presentation also provides elected officials and government administrators a comprehensive analysis of best practices

considerations to effectively respond, mitigate, and recover from active shooter events. Active shooter events effect a community for weeks, months, and even years. The ability to appropriately prepare and respond to these events will reduce the loss of life and allow communities to begin the healing/recovery phase post-event.

Prerequisites: Open to active public safety members, military law enforcement, government intelligence analysts, emergency management members, and government officials.

Time: 4 hours **Minimum Course Size:** N/A **Maximum Course Size:** Unlimited

Cost: Contact info@ThreatSuppression.com or 800-231-9106 for current pricing

9-1-1 Communications Response to the Active Shooter

Universally, every active shooter event has demonstrated that 9-1-1 communication centers will quickly be overwhelmed at active shooter events. At the 2007 Virginia Tech Shooting, three dispatchers handled 2,027 emergency calls. At the 2012 Aurora Theater Shooting, 13 dispatchers handled more than 6,000 emergency calls. At the 2013 Paramus, New Jersey mall shooting, so many 9-1-1 calls were received that Paramus 9-1-1 had to transfer calls to five New Jersey counties, the NYPD, and the State of Pennsylvania. Numerous after-action reports have noted similar problems with 9-1-1 communications at active shooter events.

This presentation explores multiple challenges faced by 9-1-1 centers at active shooter events, including overwhelming calls, inconsistent information, triaging calls, questions to ask callers, the concept of “stale information”, the use of social media to locate victims, and more. This presentation will also discuss priorities for police, fire, and EMS personnel as well as the need for integrated response using the Rescue Task Force model.

Prerequisites: Open to active public safety members, military law enforcement, government intelligence analysts, and emergency management members.

Time: 4 hours **Minimum Course Size:** N/A **Maximum Course Size:** Unlimited

Cost: Contact info@ThreatSuppression.com or 800-231-9106 for current pricing

Active Shooter Asymmetric Perpetrator Tactics and Counter-Assault Response

In this powerful and fast-paced presentation, the presenter will explore the history of asymmetric attacks at active shooter events. Examples of these tactics include fire-as-a-weapon, vehicle-as-a-weapon, explosives, denial of entry, chemical and smoke munitions, extensive pre-attack intelligence gathering, and mobile perpetrators. Historical examples of each type of tactic utilization are discussed with case studies. Numerous law enforcement studies have found that perpetrators are increasing utilizing asymmetric tactics and most law enforcement agencies are not prepared to quickly mitigate these tactics.

Next, the presenter will explore counter-assault tactics to neutralize each of these asymmetric attack tactics. These counter-assault tactics range from the patrol officer level to the advanced SWAT operator level. Perpetrators are thinking asymmetrically and now responding officers must think asymmetrically to counter these new tactics.

Prerequisites: Open to active public safety members, military law enforcement, government intelligence analysts, and emergency management members.

Time: 4 hours **Minimum Course Size:** N/A **Maximum Course Size:** Unlimited

Cost: Contact info@ThreatSuppression.com or 800-231-9106 for current pricing

School Administrator Response to the Active Shooter/Active Assailant

This presentation discusses the data that is available on school shootings to establish best practices security procedures. A 2007 research study found that school active shooter training often presents conflicting information providing little to no value during an active shooter event. This presentation separates fact from fiction and offers multiple suggestions to increase safety and security to prevent an attack. This powerful lecture will discuss many facets of active shooter response. The active shooter history will be discussed, including the constant modification of active shooter attacks based on research the shooter(s) conducted. The profile of the active shooter will also be explored, including predictors based on age, race, academic history, and social status. The threat of radical extremists and international terrorist threats against our schools will also be discussed and explored.

The speaker will also review the differences in school safety and security procedures for K-12 campuses and institutes of higher learning. The legal liability and financial effect of an active shooter at a school will be discussed citing examples from previous attacks. Last, actions to take during an active shooter event will be discussed. Public safety response to the event is discussed so school staff can create plans and procedures that complement public safety response.

Prerequisites: Open to active public safety members, government intelligence analysts, emergency management members, and public/private school administrators from preschool to university.

Time: 4 hours **Minimum Course Size:** N/A **Maximum Course Size:** Unlimited

Cost: Contact info@ThreatSuppression.com or 800-231-9106 for current pricing

Lessons Learned from Conducting 75 Large-Scale Integrated Active Shooter Exercises

The presenter led the development and application of 75 large-scale integrated police/fire/EMS exercises for several different municipalities. The presenter authored his doctoral dissertation research on the lessons learned from these large-scale integrated exercises. The exercises all focus on utilizing the Rescue Task Force model to provide rapid care and extraction for victims.

In the majority of these exercises, both quantitative and qualitative data was collected. The results of this data will be presented to the attendees.

The presenter will discuss numerous lessons learned from all aspect of response, including 9-1-1 communications, law enforcement, fire service, and emergency medical services. Numerous attendees have described this presentation as the “absolute meat of what responders need to know”. Numerous concepts are discussed, including “TACEVAC inertia”, “CCP shuffle”, “stale 911 effect”, “tactical dependence”, and much more. The presenter has taught integrated police/fire/EMS response events to active shooter events around the world since 2007, and he has assisted thousands of agencies with active shooter response protocol development. These lessons learned will provide critical guidance for agency leaders as they develop similar integrated policies in their communities.

Prerequisites: Open to active public safety members, government intelligence analysts, military law enforcement, and emergency management members.

Time: 2-4 hours **Minimum Course Size:** N/A **Maximum Course Size:** Unlimited

Cost: Contact info@ThreatSuppression.com or 800-231-9106 for current pricing

Complex, Coordinated Attacks and Asymmetric Terrorism Tactics

This fast-paced course gives students an overview of 5th generation warfare, commonly referred to as asymmetric terrorism. This course defines asymmetric warfare and analyzes the goals and objectives of today’s terror organizations. The presenter will review incident command lessons learned from the 2002 Dubrovka Theater attack in Moscow, the 2004 Beslan school attack, the 2008 Mumbai attacks, the 2013 Boston Marathon bombing, and the 2017 Paris attacks.

Other asymmetric terrorism attacks in the United States will be discussed, including lessons learned. The presenter will review multiple different asymmetric attack tactics frequently used and provide strategy and tactics to counter the attacks. Last, the presenter will give a scenario for the students to work through, which presents a complex, coordinated attack in a simulated city.

Prerequisites: Open to active public safety members, government intelligence analysts, and emergency management members.

Time: 2 hours **Minimum Course Size:** N/A **Maximum Course Size:** Unlimited

Cost: Contact info@ThreatSuppression.com or 800-231-9106 for current pricing

Understanding Hate Crimes, Homegrown Violent Extremists, and Domestic Terrorists

Homegrown violent extremism, domestic terrorism, and hate crimes all have similar definitions, yet each is distinctly different. It is critically important for public safety responders to

understand the similarities and differences with each group. Often times, criminal investigation and prosecution varies significantly depending on the category. The difference between terrorism and hate groups is defined by actions. Without terror acts, one is simply a hate group. In addition, it is the nature of the crime, not the nature of the perpetrator that determines criminal charges. Public safety responders need to understand the difference between constitutionally protected actions and actions that cross the threshold into criminal conduct.

In this course, the presenter will describe the differences between the three groups. The homegrown violent extremist (HVE) will be explored in depth, including the different models of radicalization. Risk factors, protective factors, and commonalities of the HVE will also be discussed. The presenter will also discuss domestic terrorists, including motivating factors and common characteristics. The presenter will also discuss some of the active, violent hate groups currently operating in the United States.

Prerequisites: Open to active public safety members, government intelligence analysts, and emergency management members.

Time: 2 hours **Minimum Course Size:** N/A **Maximum Course Size:** Unlimited

Cost: Contact info@ThreatSuppression.com or 800-231-9106 for current pricing

Understanding the Adolescent Active Shooter: Psychology, Neuroscience, Motives, and Attack Indicators

This comprehensive, research-based lecture examines the psychology and behavior of active shooters, with a particular emphasis on adolescent perpetrators. School administrators and law enforcement officials need to have a thorough understand of both the psychology and behavior to effectively prevent active shooter attacks. This course is ideal for school administrators, school counselors, school resource officers, and law enforcement criminal investigators.

Active shooter/active assailant events continue to increase the United States. Unfortunately, in many cases, the identifying pre-attack clues are often discovered after the attack. In almost all cases, the perpetrator exhibited warning signs prior to the attack. In many cases, family, friends, and school employees stated that they were very concerned that the perpetrator would conduct some type of attack. However, in all the attack cases, the warning signs were either not recognized or not acted upon in time to stop the attack.

Although there is no standard “profile” of the adolescent active assailant, there are many commonalities. In this course, the presenter will discuss the adolescent perpetrator commonalities, including the psychology, neuroscience, causative factors, common motives, pre-attack intelligence gathering, and pre-attack warning indicators. The presenter will also discuss motives, the concept of the “injustice collector”, the concept of the “violence coach”, the concept of “dropping anchor” (emotional grounding), suicide to homicide triggers, and much more. This presentation will also discuss the concept of threat leakage and how to identify leakage as it occurs.

The concept of threat assessment teams will be discussed and explored. The creation of threat assessment teams in schools has resulted in the discovery of numerous potential threats and successful aversion of rampage attacks. Threat assessment team composition is discussed, along with activation triggers for team involvement. This presentation is firmly grounded in peer-reviewed research and utilizes numerous resources to provide factual information for the attendees.

Prerequisites: Open to active public safety members, government intelligence analysts, school administrators, and emergency management members.

Time: 4 hours **Minimum Course Size:** N/A **Maximum Course Size:** Unlimited

Cost: \$2,500.00

Joint Public Safety Response to Large-Scale Civil Unrest

Events such as the Ferguson riots and Baltimore riots demonstrate the need for an integrated public safety response to large-scale civil unrest events. The top ten largest riots in United States history resulted in thousands of structural fires, costing billions of dollars in damage. In some cases, police officers were forced to allow the fires to burn for several days, because of a lack of integrated plans with fire departments. The Ferguson riots brought about another weapon that has not been seen in the United States since the early 1970s- the Molotov cocktail. In Ferguson, responders were bombarded with hundreds of Molotov cocktails, flammable paint, urine/feces bombs, acids, and many more asymmetric protestor weapons. Both Ferguson and Baltimore demonstrated that professional arsonists were involved with setting multiple large building fires.

The presenters have interviewed public safety command staff involved with the 1992 Rodney King riots, the 2015 Ferguson riots, and the 2015 Baltimore riots. In addition, the presenters were integrally involved with preparing for a large-scale civil unrest event in 2015 in another major metropolitan city. This presentation discusses aggressive implementation of fire/EMS personnel in with riot officers. These fire and EMS personnel can immediately combat fire-as-a-weapon against officers, rapid decontamination of officers, and high-threat extraction and care for downed officers. The presenters were the first in the United States to create this riot "Rescue Task Force" model that has since garnered national attention.

Prerequisites: Law enforcement, military personnel, and fire department members.

Time: 8 hours **Minimum Course Size:** 40 **Maximum Course Size:** 150

Cost: Contact info@ThreatSuppression.com or 800-231-9106 for current pricing

Threats and Threat Analysis

In this presentation, attendees learn threats and threat groups. Numerous threats are discussed, ranging from lone wolves to international terror organizations such as the Islamic State of Iraq and the Levant. This presentation provides a comprehensive overview of state-sponsored terror organizations, domestic left-wing and right-wing organizations, narco-terrorism, homegrown violent extremists, Black Bloc, anarchists, and many more. Participants received a comprehensive review of North Carolina threat groups and actual/thwarted attacks in North Carolina. Last, participants learn how to conduct a threat analysis using a variety of sources.

Prerequisites: Open to active public safety members, military law enforcement, government intelligence analysts, and emergency management members.

Time: 2 hours **Minimum Course Size:** N/A **Maximum Course Size:** Unlimited

Cost: Contact info@ThreatSuppression.com or 800-231-9106 for current pricing

SAFE: Sanctuary Actions for Emergencies™

The SAFE™ program is designed for church staff and addresses emergencies that can typically occur during Sunday church services. A recent survey by the Christian Security Network of churches in the United States found that 75% of churches have no safety and security plan. Unfortunately, violence towards church members has risen more than 36% in the last couple of years, a trend that experts agree will continue. Many churches have taken the initiative to create a church safety and security ministry to protect their parishioners.

This presentation focuses on the most likely emergencies that can occur during typical Sunday service, including an active shooter/active assailant, armed robbery of the tithes and offerings, disruptive attendee, child abduction, lost/missing child, medical emergencies, weather emergencies, bomb threats, fires, and domestic situations. A review of church emergency statistics will be given along with an overview of recent church emergencies in the United States. Church staff will be taught basic response procedures for each of these events.

Church members will be taught how to create functional church safety and security plans. Attendees will be taught how to divide the safety and security plans into management sections. Attendees will also be taught how to perform a risk assessment on the church and how to prioritize safety and security funding.

Prerequisites: Open to active public safety members, government intelligence analysts, emergency management members, and church leaders/administrators.

Time: 2 hours **Minimum Course Size:** N/A **Maximum Course Size:** Unlimited

Cost: Contact info@ThreatSuppression.com or 800-231-9106 for current pricing

POWER: Place of Worship Emergency Response™

The POWER™ program is designed for church staff and addresses emergencies that can typically occur at churches throughout the week. The POWER™ program supplements Threat Suppression's *SAFE: Sanctuary Action for Emergencies™* course. POWER™ addresses additional concerns that can happen at churches aside from those that can occur at the traditional Sunday morning service. The purpose of this course is to discuss basic and advanced preventative measures to mitigate serious crimes in churches. This course assists churches in planning for potential emergencies and defines specific response procedures for a variety of emergencies.

In this presentation, attendees will discuss the following: safety and security of pastoral staff, developing security teams, security audits, burglary and theft prevention, church infrastructure security, church school safety (including active shooter response), and staff background investigations. Also discussed is the creation of emergency response kits and development of emergency action plans. Attendees will also be provided tips on creating a safety and security ministry within their church.

Prerequisites: Open to active public safety members, government intelligence analysts, emergency management members, and church leaders/administrators.

Time: 6 hours **Minimum Course Size:** N/A **Maximum Course Size:** Unlimited

Cost: Contact info@ThreatSuppression.com or 800-231-9106 for current pricing

Courses with Lecture and Practical Exercises:

(Additional Information Available on Every Course)

Rescue Task Force Train-the-Trainer

This course is designed for law enforcement, fire, or EMS instructors who will provide rescue task force (RTF) practical training for their departments. This course is provided in conjunction with the eight-hour “Joint Public Safety Response to the Active Shooter” course and the five-hour, “Integrated Active Shooter Response Train-the-Trainer” course. This course provides instructor candidates with tactics, techniques, and procedures that they can use when teaching RTF courses. It is recommended that students bring cameras to photograph and film different procedures taught in the course. Upon completion of the two instructor courses, students will have enough material to conduct a 40-hour RTF training course.

This course is designed with “round robin” training groups that each student will complete. In each group, the course instructors will demonstrate different training techniques for law enforcement, fire, and EMS response. Regardless of the student’s background, each student will attend the multi-discipline training evolutions.

Prerequisites: Open to active public safety members only.

Time: 8 hours **Minimum Course Size:** N/A **Maximum Course Size:** 45

Cost: Contact info@ThreatSuppression.com or 800-231-9106 for current pricing

Active Shooter Response

The course will provide information on the differences between the traditional response and the acceptable response to an active shooter situation by law enforcement, fire and EMS implementation, and contingencies. Additional instructions and practical applications will cover team movement and formations while moving at a crisis location in open air, exterior and interior of buildings, responsibilities within a team, breaching capabilities and techniques, force-on-force scenarios, occupancy control, barricaded and hostage rescue techniques, emergency medical casualty care, and high extraction techniques and contingencies.

Prerequisites: Law enforcement, military, or security personnel who have received basic handgun training.

Time: 24 - 40 hours **Minimum Course Size:** 10 **Maximum Course Size:** 30

Cost: Contact info@ThreatSuppression.com or 800-231-9106 for current pricing

Active Shooter HSEEP Game

This Homeland Security Exercise and Evaluation Program (HSEEP)-compliant “game” is a complex simulation of operations that involve police, fire, and EMS response to an active shooter event. In cooperation with the client, Threat Suppression staff will select an actual high-risk target in the client’s jurisdiction. Threat Suppression staff then create a complex simulation that utilizes 911 injects to drive the game.

The simulation is created from real life occurrences at active shooter events. Typically, we conduct two or three games in one day. Each game becomes increasingly more and more complex. Participants utilize game pieces and large floor plans to assist with moving “personnel” throughout the building to address threats and treat/extract victims. Personnel are issued game pieces that provide realistic representations of actual available public safety resources.

Injects are provided throughout the game by use of simulated 911 calls utilizing the jurisdiction’s 911 center. Role players receive the injects via radio and must act on them accordingly. Utilizing information obtained from numerous actual active shooter events, Threat Suppression staff build in a ratio of true injects combined with inaccurate injects. The role players decipher the injects to determine the actual events within the game parameters.

Public safety leaders from multiple departments have described this game as *“One of the most ingenious methods ever made to teach public safety leaders command and control at active shooter events”*, and *“The first real test of our command tactics at active shooter events”*.

Prerequisites: Law enforcement, fire department, EMS, military personnel, and emergency management personnel.

Time: 8 hours **Minimum Course Size:** 10 **Maximum Course Size:** 30

Cost: Contact info@ThreatSuppression.com or 800-231-9106 for current pricing

Building and Room Clearing Techniques

This training will provide the law enforcement officer with techniques that can be used during warrant service, narcotics raids, active shooter situations, barricaded subject and/or hostage situations. The training objectives will include open-air movements, approach from Last Contact Cover “LCC” to entry point, threat angles, hallway movements, room clearing, techniques on moving directly to a threat inside a crisis location, and use of force issues.

Prerequisites: Law enforcement, military, or security personnel who have received basic handgun training.

Time: 24 hours **Minimum Course Size:** 10 **Maximum Course Size:** 30

Cost: Contact info@ThreatSuppression.com or 800-231-9106 for current pricing

Mobile Field Force

This course will cover incidents pertaining to civil disturbances, civil unrest, and subjects that are actively protesting. The practical exercises will consist of mobile field force formations, deployment techniques with crowd dispersals, use of chemical and less lethal munitions, and citizens/officer down rescues. Students will also receive information on the proper use and maintenance of the APR mask and use of emergency decontamination stations.

Prerequisites: Law enforcement or military personnel who have received basic handgun training and basic patrol rifle training.

Time: 16 hours **Minimum Course Size:** 20 **Maximum Course Size:** 75

Cost: Contact info@ThreatSuppression.com or 800-231-9106 for current pricing

Joint Public Safety Response to Fire-as-a-Weapon

The three-hour lecture portion of this class will give tactical officers a basic understanding of fire behavior. Students will explore the dangers of fire and learn how fires burn. Students will also learn the predictable nature of fire and that basic preparation and planning can minimize the dangers long enough so that officers can mitigate the hostile threat. Discussions will give officers a better understanding of the four phases of fire, and how the phases impact the survivability of the atmosphere within the structure. Officer will be given basic steps that can be taken to control the spread of the fire and fire byproducts to increase survivability for occupants of the structure. Officers will learn that by reading the smoke, they can determine where the location of the fire, the rate of fire growth, and the danger poses to occupants and officers.

The four-hour, hands-on section of this class familiarizes officers with fire department equipment that officers can utilize when dealing with these types of incidents. Officers will have hands on instruction in the basic carries and raising techniques of ladders, the stretching of hose lines, placement of unmanned master streams for exposure protection, and positive pressure ventilation for smoke/chemical munition products.

Additional evolutions will expose officers to the use of ventilation teams in conjunction with breaching teams, when entry is made into a structure involved in fire. Through the use of live burns, officers will experience the coordination necessary between breaching, ventilation, positive pressure fan placement and entry teams. This coordination will allow officers to reduce the dangers from the fire and its byproducts. This will allow the officers to enter the structure and extract any hostages and suspects, thus allowing the fire department to begin fire suppression activities.

This is not a firefighting class. Officers will not be taught how to put out fires. Instead, officers will learn how to combat fire in high-threat situations. This class will not give the solution to complex coordinated attacks. The intent of the class is to provide the basic knowledge

necessary to deal with fires in the beginning phase at tactical operations. The Federal Bureau of Investigation, U.S. Marshals, and the Drug Enforcement Agency have all sent personnel through this course.

Prerequisites: Law enforcement, military personnel, and fire department members.

Time: 8 hours **Minimum Course Size:** 20 **Maximum Course Size:** 60

Cost: Contact info@ThreatSuppression.com or 800-231-9106 for current pricing

High-Threat Casualty Extraction and Recovery

This course teaches basic and advanced skills so that an officer can perform self-rescue, buddy rescue, or rescue other victims from a high threat environment. This program teaches combat and rescue human factors; asymmetric rescue techniques; drags, lifts, and carries; forcible entry and breaching; light rescue- including urban search and rescue (USAR) concepts, and basic rope systems including simple mechanical advantages and lowering systems. Throughout this course, the use of individual skills stations and multiple scenarios will be used.

Prerequisites: Law enforcement or military personnel who have received basic handgun training and basic patrol rifle training.

Time: 16 hours **Minimum Course Size:** 10 **Maximum Course Size:** 25

Cost: Contact info@ThreatSuppression.com or 800-231-9106 for current pricing

Tactical Emergency Casualty Care

This course introduces evidence-based, life-saving techniques and strategies for providing the best trauma care on the battlefield and in the streets. This course uses the Prehospital Trauma Life Support (PHTLS) program and the concepts of the Committee for Tactical Emergency Casualty Care (C-TECC). The blending of military, law enforcement and EMS best practices results in the student having an overall understanding of life threats casualty care and the medical arenas in which they might operate.

Prerequisites: None

Time: 16 hours **Minimum Course Size:** 10 **Maximum Course Size:** 25

Cost: Contact info@ThreatSuppression.com or 800-231-9106 for current pricing

CORPORATE INFORMATION

Threat Suppression is a Delaware-registered corporation and is a veteran-owned, small business with corporate headquarters located in Charlotte, North Carolina. We are a Dunn and Bradstreet listed company (DUN #078664611) and we are authorized contractor for the United States government. We maintain full, high-risk law enforcement training insurance. The Threat Suppression logo and name THREAT SUPPRESSION are registered trademarks with the United States Patent and Trademark Office, serial numbers 8575194 and 87203917.

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Threat Suppression's Corporate Mailing Address:

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Threat Suppression's Primary Point-of-Contact:

Nicole Clumpner, *Business Services Director*
nclumpner@threatsuppression.com
O: 1.800.231.9106 x 111 | C: 202.505.4749 | F: 901.339.9413

Threat Suppression's Secondary Point-of-Contact:

Dr. Michael Clumpner, *President and Chief Executive Officer*
mclumpner@ThreatSuppression.com
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Threat Suppression on the World Wide Web:

www.ThreatSuppression.com

Threat Suppression on Social Media:

www.facebook.com/ThreatSuppression
Breaking public safety news on Twitter: @ThreatSuppress



Mike Clumpner, PhD, MBA, NRP is the President and Chief Executive Officer at Threat Suppression Incorporated. Mike is currently a full-time fire battalion chief with the Charlotte Fire Department where he commands the 4th Battalion, an inner-city area that averages more than 175 working structure fires each year. The 4th Battalion is also home to some of the department's busiest fire companies, and one of two heavy rescue companies in the city. Each year, companies in the 4th Battalion respond to more than 25,000 emergencies. Before promotion to battalion chief in 2017, Mike served as a captain for nine years, including three years assigned to the Special Operations Division and five years on a busy (3,500 calls a year) inner-city ladder company. Mike also

serves as a Type I US&R Task Force Leader with North Carolina Urban Search and Rescue Task Force-3 and commanded the team's 17-day response to Hurricane Florence in 2018. This was the largest local, state, and federal response to a hurricane in United States' history. Mike also served as a deputy incident commander at a reported active shooter event at a Charlotte mall with 18,000 shoppers on Christmas Eve, 2015 in which one person was killed and 17 were injured. Mike also served as a fire department front-line civil unrest unit response supervisor during the 2016 Charlotte riots. Mike also served as a deputy incident commander at the 2019 University of North Carolina at Charlotte active shooter event in which two people were killed, four seriously injured by gunfire, and numerous injured during the evacuation.

Mike is also the co-chair of the Charlotte-Mecklenburg Regional Counter-Terrorism Taskforce which was responsible for developing a unified public safety active shooter tactical response protocol for the United States' 16th largest city with a day population of 1.5 million and a night population of 900,000 people. The Taskforce was responsible for training 4,000 emergency responders on the protocol. Mike has personally designed, led, or evaluated more than 75 large-scale active shooter exercises, 50 active shooter tabletop exercises, and six large-scale civil unrest exercises.

Mike is also the co-chair of the North Carolina Active Shooter/Active Assailant Work Group and he is a member of the Federal Interagency Board where he serves as the chair for the Exercise and Training Subcommittee on the Active Shooter Best Practice Workgroup. Mike is also a principal subject matter expert assigned to the National Fire Protection Association's Code 3000 Active Shooter/Hostile Event work group. This group is responsible for establishing federal requirements for fire departments, law enforcement agencies, EMS agencies, and emergency management agencies responding to active shooter or hostile events. Mike serves in counter-terrorism executive advisor roles for the Department of Justice, the Department of Homeland Security, the Department of Defense, and the United States District Attorneys' Office.

Mike also worked for nine and a half years as a helicopter flight paramedic at a large Level I trauma center, completing more than 1,000 medevac flights. Mike is distinguished faculty at the University of Maryland, Baltimore County where he teaches critical care transport medicine. Mike is also an advisor for the Committee for Tactical Emergency Casualty Care (C-TECC).

Mike is also a sworn law enforcement officer with the Richland County Sheriff's Department (South Carolina's largest law enforcement agency) for the past nine years where he has been assigned as an operator/senior tactical paramedic to a full-time, Type I SWAT team. Mike is currently a member of several criminal/terrorism intelligence information networks and he serves as a Field Liaison Intelligence Coordinator with DHS FUSION/NC ISAAC. Mike previously spent four years as an instructor for the United States Department of Justice in Quantico, Virginia, teaching numerous classes for the FBI, DEA, ATF, DHS, U.S. Marshals, and the White House Chief Medical Staff.

In 2012, Mike worked with the United States Secret Service during the Democratic National Convention (DNC) in Charlotte, North Carolina (a National Special Security Event). Mike was appointed by the Secret Service to co-chair the DNC Health and Medical Committee and was appointed as Chief of the Joint Medical Operations Command (JMOC). Mike was responsible for the planning and response for multiple hospitals, EMS agencies, and more than 40 state and federal medical assets. In 2019, Mike was assigned to the Executive Steering Committee for the 2020 Republican National Convention. Mike will again be responsible for planning and commanding this National Special Security Event.

Mike has an Associates Degree in Fire Science, an Associates Degree in Emergency Medical Science, a Bachelor's of Science in Business Administration, a Master's in Business Administration from Elon University, and a Doctorate of Philosophy in Homeland Security Policy with highest honors from Northcentral University. Mike's dissertation research focused on joint public safety response protocols for active shooter events. Mike published the world's first doctoral dissertation about integrated active shooter response.

Mike has spent more than 18,000 hours researching some of the world's most notorious killers; with an emphasis on active shooters, school shooters, and terrorist mass killers. Mike has personally interviewed numerous responders and survivors from multiple active shooter events. Mike has conducted site visits with responders at Columbine High School, Aurora Century 16 Theater, Virginia Tech, Renown Regional Medical Center, Emmanuel AME Church, Oak Creek Sikh Temple, Townville Elementary School, Inland Regional Center, Pulse Nightclub, Las Vegas Route 91 shooting and more.

Mike has been a guest expert on radio and television programs and published multiple articles in peer-reviewed journals throughout the world. Mike's research has been featured by numerous media outlets, including the New York Times, Los Angeles Times, the Washington Post, and the British Broadcasting Corporation. He has authored/co-authored 10 textbooks on emergency medicine, critical care medicine, and homeland security. Mike has lectured extensively throughout North America, Latin America, Europe, the Middle East, Australia, New Zealand, and the Caribbean presenting at more than 300 major conferences and symposiums.

Mike has received more than 40 commendations and awards, including named the 2009 City of Charlotte Firefighter of the Year by the Charlotte Rotary Club, and the 2009 International Flight Paramedic of the Year by Bell Helicopters. Mike has received awards from the United States Secret Service, the Federal Bureau of Investigation, the Department of Homeland Security, the Department of Defense, the North Carolina Governor's office, and the South Carolina's Governor's Office.



Dominick Pagano is one of the four original founders at Threat Suppression, Incorporated and is currently a Senior Principle Consultant. Dominick served in the United States Army with the 82nd Airborne Division as a Parachute Infantryman, completing two overseas tours and multiple campaigns. Dominick spent a significant amount of time in South America, completing operations on the war on drugs. After completing active duty, Dominick served several more years in the Army Reserves. After leaving active duty in the military, Dominick became a correctional officer in a maximum-security prison, dealing with extremely dangerous and violent criminals on a daily basis.

After serving as a correctional officer, Dominick accepted a full-time position as a deputy sheriff with the Richland County Sheriff's Department, South Carolina's largest law enforcement agency. Dominick has worked for the sheriff's department since 2002 and he is currently a lieutenant and the senior law enforcement training instructor with the department. Because of his prior military experience and training, Dominick was assigned to the department's SWAT team early in his career. Dominick has served for many years as a senior SWAT operator on the team responding to numerous SWAT situations. Dominick is currently the tactical commander for the SWAT team. The team is South Carolina's only full-time, Type 1 SWAT team and averages approximately 1,000 operations a year.

Dominick still proudly serves his country as a First Sergeant with the South Carolina State Guard where he is the Training and Operations Supervisor for the Provost Marshal Command. Dominick has personally trained thousands of military, law enforcement, fire, EMS, civilian, and private sector personnel. Dominick has lectured and taught throughout the world on active shooter response and advanced law enforcement special operations.

Dominick has also conducted extensive worked with schools, colleges and places of worship throughout the country. Dominick has conducted numerous training sessions for schools on preventing violent attacks and training on use of the incident command system during emergencies. Dominick has also provided multiple infrastructure vulnerability analyses for large corporations. In addition to his law enforcement experience, Dominick has vast experience in dignitary protection. Dominick has served as detail leader for multiple high-profile dignitaries and celebrities throughout the world. Dominick also served as detail leader for the Medal of Honor convention in Charleston, South Carolina.

Dominick has a degree in dietary fitness and nutrition from Brookdale College and he is currently completing a degree in intelligence with a concentration in counter-terrorism from American Military University. Dominick actively maintains more than 70 law enforcement and self-defense certifications, with more than 35 instructor ratings. Dominick has extensive training and certifications in active shooter response, infrastructure security, asymmetric warfare, and advanced security operations. Dominick has received numerous awards and commendations throughout his law enforcement and military career. In 2007, the South Carolina State Senate presented Dominick an award for heroism for actions taken in the line of duty.



Chauncey Bowers, BS is an Associate Consultant with Threat Suppression, Incorporated. Chauncey focuses on incident command training, joint public safety operations, media affairs, emergency management, and school safety/security. Chauncey also serves as the primary public information officer for Threat Suppression, conducting numerous interviews for media outlets around the world.

Chauncey Bowers has 27 years' experience in public safety. Chauncey began his career as an EMT and served for many years as a paramedic and supervisor in a busy urban Fire and EMS department in the National Capital area. Chauncey has served in a variety of positions including Public Information Officer, EMS Operations Chief, Director of Training, Director of Occupational Safety and Health, and Executive Director of Security and Emergency Management with large organizations. While working his way through the ranks to Assistant Fire Chief, he served in many areas developing experience with special events, dignitary protection, training development and exercises, injury prevention, emergency management and preparedness. He has served in many cases involving multiple agencies or jurisdictions. Chauncey has extensive experience in public safety risk management, fire department accreditation, law enforcement accreditation, large venue security, and public safety response to terrorist events.

Chauncey's private sector experience includes managing security and law enforcement services for one of the nation's largest community colleges with multiple campuses. Chauncey served as a crisis team member evaluating and resolving threats affecting individuals and the organization. Chauncey developed emergency action plans, including training and exercising emergency response personnel, across the organization. Chauncey extensively revised the college's emergency response plan to ensure compliance with the National Incident Management System and current response best practices.

Chauncey currently works full time as the Director of Emergency Management for a very large and prestigious private university. As the Director of Emergency Management, Chauncey is responsible for coordinating and commanding major public safety emergencies on the campus. Each year, the campus hosts multiple lecture series presented by highly controversial speakers. The campus also hosts large concerts attracting tens of thousands of attendees. The university has two large campus and a Level One trauma center hospital.

Chauncey is a highly decorated member of public safety and was named the Maryland EMS Provider of the Year in 2001 and the American Vets Firefighter and Emergency Services Officer of the Year in 2003. Chauncey holds a bachelor's degree in physical therapy from the University of Maryland Eastern Shore and has completed additional certificate programs in business administration, criminal justice management/administration, and business continuity. Chauncey is an expert in leadership, campus security, and crisis communications. Chauncey can be reached at cbowers@ThreatSuppression.com.



Kent Davis, MPA, BS, EFO, CFO is a Principal Consultant with Threat Suppression, Incorporated. Kent focuses on joint public safety active shooter response, response to complex-coordinated attacks, fire-as-weapon response, and incident command at large-scale incidents.

Kent Davis is a 30-year veteran of the fire service with 27 years' experience with a major metropolitan career fire department in the Southeast. As a firefighter, Kent was assigned to both a busy ladder company and one of two heavy rescue companies in the city. As a captain, Kent served on one of the heavy rescue companies leading responses for complex, technical rescues and city-wide major emergencies. Kent was promoted out of the rescue company to battalion chief in 2003. Kent then spent almost a decade commanding the downtown battalion which is one of the highest call volume battalion chief positions in the Southeast. The downtown battalion contains numerous high-rise buildings, a National Football League stadium, National Basketball Association arena, AA baseball stadium, three major hospitals, and four college campuses. Kent has been the incident commander of numerous multiple alarm incidents; including fires, mass casualty incidents, building collapses, and multiple technical rescue incidents. In 2015, Kent was promoted to Division Chief, where he is a shift commander. Each of the three shifts responds to more than 45,000 emergencies annually. The companies with the Charlotte Fire Department are some of the busiest in the Southeast.

Kent is also the fire department lead on a city/county active shooter taskforce. The taskforce is responsible for the development of a unified public safety active shooter tactical response protocol for one of the United States' largest cities and county with a population of more than one million people. In addition, Kent works with police special operations units to create response plans for fire-as-a-weapon incident and other law enforcement/fire integrated special operations events. Kent served as the fire department incident commander at the 2015 Christmas Eve Northlake Mall shooting in Charlotte, North Carolina.

Kent is assigned to a state Urban Search and Rescue Taskforce where he is a Taskforce Leader overseeing the deployment of a Type I USAR team. Kent is a public safety diver and the program coordinator for a public safety dive program. This dive program consists of more than 100 divers from the fire service and law enforcement. This dive program is responsible for numerous dive rescue and dive recovery responses each year, both locally and on a regional basis.

Kent has an undergraduate degree in criminal justice and a Master's of Public Administration from the University of North Carolina at Charlotte. He is a graduate of the United States Fire Administration's Executive Fire Officer Program where he conducted research on the response to active shooter events. He has the Chief Fire Officers designation from the Center for Public Safety Excellence. Kent can be reached at kdavis@ThreatSuppression.com.



Jim Groves, MA, BS, CEM is a Principal Consultant with Threat Suppression, Incorporated. Jim focuses on incident command and control, emergency management at large-scale events, hazardous materials response training, and Homeland Security Exercises and Evaluation Program (HSEEP) compliance with client contracts.

Mr. Groves started his career in the volunteer fire and emergency medical services in 1984. He was certified as a North Carolina Emergency Medical Technician (EMT), Intermediate Medical Technician, and Firefighter Level I & II. In 1993, Mr. Groves began his career in the Emergency Management profession when he became the Emergency Management Coordinator for Durham County, North Carolina. Inclusive of his duties was the developing the County's first OSHA safety program and managing the North Carolina Hazardous Materials Regional Response Team #4, with responsibilities for 11 counties in central North Carolina. As part of these duties, Jim was certified as a North Carolina Hazardous Materials Technician and then as a Hazardous Materials Specialist. In 2003, Jim was appointed as the Emergency Services Director for Lee County, North Carolina with responsibility for Emergency Management, Fire Marshal, Emergency Medical Services interface, and the Harris Nuclear Power Plant off-site emergency preparedness.

Jim departed from public service in 2007 to join the ICF International consulting firm in the Washington, D.C. area. While there, Jim supported the development and delivery of over 100 all-hazard exercise-based training courses for FEMA's Emergency Management Institute (EMI), Joint Field Office (JFO), Regional Response Coordination Center (RRCC), Incident Management Assistance Teams (IMAT), and Headquarters. Jim has delivered training and exercises for 30 State Emergency Operation Centers (EOC) in the United States. Jim also developed and delivered education and training internationally as part of the Department of State's Anti-Terrorism Initiative.

In 2013, Jim returned to public service and now serves as the Emergency Services Director for a local county government in North Carolina. In this new role, Jim is currently responsible for leading a staff of over 130 encompassing the 9-1-1 Communication, EMS, Fire Marshal, and Emergency Management divisions. Jim has extensive hands-on experience, responding to and recovering from: workplace homicides, hazardous materials (Hazmat) incidents, explosive devices (improvised and commercial), Weather events (flood, hurricane, tornado, and winter storm), search and rescue incidents, and potential weapons of mass destruction (WMD) incidents. He has management level operational response experience, including Hurricane Fran (Durham, NC – 1996) as the EOC Manager, Floyd (Tarboro, NC – 1997) as the Hazmat Group Supervisor, and Bonnie (Union County, NC – 1998) as the Damage Assessment Group Supervisor. He also has several Emergency Management Assistance Compact (EMAC) deployments; Florida Bunnell Complex (1998 Wildfires) as the NC Task Force #3 Team Leader, Charlotte County Florida, (2004 Hurricane Charley) as the EOC Planning Section Chief, and the 2014 Presidentially-Declared winter storm emergency as an EOC Manager. Jim can be reached at jgroves@ThreatSuppression.com.



Donald Sanchez, MDiv, BA is a Principle Consultant with Threat Suppression, Incorporated. Donald is a retired detective who served in the New York City Police Department from 1984 to 2005. He began as a uniformed patrol officer in a busy section of the South Bronx. After several years as an active patrol officer with numerous felony arrests, Donald was given a plainclothes assignment in an anti-crime unit, concentrating his enforcement efforts targeting spikes in robberies and burglaries. In 1989 he transferred to the Narcotics Division during the height of the crack-cocaine and heroin epidemic and conducted investigations in the South Bronx. In 1996 he received the United States Attorney - Southern District of New York's Letter of Recognition for Outstanding Investigation from United States Attorney Mary Jo White for a case which led to the dismantling of a major heroin distribution ring.

In 1999, Donald was assigned to the Organized Crime Control Bureau's Photo Unit providing technical support to local, state, and federal investigators conducting covert narcotics and organized crime investigations. He participated in numerous surveillance assignments and trained investigators in the use of photographic surveillance techniques. Donald had temporary assignments with the Intelligence Division's Dignitary Protection Unit and worked protection details alongside special agents of the United States Secret Service and United States State Department, providing protection to several U.S. Presidents, visiting diplomats, and foreign heads of state. On 9/11, Donald was working at NYPD Headquarters and responded to the World Trade Center where he worked in the rescue and recovery operations.

In the aftermath of the World Trade Center, Donald participated in the collection of forensic evidence and recovery of victim remains at the Freshkills Landfill and was assigned to assist with the identification process of victims at the New York City Office of Chief Medical Examiner. In the last several years of his career, Donald was assigned to the Detective Bureau where he conducted investigations in all areas of violent crimes; including, homicides, assaults, domestic violence, and identity theft. Donald received numerous awards and commendations during his career.

After retiring, Donald served as the Director of Security for a large mega-church in Charlotte, North Carolina, where he spearheaded the revamping of the church's security team, procedures and protocols, and staff training. He also collaborated on the improvement of physical safety and security measures in the church and existing childcare facilities. In 2018, Donald accepted a full-time position with the Billy Graham Evangelistic Association where he leads the highly trained and heavily armed security division.

Donald currently leads Threat Suppression's church safety and security consulting program. Donald has lectured to law enforcement agencies and churches throughout the United States, Canada, and the United Kingdom. Donald has a bachelor's degree in psychology and a master's degree in divinity. Donald can be reached at dsanchez@ThreatSuppression.com.



Raymond “Ray” H. Thrower, Jr., BS is an Associate Consultant at Threat Suppression, Incorporated. Ray is a nationally recognized expert in campus public safety. He has 40 years’ experience in municipal and campus public safety and more than 32 years’ management experience in campus public safety administration, environmental health and safety, emergency management, and firefighting.

Ray currently serves as Associate Vice-President for Public Safety and Campus Police at Queens University of Charlotte. In this role, he is also the Director of Emergency Management and Clery Compliance Manager. Ray served as the Director of Campus Safety and Director of Emergency Management at Gustavus Adolphus College in Saint Peter, Minnesota for 15 years. Prior to Gustavus, he served as Deputy Manager of Security for King Abdullah University of Science and Technology in Saudi Arabia; Director of Public Safety and Chief of Police for Davidson College in Davidson, North Carolina; and Director of Public Safety and Chief of Police at Queens University of Charlotte in Charlotte, North Carolina.

Ray is a past president of the International Association of Campus Law Enforcement Administrators (IACLEA). His term as president came at a crucial time for campus public safety and security as a result of the April 2007 tragedy at Virginia Tech University. In response to the situation at Virginia Tech, along with subsequent active shooter situations at schools such as Louisiana Technical College and Northern Illinois University, Raymond convened a high-level taskforce to make recommendations for institutions of higher education. This taskforce made recommendations through a public safety lens resulting from the shooting incidents at institutions of higher education. The taskforce published “The IACLEA Blueprint for Safer Campuses” which has been utilized by campus public safety departments and others around the world. Ray has also served as a member of the Board of Directors, Domestic Preparedness, and awards and recognition in addition to chairing numerous other committees and taskforces for IACLEA.

Ray previously served as a master trainer for the Community and College Consortium for Health and Safety Training (C.C.C.H.S.T.); an adjunct instructor at South Central College in the departments of Environmental Health and Safety, Fire and Police; and an adjunct instructor for Michigan State University Outreach School of Criminal Justice for 15 years.

Upon his retirement from the fire and rescue sector, Ray held a North Carolina and Minnesota Firefighter II and Fire and Rescue Instructor Level II certifications. Ray has extensive knowledge and experience in the area of incident command and emergency management and has instructed institutional presidents, administrators and first responders from around the world (United States, Canada, China, South Africa, England, Scotland and Saudi Arabia). In 1998, Ray oversaw emergency response operations from an F-3 tornado that hit Gustavus Adolphus College resulting in 60 million dollars in damage (this was the largest property damage ever sustained at an institution of higher education until Hurricane Katrina).

Ray is very experienced in the concept of Crime Prevention through Environmental Design (CPTED). Ray is a certified CPTED instructor with John Jay College of Criminal Justice in New York City, and has taught numerous CPTED classes throughout the country. Ray has conducted multiple large-scale safety and security analyses for educational institutions, businesses, and houses of worship. Ray has appeared and been quoted on numerous news services in the arena of campus public safety. He continues to contribute extensively to the national and international dialog for K-12 and campus public safety. Ray holds a bachelor's in criminal justice from Sacred Heart College. Ray can be reached at rthrower@ThreatSuppression.com.



Jeff Matthews, BA is an Associate Consultant at Threat Suppression, Incorporated and is responsible for the technical rescue training courses offered at Threat Suppression. Jeff has more than 25 years of experience in emergency and disaster response, and technical skills training. A 23-year veteran of the fire service, Jeff commands the 4th Battalion, an inner-city area that averages more than 250 working structure fires each year. The 4th Battalion is also home to some of the department's busiest fire companies and one of two heavy rescue

companies in the city. Each year, companies in the 4th Battalion respond to more than 25,000 emergencies. Jeff is also an active member of the state's Urban Search and Rescue (USAR) team and deployed as a Deputy Task Force leader to Hurricane Florence in 2018.

Prior to his current employment, Jeff was employed by the Mt. Pleasant, South Carolina Fire Department. Because of the department's proximity to the coast, and the propensity of hurricane's and tropical storms, Mt. Pleasant needed developing USAR response capability. In 2001, Jeff was named as the department's Urban Search and Rescue Coordinator. During this appointment, a list of critical infrastructures was identified, a 5-year plan and a 10-year sustainment plan were created, and an interdepartmental (city-wide) response plan was written.

In 2010, Jeff published his first textbook, *Technical Rescuer: Rope Levels 1 and 2* (Cengage Learning). Along with the technical writing of his own text, Jeff was relied upon to act as a subject matter expert for other titles to include *Trench Rescue: Awareness, Operations, Technician* (Jones and Bartlett) and *Water Rescue* (Jones and Bartlett). In 2011, Jeff assisted in the development of the textbook *Technical Rescuer: Structural Collapse* (IFSTA). He was specifically responsible for authoring the chapters on shoring and personal protective equipment. In addition, he was also a primary reviewer of the other chapters in the book.

Jeff is a recognized international expert in technical rescue, and in 2011 Jeff was asked to participate as a principal member on the National Fire Protection Association *1006: Standard on Technical Rescuer Professional Qualifications* committee as a principle member. Jeff has also been called upon as a subject matter expert to evaluate standard operating guidelines, training plans, and to write programs of instructions for federal, state and local organizations.

In 2012, Jeff innovated his rope rescue skills into the realm of contingency rescue. These courses were designed to meet the needs of local, state, federal and military special operations personnel with regard to hasty rope egress, hasty collapse rescue, hasty auto extrication, fire survival and casualty management in the rescue environment. Jeff has extensively trained some of the Department of Defense's most elite special warfare units.

In 2012, Jeff was selected to serve as a lead instructor and to assist in course development for numerous operational rescue courses to include:

- Department of Defense United States Special Operations Command
- Civil Disturbance Teams for the 2012 Democratic National Convention
- Department of Homeland Security, Homeland Security Investigations Division
- Chicago Police Department SWAT
- United States Marshals

Most recently, Jeff provided SME analysis and editorial commentary for an operational rescue article published in the Journal of Special Operations Medicine, Winter 2012 edition. Jeff also co-authored the Operational Rescue chapter (Chapter 89) for Harvard University's Disaster Medicine textbook.

Jeff is also the CEO of Technical Rescue Consultants, LLC (TRC). TRC focuses on technical rescue training for local, state and federal disaster response personnel as well as program evaluations and exercises. Jeff has served as a contract program manager for numerous technical training courses ranging from individual courses, to state-wide deliveries requiring the scheduling of 20+ trainers. In 2011, TRC was selected as the vendor to conduct a full-scale exercise and evaluation for the State of South Carolina and their Type 1 disaster response team, SC-TF-1. The exercise involved over 100 participants working at a simulated structural collapse. The evaluation also included a review of the team's deployment strategy and deployment execution.

In 2012, TRC was selected by the East Central Florida Regional Planning Council to provide FEMA training for central Florida's urban search and rescue team, FL-TF-4 for a period of one year. Courses included:

- Technical Search – Students utilize acoustic and video equipment to locate victims in a structural collapse. The course also focuses on land navigation and GPS use.
- Task Force Safety Officer – Students learn the hazards of a structural collapse scene and how to make the scene and base of operations as safe as possible.
- Logistics – This course builds on the need to efficiently maintain a cache of equipment and how to move that equipment to the disaster sight.
- Planning and Technical Information – Students learn how to create an Incident Action Plan and how to apply it across numerous task responsibilities.
- Task Force Leader – This course briefs the students on the management and documentation responsibilities of disaster response.

Jeff holds multiple instructor certifications. Jeff has an associates degree in fire science and a bachelor's of science in business administration from Mountain State University in Beckley, West Virginia.



Eric DePoto is a Consultant with Threat Suppression Incorporated, where he teaches technical rescue, high-threat extractions, and tactical medicine. Eric has taught cutting-edge rescue skills and techniques for more than a decade. Eric served for six years as a combat medic for a light infantry unit with the Virginia Army National Guard. During his time in the military, he learned advanced techniques of medical care within tactical environments. Eric also learned about the principles of operating in a high-threat environment. After his time in the military, Eric attended Radford University and was on the local fire and EMS departments, both in the county and the university. Eric served as the EMS shift leader for the county, and president of the Radford University EMS Department.

After college, Eric moved to Florida where he continued his fire service career as a volunteer in central Florida. Shortly after joining as a volunteer, Eric responded to numerous significant events. Eric responded to the largest and strongest tornado to ever go through Florida in 1998, as well as responding and mitigating one of the largest wild fires in the state's history that same year. Because of Eric's proven leadership at these events, he was promoted to the rank of lieutenant at the fire department. Eric then began his career in fire service instruction.

In 1999, Eric was hired as a full-time firefighter with Orange County Fire Rescue. Upon completion of the fire academy, Eric was assigned to the Special Operations Division. In the Special Operations Division, he learned cutting-edge techniques in rescue operations. Eric was responsible for maintaining advanced certifications in rope rescue, collapse rescue, confined space rescue, vehicle/machinery extrication, water rescue, trench rescue, dive/water rescue, and hazardous materials. Eric became a member of technical rescue regional response team that covered central Florida from coast-to-coast. This team was available 24 hours a day to respond to complex emergencies, both locally and regionally. This team also provided rescue and recovery for the Orange County Sheriff's Department's bomb squad. Eric trained and responded with the bomb squad on multiple bomb and terrorist incidents within central Florida.

Eric was an original member of Florida Task Force 4, an urban search and rescue (USAR) team which was a state/federal asset for disaster responses. He was a rescue specialist and deployed multiple times with the team, including response to Hurricane Katrina in 2005. Eric was also on a vehicle extrication competition team for five years. On this team, he placed second at a national competition in 2004, and fifth in an international competition in 2005.

While working with Orange County Fire Rescue, Eric became an instructor for Rescue Training Associates (RTA). This was a nationally known company which taught special operations from local assets to federal assets around the nation. He also sat on a committee which helped rewrite the state curriculum for many of the special operations disciplines with a concentration in vehicle extrication. Later in 2009, Eric became a member of Technical Rescue Consultants (TRC) and continued training special operations classes to both private and public-sector teams and departments.

In 2008 Eric moved to Charlotte, North Carolina and continued his fire service career with the City of Charlotte Fire Department where he currently is working. Eric has been assigned to the Special Operations Division since his graduation from the academy. Eric is currently assigned as a senior

firefighter to Rescue Company 3, one of two heavy companies in the city. Each day, Eric responds to numerous working structural fires, technical rescues, and other complex emergencies. Eric is also a member of one of North Carolina's state USAR teams where he has been deployed multiple times throughout the state as well as the nation. In 2015 Eric became a member of the North Carolina Helicopter Aquatic Rescue Team (HART) and has deployed multiple times as a helicopter pararescueman.

In 2011 Eric became an instructor and advisor for Asymmetric Combat Institute, (ACI). This company trained members of military Special Operations Command on rescue skills and techniques in various environments. In addition to training SOCOM units, Eric has also trained multiple elite special operations units with U.S. federal agencies. Many of these units have deployed to extreme high-threat, austere environments.

Eric continuously teaches around the country as well as lecturing at conferences for the private and public sectors. He has spoken on various topics at different sized venues from local departments, to the Fire Department Instructors Conference (the largest fire service conference in the world). Eric has received multiple awards and citations, including several for life-saving actions performed during Hurricane Katrina. Eric holds numerous fire and rescue certifications, including many instructor certifications. Eric has a degree in fire protection technology. Eric is also an accomplished Ironman triathlete and has successfully completed multiple Ironman races throughout the United States.



George Medlock, BS is co-founder at Threat Suppression Incorporated. George is currently the Treasurer on the Board of Directors. George was in the United States Marine Corps from 1968-1972, serving several combat tours in Vietnam. In 1999, George Medlock joined the South Carolina Military Department, where he was assigned to the Provost Marshal Detachment (Military Police). George currently holds the rank of Major with the South Carolina Military Department and remains an active military police officer.

George has coordinated and managed security for the University of South Carolina, DHEC operations/exercises (as military security and law enforcement), and two National Disaster Medical System (NDMS) exercises (Operation Hurricane Charles and Operation Caduceus). George was also a member of law enforcement security team for the 2010 Medal of Honor Convention in Charleston, South Carolina.

In 2005, George became a sworn law enforcement officer and currently works with a large metropolitan law enforcement agency where he is a corporal and instructor with the Training Division. In this position, George regularly instructs firearms training, defensive tactics, knife defense, and active shooter training. George regularly teaches training for both patrol officers and special operations units within the department. In 2011, George was awarded the South Carolina Sheriff's Association Life Saving Medal (one of South Carolina's highest law enforcement honors) for actions that he performed to subdue an armed man attempting suicide.

George has received extensive training in soft target awareness, tactical response to terrorism, civil emergency response, close-quarters combat, and civilian personal protection. George is a certified firearms instructor, range safety officer, and personal protection instructor. George has a bachelor's degree in education from Georgia Southern University. George can be reached at gmedlock@ThreatSuppression.com.



Jonathon (Jon) Allen, MD, FACEP is the Chief Medical Officer and medical director at Threat Suppression, Incorporated. Jon is a board-certified emergency physician in the Chattanooga, Tennessee area where he is the Emergency Department Medical Director. He graduated from Indiana University School of Medicine and subsequently completed an emergency medicine residency at the Medical College of Georgia (MCG) in Augusta.

While in residency, Jon gained extensive experience in tactical and disaster medicine through the MCG Center of Operational Medicine providing training to multiple federal, state, and local agencies throughout the United States. He assisted in the creation and modification of curricula used to train federal law enforcement officers in combat casualty care and austere medicine. Jon currently serves as the Assistant Medical Director and Tactical Physician for a Georgia sheriff's department Special Operations Group. Jon regularly provides training to local law enforcement and EMS agencies in the Chattanooga-area in tactical casualty care and pre-hospital medicine.

Jon joined the Tennessee Air National Guard in 2008 and is currently assigned to the 134th Medical Group/ 134th Air Refueling Wing at McGhee-Tyson ANG Base in Knoxville, TN. Promoted to the rank of Major in 2012; he currently serves as the Medical Director for the McGhee-Tyson ANG Base Fire Department. Jon previously served as the Medical Director for the Air National Guard EMT/Paramedic Education Program, overseeing and instructing at initial and refresher training for all Air National Guard EMTs and paramedics. Jon has completed aerospace medicine training and has earned his wings as a Flight Surgeon. Jon can be reached at jallen@ThreatSuppression.com.



David Bradshaw is a Consultant and Social Media Director with Threat Suppression, Incorporated. David is a 30-year veteran of emergency services and has extensive experience as a firefighter, EMT, and 9-1-1 telecommunicator. David spent 16 years in fire service, with 13 of those with in the largest combination paid/volunteer fire department in the country, serving the Washington, D.C. area where he was a fire captain/EMT. David has responded to more than 9,000 emergency incidents in his career and holds several levels of certifications in both firefighting and as a fire officer. David also worked as a telecommunicator for police/fire/EMS in a large communications center outside of Washington, D.C., and was directly involved in the response and communications center efforts for the September 11th Pentagon attack.

David is currently the Senior Shift Supervisor for a 9-1-1 Communications Center with a large metropolitan fire department. The department responds to more than 110,000 emergency calls annually. David has been recognized in the past as the Supervisor of the Year for the 9-1-1 center. David also works part-time for a police agency as a telecommunicator and maintains North Carolina Sheriff's standards certification for dispatchers, as well as DCI and NCIC certifications. David has FEMA certifications in both basic public information officer and is obtaining his advanced FEMA public information officer from the National Fire Academy. He is also FEMA certified in disaster response and recovery using social media.

During the 2012 Democratic National Convention (a National Special Security Event) in Charlotte, North Carolina, David assisted in the planning of communications coverage and operations for the city outside of the convention footprint, assuring seamless coverage and protection to the rest of the citizens and visitors to the city

David has a passion for the effective use of social media during active violence incidents, covering all aspects of its use from the first 9-1-1 call till the last responder clears the incident. David has also studied the personal use of social media by emergency responders, and the effect of the "career suicide by social media". David has developed/coordinated/maintained social media and public relations efforts for several high profile organizations relating to public safety and the fire service. David can assist agencies with training responders on the responsible use of social media to avoid negative publicity for the department/individual, employment issues, or civil/criminal liability. David can be reached at dbradshaw@ThreatSuppression.com.