

2018 Annual Conference



October 24 – 26, 2018 • Scottsdale, Arizona, USA

A WORD FROM THE IASIR PRESIDENT

October 24, 2018



Dear Conference Attendees:

It is with great pleasure that I welcome you to the 2018 International Association of Security and Investigative Regulators Conference. For those of you who are returning to this annual conference, we hope that the presentations, meetings and networking prove to be as popular as previous years. First time conference attendees will find the IASIR Conference to be an excellent opportunity to receive useful information, meet fellow industry and regulatory professionals, exchange ideas and participate in other activities.

I offer special thanks to the Arizona Department of Public Safety Licensing & Regulatory Bureau for hosting this year’s conference in spectacular Scottsdale, and to the presenters, sponsors, IASIR Board, Program Committee and IASIR Administrator Laurel Rudd for their expertise, generosity and contributions that are invaluable in making this conference a success.

Most of all, on behalf of the IASIR Board, I wish to thank you for your attendance and hope you enjoy the exciting agenda we have planned, as we join together to learn, listen and share information, form new relationships, and enjoy the beauty that Scottsdale has to offer! Please get ready to be engaged and entertained, and enjoy the conference.

Sincerely,

A handwritten signature in blue ink, appearing to read 'K. Ingram', is positioned below the word 'Sincerely,'.

Kevin L. Ingram, CPM
IASIR President
Executive Director
State of Nevada
Private Investigator’s Licensing Board

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DAILY AGENDA

WEDNESDAY, OCTOBER 24, 2018

9:00 a.m. – 9:15 a.m.	OPENING CEREMONIES
9:15 a.m. – 9:45 a.m.	KEYNOTE ADDRESS: <i>The “I” in Team: Knowing Your Role and Your Value as Part of a Team</i> Major Jason P. Yeager, Chief of Staff, Criminal Investigations Division Arizona Department of Public Safety
9:45 a.m. – 10:15 a.m.	BREAK
10:15 a.m. – 11:00 a.m.	<i>25 Years and Counting: The Evolution of Private Security and Investigative Regulation in the IASIR Era</i>
11:00 a.m. – 12:00 p.m.	<i>Regulatory Trends: What’s Coming, What’s Going, and Where Are We Now?</i> Dale J. Atkinson, Esq., Atkinson & Atkinson, LLC, Executive Director and General Counsel, Federation of Associations of Regulatory Boards
12:00 p.m. – 1:30 p.m.	SPONSORED LUNCH
1:30 p.m. – 2:00 p.m.	<i>Piece by Piece: Case Studies in Deregulation from Across the Nation</i>
2:00 p.m. – 2:45 p.m.	<i>Another Curveball? Or the End of Regulation as We Know It?</i> Dale J. Atkinson, Esq., Atkinson & Atkinson, LLC, Executive Director, FARB
2:45 p.m. – 3:15 p.m.	BREAK
3:15 p.m. – 5:00 p.m.	ANOTHER CURVEBALL BREAKOUT SESSIONS: Government & Industry

THURSDAY, OCTOBER 25, 2018

9:00 a.m. – 10:00 a.m.	<i>FBI Insider Threat Considerations</i> Roger Stanton, Assistant Director, Insider Threat Office, FBI
10:00 a.m. – 10:30 a.m.	BREAK
10:30 a.m. – 11:15 a.m.	OPEN DISCUSSION
11:15 a.m. – 11:45 a.m.	MEET THE CANDIDATES
11:45 a.m. – 1:30 p.m.	LUNCH ON YOUR OWN
1:30 p.m. – 2:15 p.m.	<i>The New Frontier: Navigating Acquisitions and Operational Transitions within the Regulatory Landscape</i> Swathi Staley, Corporate Counsel, and Nancy Peterson, Sr. Vice President/Deputy General Counsel, Allied Universal Security Services
2:15 p.m. – 2:45 p.m.	<i>Regulating the New Stuff: What Goes into Setting Up New Licensure and Registration Programs</i> Fabian Blache III, Executive Director & Chief Administrative Officer Louisiana State Board of Private Security Examiners
2:45 p.m. – 3:15 p.m.	BREAK
3:15 p.m. – 4:15 p.m.	REGULATING THE NEW STUFF BREAKOUT SESSIONS: Government & Industry
4:15 p.m. – 5:00 p.m.	<i>Bring Your Breath Mints: Speed Dating for Government and Industry</i>

FRIDAY

9:00 a.m. – 10:00 a.m.	<i>Right Under Our Noses</i> Stephen Enteman, Retired Captain, Arizona Department of Public Safety, and owner of Code 4 Specialists, LLC
10:00 a.m. – 10:30 a.m.	BREAK
10:30 a.m. – 11:15 a.m.	OPEN DISCUSSION
11:15 a.m. – 12:00 p.m.	<i>IASIR Board Elections, Awards, Business and Announcements</i>
12:00 p.m. – 1:15 p.m.	SPONSORED LUNCH
1:15 p.m. – 3:00 p.m.	SECURITY TOUR OF SUN DEVIL STADIUM



INTERNATIONAL ASSOCIATION OF SECURITY & INVESTIGATIVE REGULATORS

Annual Conference October 24-26, 2018 – Scottsdale, Arizona, U.S.A.

PROGRAM

WEDNESDAY, OCTOBER 24, 2018

8:00 a.m. – 9:00 a.m.	CONFERENCE REGISTRATION	Lobby Area
8:00 a.m. – 9:00 a.m.	SPONSORED BREAKFAST BUFFET	Agave East
9:00 a.m. – 9:15 a.m.	OPENING CEREMONIES <i>Arizona State Troopers Honor Guard Call to Order and Welcome Host Greeting</i>	Agave Ballroom
9:15 a.m. – 9:45 a.m.	KEYNOTE ADDRESS <i>The “I” in Team: Knowing Your Role and Your Value as Part of a Team</i> Major Jason P. Yeager, Chief of Staff Criminal Investigations Division Arizona Department of Public Safety	Agave Ballroom
9:45 a.m. – 10:15 a.m.	BREAK	Agave Ballroom
10:15 a.m. – 11:00 a.m.	25 Years and Counting: <i>The Evolution of Private Security and Investigative Regulation in the IASIR Era</i> <i>Leadership from throughout IASIR’s 25-year history will reflect on changes in the regulated industries, ways that licensure has evolved, and the role the Association has played in encouraging professionalism through effective regulation. Current and anticipated challenges will also be addressed.</i>	Agave Ballroom
11:00 a.m. – 12:00 p.m.	Regulatory Trends: <i>What’s Coming, What’s Going, and Where Are We Now?</i> Dale J. Atkinson, Esq., Atkinson & Atkinson, LLC, Northbrook, Ill. Executive Director and General Counsel Federation of Associations of Regulatory Boards <i>Get a birds-eye view of movement in private security and investigative regulation, looking at updates racing to keep up with new technology and practices, the political push to decrease standards and ease entry, and changing expectations for public safety, privacy and portability. This interactive session will address the need for and involvement of government in regulation of the trades, occupations, and professions. Topics such as why, how, and when will form the basis for this conversation.</i>	Agave Ballroom
12:00 p.m. – 1:30 p.m.	SPONSORED LUNCH	Agave East

WEDNESDAY, OCTOBER 24, 2018 (CONTINUED)

1:30 p.m. – 2:00 p.m.	<i>Piece by Piece:</i> <i>Case Studies in Deregulation from Across the Nation</i> <i>Many jurisdictions are flirting with forms of deregulation. There's a perception that too many rules and regulations are adversely impacting employment opportunities and contributing to the recidivism of individuals with misdemeanor and lower level felony convictions. What harm can befall the alarm, investigative and security industries if standards are lowered or eliminated?</i> <i>We'll hear from IASIR members who are dealing with:</i> <ul style="list-style-type: none">• <i>lookback windows for criminal convictions minimized from 20 to 3 years;</i>• <i>justifying specific convictions which would prevent issuance of a license beyond the barriers of certain major felonies or indictable offenses codified across all licensing;</i>• <i>waivers offered for licensing fees with no contingency for how that may affect budgets.</i> <i>Along with these case studies, we'll open the floor to learn what's happening in other jurisdictions and industry observations.</i>	Agave Ballroom
2:00 p.m. – 2:45 p.m.	<i>Another Curveball?</i> <i>Or the End of Regulation as We Know It?</i> Dale J. Atkinson, Esq., Atkinson & Atkinson, LLC, Northbrook, Ill. Executive Director and General Counsel Federation of Associations of Regulatory Boards <i>This session will address the recognition of and need for uniformity to address important regulatory perspectives, mobility and portability, respect for states' rights, and the opportunities for boards and collective voices of regulation. Key concepts will be introduced for discussion in breakout and full-group sessions on how current trends are playing out in specific jurisdictions and industries. Solutions, best practices and new ideas will be highlighted.</i>	Agave Ballroom
2:45 p.m. – 3:15 p.m.	BREAK	Agave Ballroom
3:15 p.m. – 5:00 p.m.	ANOTHER CURVEBALL BREAKOUT SESSIONS <ul style="list-style-type: none">▪ Government: <i>This session is exclusively for government representatives who regulate the industry and enforce state/provincial/federal private security legislation. It's a unique opportunity for program administrators to discuss issues they're struggling with in an informal roundtable session.</i> Anchusa 1▪ Industry: <i>Discussion amongst regulated industry members in relation to this topic. Questions and issues will be generated in preparation for the open forum.</i> Anchusa 2	

THURSDAY, OCTOBER 25, 2018

8:00 a.m. – 9:00 a.m.	SPONSORED BREAKFAST BUFFET	Agave East
9:00 a.m. – 10:00 a.m.	<i>FBI Insider Threat Considerations</i> Roger Stanton, Assistant Director, Insider Threat Office, FBI <i>Get the latest information on foreign and domestic threats to American companies (and partner organizations). Hear about some of the hard-learned insights law enforcement has exposed. Assistant Director Roger Stanton will share powerful perspectives from an investigator's point of view; however, his presentation will delve into security measures relevant to all attendees in order to harden facilities both physically and from a cyber perspective.</i>	Agave Ballroom
10:00 a.m. – 10:30 a.m.	BREAK	Agave Ballroom
10:30 a.m. – 11:15 a.m.	OPEN DISCUSSION <i>An open forum between government regulators and industry representatives addressing questions and concerns generated in Wednesday's breakout sessions.</i>	Agave Ballroom
11:15 a.m. – 11:45 a.m.	MEET THE CANDIDATES	Agave Ballroom
11:45 a.m. – 1:30 p.m.	LUNCH On Your Own	
1:30 p.m. – 2:15 p.m.	<i>The New Frontier: Navigating Acquisitions and Operational Transitions within the Regulatory Landscape</i> Swathi Staley, Corporate Counsel, Allied Universal Security Services Nancy Peterson, Sr. Vice President/Deputy General Counsel, Allied Universal Security Services <i>Acquisitions and consolidations are the new normal in the security industry – as are other types of operational transitions. Successful transitions benefit the businesses and communities serviced by security organizations. To ensure the success of a transaction, both businesses and regulatory agencies must first understand the acquisition and transition life cycle and the governing regulations. While some state regulations provide clear guidance on the responsibilities of business owners, others are silent. This session will cover regulatory triggers that businesses can prepare for in working with regulatory bodies – and in turn, can help provide those who regulate security organizations with insight into effective acquisition integration methods. We'll also outline some recommended best practices for all involved to strive for a smooth integration, whether it is an acquisition or the transition of a large account.</i>	Agave Ballroom

THURSDAY, OCTOBER 25, 2018 (CONTINUED)

2:15 p.m. – 2:45 p.m.	<i>Regulating the New Stuff:</i> <i>What Goes into Setting Up New Licensure and Registration Programs</i> Fabian Blache III, Executive Director & Chief Administrative Officer Louisiana State Board of Private Security Examiners	Agave Ballroom
<p><i>How is a new regulatory program established once that need has been identified? We'll hear from IASIR members who have recently initiated licensing or registration for drones, security robots, portable towers, canine handlers and the dogs themselves. They will discuss legislative intent and the implementation process, as well as valuable lessons learned and practical tips. Ample time will be allowed to hear what other states are considering and industry response.</i></p> <p><i>Get the latest information on how states are regulating these new avenues of security and investigation techniques, what states are regulating them, and the regulation requirements.</i></p>		
2:45 p.m. – 3:15 p.m.	BREAK	Agave Ballroom
3:15 p.m. – 4:15 p.m.	REGULATING THE NEW STUFF BREAKOUT SESSIONS	
<ul style="list-style-type: none"><li data-bbox="490 877 1484 1045">▪ Government: Anchusa 1 <i>This session is exclusively for government representatives who regulate the industry and enforce state/provincial/federal private security legislation. It's a unique opportunity for program administrators to discuss issues they're struggling with in an informal roundtable session.</i><li data-bbox="490 1045 1484 1150">▪ Industry: Anchusa 2 <i>Discussion amongst regulated industry members in relation to this topic. Questions and issues will be generated in preparation for the open forum.</i>		
4:15 p.m. – 5:00 p.m.	<i>Bring Your Breath Mints:</i> <i>Speed Dating for Government and Industry</i>	Agave Ballroom
<p><i>Each regulatory agency with representatives in attendance will be stationed at a table, and each company or industry organization gets 5 minutes for one-on-one discussion before a bell rings and the industry representatives move to another table. It's just enough time to exchange business cards, put a face to a name, and maybe talk about some issues that can be followed up on later. This event should be fun and useful!</i></p>		

FRIDAY, OCTOBER 26, 2018

8:00 a.m. – 9:00 a.m.	SPONSORED BREAKFAST BUFFET	Agave East
9:00 a.m. – 10:00 a.m.	<i>Right Under Our Noses</i> Stephen Enteman, Retired Captain, Arizona Department of Public Safety, and owner of Code 4 Specialists, LLC <i>A breakdown in regulatory authority, internal processes and procedures, and management oversight all played a part in an investigation that started with an external fraud complaint and ended with the discovery of major employee embezzlement within the Arizona Department of Public Safety. Stephen Enteman is a retired DPS captain and owner of Code 4 Specialists, LLC, which provides comprehensive regulatory consulting and strategy services to support all levels and sizes of businesses. He will provide an in-depth case study of the investigation, lessons learned, and some resolutions to prevent similar things from happening in the future.</i>	Agave Ballroom
10:00 a.m. – 10:30 a.m.	BREAK	Agave Ballroom
10:30 a.m. – 11:15 a.m.	OPEN DISCUSSION <i>An open forum between government regulators and Industry representatives addressing questions and concerns generated in Thursday’s breakout sessions.</i>	Agave Ballroom
11:15 a.m. – 12:00 p.m.	<i>IASIR Awards</i> <i>IASIR Board Elections</i> <i>Final Committee Reports</i> <i>Other IASIR Business and Updates</i>	Agave Ballroom
12:00 p.m. – 1:15 p.m.	SPONSORED LUNCH	Agave East
1:15 p.m. – 3:00 p.m.	SECURITY TOUR OF SUN DEVIL STADIUM <i>Join us for a behind-the-scenes security tour of the recently redesigned Sun Devil Stadium, home to Arizona State University’s football team and much, much more under the new Sun Devil 365 initiative, which promotes use of the stadium every day of the year for concerts, classes and special events. Led by Assistant Chief Patrick Foster of the ASU Police Department, this tour will focus on event security as it intersects with campus security for the largest student population in the country, as well as the public-private partnerships that make this work. He will discuss some of the unique security challenges faced at this collegiate venue:</i> <ul style="list-style-type: none"> • <i>Safety concerns within a stadium surrounded by high rises, mass transit (light rail), adjoining offices and classrooms, etc.</i> • <i>Selling alcohol throughout most of the stadium, while keeping it out of student sections</i> • <i>Implementation of walk-through magnetometers and deciding when to utilize them with daily classes and practices in the facility</i> • <i>Tailgate areas with limited parking</i> <p><i>We hope many attendees can stay Friday afternoon and come to school for this fascinating learning opportunity.</i></p>	

GUEST SPEAKERS

Major Jason P. Yeager, Chief of Staff

Criminal Investigations Division, Arizona Department of Public Safety



Jason Yeager joined the Department of Public Safety in April of 2002. He spent his first three and one-half years working the road, first in Buckeye and then Metro West. In December of 2005, Yeager transferred to the Operational Training Section as the department Use of Force Coordinator. Yeager remained in Operational Training for approximately five years, assuming the duties of the Health and Wellness Coordinator, Annual Officer Training Coordinator and obtaining trainer certifications in a variety of fields. In March of 2009, Yeager transferred to the Emergency Management Unit of the Research and Planning Section. In this position Yeager served as the National Incident Management Systems (NIMS) Coordinator for the department and was charged with developing threat assessments and department readiness plans for emergencies and planned events. In May of 2010, Yeager transferred to the GIITEM Financial Investigations Unit. Yeager investigated crimes such as money laundering, mortgage fraud, narcotics trafficking, and any other crimes involving a financial nexus.

In November of 2012 Yeager was promoted to Sergeant where he supervised the Metro West Graveyard Squad. In 2014 Sergeant Yeager transferred back to the GIITEM Financial Investigations Unit as the Supervisor. In 2015 Sergeant Yeager took lead of the AZ Wanted Violent Offenders Task Force where he supervised Detectives from a variety of agencies. The task force specialized in violent fugitive recovery and state-to-state extraditions.

In September of 2015 Yeager was promoted to Captain over the Metro Central Patrol District. Captain Yeager was also selected as the Central Regional Mobile Field Force Commander in charge of tactical response for a variety of large planned events and spontaneous protests. In October of 2016 after obtaining the security contract for the State Farm Stadium, Captain Yeager was chosen to build and lead the department's first Special Events District. In the first year of the partnership, Captain Yeager planned and lead over 35 events including mega-events such as the College Basketball Final Four and National Championship, the Fiesta Bowl, Metallica, Guns and Roses, and U2 concerts, just to name a few.

In April of 2018 Yeager was promoted to Major and is currently the Chief of Staff for the Criminal Investigations Division and remains the Operational Commander on events days for the State Farm Stadium.

Major Yeager is married with three children and resides in the western suburbs of Phoenix, Arizona

Dale J. Atkinson, Esq., Atkinson & Atkinson, LLC, Northbrook, Ill.

*Executive Director and General Counsel,
Federation of Associations of Regulatory Boards*



Dale J. Atkinson, Esq. is the sole member of the Northbrook, IL, law firm of Atkinson & Atkinson, LLC, He received his law degree from Northwestern School of Law, Portland, Oregon. Atkinson & Atkinson represents various associations of regulatory boards including:

- American Association of Veterinary State Boards (AAVSB)
- Accreditation Council for Pharmacy Education (ACPE)
- American Foundation for Research and Consumer Education in Social Work Regulation
- Association of Regulatory Boards of Optometry (ARBO)
- Association of Social Work Boards (ASWB)
- Association of State and Provincial Psychology Boards (ASPPB)
- Federation of Associations of Regulatory Boards (FARB)
- Federation of Chiropractic Licensing Boards (FCLB)
- Federation of State Boards of Physical Therapy (FSBPT)
- Federation of State Massage Therapy Boards (FSMTB)
- International Conference of Funeral Service Examining Boards (ICFSEB)
- Joint Review Committee on Education in Radiologic Technology (JRCERT)
- National Association of Boards of Pharmacy (NABP)
- National Association of Boards of Pharmacy Foundation (NABPF)
- Nuclear Medicine Technology Certification Board (NMTCB)

Mr. Atkinson represents the referenced associations in all matters relating to their operations as not-for-profit corporations, including regulatory activities, education and accreditation, disciplinary actions, model legislation and applications, and all phases of the development and administration of licensure examination programs, licensure transfer programs, licensure credentials verification, and storage. He is a frequent speaker before these association clients as well as other regulatory groups and also produces numerous writings on these subjects for publications.

Mr. Atkinson also serves as Executive Director and General Counsel of FARB, a not-for-profit association whose governing members consist of associations of regulatory boards, which facilitates cross-profession interaction and provides educational programs for board members, staff, investigators, and attorneys related to regulation in the interest of public protection.

Roger Stanton, Assistant Director
Insider Threat Office, FBI



Director James B. Comey appointed Mr. Roger C. Stanton as Assistant Director for the FBI's Insider Threat Office in April 2017 where he leads the FBI's efforts to mitigate threats posed to the FBI and Nation's security by insiders. Mr. Stanton brings with him a successful record of criminal and national security investigations from his field office operational and HQ experience.

Mr. Stanton was sworn into the FBI in 1995, and served his initial assignment in the Columbia, South Carolina Field Office where he investigated violent crime, Organized Crime/Drug Enforcement Task Force, and counter-terrorism matters. Following the 9/11 attacks, Mr. Stanton established the first South Carolina Joint Terrorism Task Force (JTTF), where he served as coordinator and later supervisor, leading all JTTF investigations in South Carolina.

Mr. Stanton has served in various field office leadership positions to include Special Agent in Charge of the Birmingham Field Office from 2015 to 2017, Assistant Special Agent in Charge of the Atlanta Field Office for Cyber and Criminal investigations from 2010 to 2012, and Field Supervisor of the SC JTTF from 2004 to 2008, and Cyber program from 2009-2010.

HQ assignments include Chief of the FBI's Counter IED Section within the FBI's Critical Incident Response Group from 2012 to 2014 where he led the execution of the U.S.'s domestic response to rendering safe a weapon of mass destruction. He also served as the DOJ senior executive responsible for implementing the Nation's Counter IED Strategy. Mr. Stanton also served as an Assistant Inspector/Team Leader in 2008 where he was responsible for the review of FBI headquarters program management and field office operations.

In addition to those assignments, he served as the On-Scene Commander of FBI special event security support to the Sochi Winter Olympic Games in February 2014.

Mr. Stanton's field experience includes service as a Special Agent Bomb Technician, SWAT, and Evidence Response Team member. During the course of his career, Mr. Stanton has participated in several high profile investigations, including the 9/11 attacks and the 1998 American Embassy Bombing in Nairobi, Kenya.

Mr. Stanton is a graduate of the U. S. Naval Academy, and served in the United States Navy as an Explosive Ordnance Disposal Officer from 1987 to 1995.

Swathi Staley, Corporate Counsel

Allied Universal Security Services

Ms. Staley is Corporate Counsel for Allied Universal Security Services where she manages security agency licensing and compliance. She also handles the company's corporate governance and acquisition-related integration. Prior to joining the security industry, Ms. Staley worked in private practice at Traub Lieberman Shrewsbury & Straus and Baker McKenzie as an insurance coverage attorney and commercial litigator with a focus on oil and gas industry clients. She is a member of the Association of Corporate Counsel and an author for the Illinois Institute of Continuing Legal Education. Ms. Staley is a graduate of DePaul University College of Law and an ardent supporter of the Chicago Cubs.



Nancy Peterson, Sr. Vice President/Deputy General Counsel

Allied Universal Security Services

Ms. Peterson is Sr. VP/Deputy General Counsel and Chief Compliance Officer for Allied Universal Security Services, where she is responsible for overseeing the contract management, compliance and internal audit functions. Before her current position, she was the General Counsel for Frankford Candy & Chocolate Co., Inc., where she was recruited as the company's first general counsel to develop a full-service in-house legal department. She also served as Assistant General Counsel for ARAMARK Corporation in Philadelphia, where she represented and advised executives within ARAMARK's sports and entertainment and campus services lines of business on



corporate/commercial matters. She is a member of ASIS (Security Council) and serves on the Boards of the Mural Arts Program and Committee of Seventy.

Prior to attending Villanova Law School, Ms. Peterson worked in Democratic politics in Washington, D.C. – for the Democratic Senate Campaign Committee (DSCC) and Senator Chris Dodd.

Fabian P. Blache III

*Executive Director and Chief Administrative Officer
Louisiana State Board of Private Security Examiners*

Fabian P. Blache III is currently the Executive Director and Chief Administrative Officer of the Louisiana State Board of Private Security Examiners (LSBPSE). Mr. Blache has 33 years of background steeped in protecting the public.



Mr. Blache was a police officer with the New York City Police Department (NYPD), a criminal investigator with Louisiana Office of the Attorney General, Security Director for Jazz Enterprises, Section Chief of Homeland Security at the Governor’s Office of Homeland Security and Emergency Preparedness (GOHSEP), and most recently served the state as Section Chief of Licensure, Investigations and Workforce Development for the DHH Bureau of Emergency Medical Services.

He is a member of the New York City Police Department Honor Legion, a member of the American Society for Industrial Security (ASIS), and First Vice President of the International Association of Security and Investigative Regulators.

Stephen Enteman, Retired Captain, Arizona Dept. of Public Safety *Owner of Code 4 Specialists, LLC*

Stephen retired as a captain from the Arizona Department of Public Safety in 2016 after serving the State of Arizona for 25 years. Over his career he gained a unique set of skills ranging from public and media relations, to training and facilitation, to expertise in supervision and management. Stephen also spent a great deal of time overseeing licensing and regulatory functions at the department. He worked with industry, government, and legislative representatives to implement and improve various regulatory statutes. Stephen has vast experience working with groups of all kinds and is a trained facilitator who has been brought in to work with and assess problem areas within diverse groups. As a trainer, Stephen has numerous specialty law enforcement certifications particularly in the areas of use of force. He has worked on multiple programs and authored several unique lesson plans. He was a lead instructor at the Arizona Law Enforcement Academy as well as for several programs at DPS where he was recognized as an Instructor of the Year in 2015. As a public speaker, Stephen is an active and award-winning member of Toastmasters International. He is a second generation native Phoenician, active in the Arizona rugby community, and is a hobby urban farmer. Stephen is the current owner and founder of Code 4 Specialists, LLC.



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