

SUMMARY OF QUALIFICATIONS

- 32 years of professional canine experience including team supervision, dog selection, evaluation, testing and training of detection canines (explosive/narcotic/weapons/currency/human remains/passenger screening) as well as extensive experience in all areas of multi-purpose dogs (tracking/article search/protection/agility/obedience etc.).
- 20 years of Canine Training and Certification experience observing/evaluating dog teams for law enforcement and U.S. Customs.
- 32 years of progressive federal and civilian training and experience in Foreign/Federal/State and Local law enforcement and physical security.
- 35 years of specialized animal behavior modification, training and problem solving.
- 25 years supervising/mentoring/counseling/training/instructing canine law enforcement personnel globally.
- 32 years' experience in the safe handling and security of all types of canine training materials (including high explosives/narcotics/weapons/currency/cadaver and specialty materials for precursor weapons of mass destruction)
- Expert witness in canine training, canine aggression, canine behavior and canine detection
- Well established leadership and supervisory skills, project management skills, able to consistently meet and exceed established standards or goals.
- Graduate of the Juran Institute for Quality Business Improvement.
- Ability to work with all types of people from diverse cultures and backgrounds.

EXPERIENCE

Canine Intelligence Academy (CIA): Founder and President DeKalb, IL 1984 – Present

- Provide consulting to US Special Forces, Foreign, State and Local Law enforcement personal.
- Developed numerous behavioral training courses and practical applications for military and LE
- Paid consultant to the Chicago Police Department Canine Vapor Wake Program
- Trained/evaluated numerous canine teams in explosive/narcotic/other detection, canine patrol and aggression
- Provided canine management recommendations to the US Federal Reserve Police Canine Unit, Chicago
- Developed, implemented, and controlled all CIA Courses, administrative actions and logistics.

Mass Transit Canine Services (MTCS): Partner/Trainer Chicago, IL 2014 – 2017

- Oversaw the daily maintenance training of Amtrak Police Canine Detection Teams (Vapor-Wake, explosive detection and narcotics)
- Maintained operational readiness for all teams in antiterrorism and anti-narcotics efforts
- Planned and implemented short term and long-term training plans for all canine teams
- Securely handled and stored explosive training materials in accordance with national standards
- Accurately recorded and reported canine team deficiencies and developed improvement programs for Amtrak Canine Management
- Maintained and improved Canine Officers handling performance through the application of advanced training skills, environmental stressors and various evaluation techniques
- Developed, implemented, and oversaw training practices that the enhanced evaluation and operational strategies in handling and deployment of Amtrak Canine Teams

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National Institute of Standards and Technology (NIST): Forensic Science

Dogs and Sensors Subcommittee Member

2017 - Present

- Provides expertise to the development of standards and guidelines related to the performance and testing of deployed dog/handler teams

SWGDOG: Executive Board Member

2011 – 2017

- Provided oversight and consulting on the development of best practices for world-wide use for detector dogs
- Coauthored SWGDOG Group results for publication in the Federal Bureau of Investigations Forensic Science Publication

Strijder Group K9: Cooper, Texas: Vice President Research & Development 5/2011 – 11/2012

- Worked as a consultant to Auburn University's Canine Detection Training Center (Ft. McClellan AL) developing training curriculum, evaluating current policies, and canine evaluation of prospective detective and patrol dogs.
- Oversaw all aspects of the canine training program and was responsible for evaluating and rehabilitating under-performing dogs, or returned dogs with temperament or behavior issues.
- Specialized assignments included-
- Developed a Navy SEAL basic canine handler's course
- Development of an advanced course for traditional and Vapor Wake Canine Teams
- Oversight of tracking patrol work, detection work and article search work
- Performed annual field certifications for explosive detection dogs
- Oversaw training that met certification for US Military Special Forces, US Capital Police, and Transportation Security Administration, Federal Protective Services and various state and local agencies.

US Customs and Border Protection (CBP) – Canine Center, Front Royal, VA: Canine Training Specialist

7/2007 – 5/2011

- Scientific research study on canine detection of smuggled fire-arms (resulting in a new national training and certification process)
- Participated in an environmental enrichment study for kennelled working dogs
- Development of a canine behavior and temperament test
- Advised on a course of study on advanced field training on canine aggression
- Advised and participated in research of canine detection of HU-210 (synthetic tetrahydrocannabinol)
- Human remains detection training and team evaluations
- Oversaw the operations of the CBP canine breeding program (German Shepherd Dogs and Labradors) including canine selection, acquisition, training protocols and husbandry

Securitas Security Services USA, Inc. Chicago, IL: Canine Training /Consultant

3/2007 – 7/2007

- Provided advice and oversight of US canine operations with regard to narcotics, patrol and apprehension, kenneling, record keeping, training aid storage and handling
- Specialized in the development of training protocols and provided trained teams for Chicago's metropolitan train systems.
- Coordinated over a hundred explosive searches in a variety of environments including Chicago's

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Soldier's Field, The United Center, several high-rise buildings and mass transit environments.

Canine Associates International, Leland, IL: Managing Director 12/2004 – 3/2007

- Responsible for the development of a proprietary canine training system for detection work.
- Developed and supervised canine selection testing, and canine/handler evaluation criteria.
- Instructed and participated in a variety of training seminars including law enforcement, SWAT and anti-terrorism/narcotics courses.
- Traveled extensively overseeing CAI global canine operations including the deployment of canine teams to South Africa, Iraq, Afghanistan and Jordan.

Customs Border Protection, Nogales, AZ: Canine Branch Chief 10/2002 – 12/2004

- Responsible for supervising and directing the Nogales Canine Section in all DHS/CBP anti-terrorism inspections and special enforcement operations.
- Canine Detection Teams included explosive, narcotic, weapons, currency, human, agricultural and chemical materials
- Managed enforcement operations involving off site call-outs and pre-primary, primary and secondary screening and inspection areas for various conveyances and passenger operations.
- Performed research and development projects and was a technical advisor to CBP and DHS headquarters management for Canine Enforcement Program activities
- Implemented cost preserving activities that still maintained and exceeded overall training effectiveness.

Customs Border Protection/US Customs: San Luis, AZ: Supervisory Canine Enforcement Officer 3/1999 – 10/2002

- Responsible for the supervision and direction of the canine section of CBP inspections and special enforcement tasks including weekly/monthly performance evaluations.
- Supervised and conducted various R&D projects involving temperature testing of ground cover materials and detection, and the effects of industrial "ozone" instruments on canine detection capabilities
- Developed and generated training courses on canine selection and evaluation of canine body language, and procurement protocols and entrance evaluation tests
- Was utilized as Expert Witness on canine detection skills, training and application to the US Attorney's office
- While supervising the San Luis Canine Section lead in narcotics seizures for the three year tenure

US Customs – Canine Enforcement Training Center, Front Royal, VA: Instructor/ Course Developer 8/1991 – 8/1999

- Responsible for developing numerous specialized training courses for detector dogs and handlers. Topics included: canine procurement, principles of detector dog training, canine search patterns, developing green canines and handlers, canine department supervision.
- Responsible for monitoring, testing and evaluating field and classroom performance of canine enforcement teams, and assessing and reporting on training effectiveness
- Provided training to outside agencies in detection (narcotics, human remains, search and rescue, tracking/trailing)
- Provided training and management consulting to numerous foreign governmental agencies
- Received numerous awards for training contributions

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US Customs, El Paso, TX: Canine Enforcement Officer 7/1989 – 8/1991

- Responsible for inspections, law enforcement and canine handling/training across a variety of environments (airports, railroads, border crossings, etc.).
- Provided technical and behavioral assessments of other teams including problem solving and expansion of training environments to improve effectiveness
- Received multiple awards for narcotics seizures

Pueblo County Sheriff's Department, Pueblo, CO: Sheriff's Deputy / Canine Technician 2/1989 – 7/1989

- Responsible for law enforcement activities including handling a patrol/detection dog for narcotics, cadaver, building, article/evidence searches as well as tracking/trailing and apprehension work
- Was selected to assist in the training of all department dogs
- Developed the department Standard Operating Procedures (SOPs) for canine deployments, use of force policy, specialized training requirements and overall use
- Routinely provided testimony in court
- Led the region (AZ, WY, CO and UT) for number of narcotics seizures and arrests made

Ignacio Police Department, Ignacio, CO: Police Canine Officer 10/1988 – 2/1989

- Served as the sole canine officer in the department responsible for law enforcement
- Developed SOPs for canine applications, use of force policies and training/deployment
- Actively deployed in narcotic, human remains and building searches; tracking/trailing and search and rescue activities
- Received Letter of Commendation for currency and drug seizure.

Durango Police Department, Durango, CO: Police Canine Officer 1/1988 – 10/1988

- Served as the sole canine officer in the department
- Coordinated the start-up of a narcotics detection program and oversaw training in narcotics, cadaver, obedience, article search, tracking/trailing and apprehension
- Developed the department SOPs for canine applications, use of force policies and training/deployment
- Worked as an Assistant Instructor with Colorado State Patrol/Drug Enforcement Administration in the Criminal Interdiction Program
- Qualified and competed in the National Police Dog Championships placing 11th out of 126 teams.

La Junta Police Department, La Junta, CO: Police Canine Officer 12/1984 – 1/1988

- Served as a canine officer responsible for law enforcement
- Was selected to assist in the training of the department's canines and served as the head trainer
- Developed and implemented a complete Police Dog Training Program
- Assisted the Durango Police Department in the creation of their canine program
- Served as an Assistant Child Abuse – Sexual Assault Investigator and handled special investigations
- Qualified and served as a member of the Special Weapons Team
- Received several awards and letters of commendation.

EDUCATION

Juran Institute for Quality Business Improvement (graduate)

Fort Lewis College, Durango, Colorado

- College coursework completed; Major: Fish and Game Wildlife Management

Trinidad State Jr. College, Trinidad, Colorado, Certification, 4/85

Attended and graduated from the Colorado Peace Officers Academy

PROFESSIONAL DEVELOPMENT, LICENSES and CERTIFICATIONS

- Certified Professional Dog Trainer Knowledge Assessed (CPDT-KA)
- AKC Canine Good Citizen Evaluator
- SPARCs conference on K9 behavior and training: Newport, RI: June 2014
- International Association of Animal Behavior Consultants, Attendance 4/2013; Dogs of Course, Warwick, RI
- Clicker Expo: Attendance 4/12; Karen Pryor Nashville TN
- Contemporary Animal Training and Management Workshop Certification, 12/2011, Natural Encounters Inc. Winter Haven, FL
- Advanced Animal Training and Operant Conditioning Workshop with Bob Bailey Certification, 05/2010
- Legacy Canine Behavior and Training, Sequim, WA Advanced Animal Operant Conditioning Workshop on Discrimination, Certification, 12/2009
- Legacy Canine Behavior and Training, Sequim, WA Advanced Animal Operant Conditioning Workshop on Cueing:
- Certification, 12/2009
- Legacy Canine Behavior and Training, Sequim, WA Advanced Animal Operant Conditioning Workshop on Criteria
- Certification, 12/2009 Legacy Canine Behavior and Training, Sequim, WA
- Advanced Animal Training and Behavior Course, Chicago, IL; Certification, 3/2008: 40 hours of advanced lecture and hands on training and live examples with Ken Ramirez on animal intelligence, human emotion and anthropomorphism, basic operant conditioning, informal interactions, husbandry training, social groups, advanced training techniques, aggression, advanced, training games, problem-solving techniques and complex training.
- Advanced Animal Training and Behavior Course, Munich, Germany: Certification, 12/2007 40 hours of advanced lecture with Ken Ramirez on animal intelligence, human emotion and anthropomorphism, basic operant conditioning, informal interactions, husbandry training, social groups, advanced training techniques, aggression, advanced, training games, problem-solving techniques and complex training.
- Cummings School of Veterinary Medicine, Grafton, MA Certification, 9/2007
- Tufts' Canine and Feline Breeding and Genetics Conference
- Advanced Animal Behavior North American Veterinary Services, Orlando, FL, Certification,

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7/2005

- Attended a 75-hour course (lecture and hands on training) on Advanced Animal Behavior and Training hosted by North American Veterinary Services.
- U.S. Customs Basic Academy (Canine Enforcement Officer): Front Royal, VA, Certification, 8/1989; Attended and graduated with Honors
- U.S. Customs Course Developer/Instructor Canine Academy, Front Royal, VA Certification, 9/1992
- U.S. Customs Firearms Instructor Academy, Federal Law Enforcement Training Center Brunswick, Georgia, Certification, 12/1992 Attended and graduated with Honors.
- U.S. Customs Basic Instructor Course, Brunswick, Georgia, Certification, 4/1993

AWARDS/ACCOMPLISHMENTS

- 2016 received the McCarthy Award for Excellence in Leadership for work done at the Rehabilitation Institute of Chicago Canine Therapy Corps Program
- 2010: Best Practices and Innovation Award from the (A) Commissioner of Customs and Border Protection, David Aguilar for a research and development project on dogs detecting currency and firearms
- 2009: received a cash award for work done on Customs and Border Protection Canine Breeding Program
- 2008: received a cash award for work done on the Customs and Border Protection Canine Breeding Program and Kennel Design project.
- 2007 received two “Dinner for Two” awards and a \$1,000 cash award for work done on the breeding program and canine procurement.
- In 2005 and 2006 received salary bonuses from Canine Associates International for the ground up development and management of the canine training center in Leland, IL and my management work in the U.S. and overseas. Received additional individual project awards for work in Iraq, several contracts for training and international demonstrations.
- 1989 – 2004: received numerous written awards and certificates from US Customs Service including 6 Special Act/Service Awards and 12 Performance Awards.
- 1999-2004: received six Superior Achievement Awards for work at the San Luis, Lukeville and Nogales Ports of Entry.
- 2002 awarded extra leave for participation in the San Luis POE “Bring Your Child to Workday”.
- 2002: used as canine subject matter expert at the U.S. Customs Canine Enforcement Training Center to instruct a basic CEO Course and perform an advisory role for the Director on canine procurement, instructional issues and the breeding program.
- 2000: Letter of Acknowledgement from the Director, U.S. Customs Academy John McKay for “Distinguished Academic Performance” at the Federal Law Enforcement Training Center.
- 2000: attended a newly developed 7-week Inspector Course at FLETC for Canine Field Managers and was noted as an Academic Honor Graduate of the class.
- 2000: received a Letter of Appreciation from Port Director McNamara for Instruction of a Supervisory Customs Inspector Canine Supervisors Course, Front Royal, VA.
- 2000: received a Letter of Appreciation from Assistant Commissioner of Customs, for Outstanding Contribution on the Process Improvement Teams.
- 2000: Received Letter of Appreciation from Director, Office of Field Operations for my

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- involvement with the National Training Plan Task Force, Washington, DC.
- 1999: selected to be an Advisor/Mentor to all Process Improvement Teams in the Southern California and Caribbean Customs Management Centers.
 - 1999: received a Letter of Appreciation from the Director, Arizona Department of Corrections Samuel Sublett for continued support and canine assistance with correctional contraband sweeps.
 - 1998: received a Letter of Appreciation from the Commissioner, U.S. Customs Service, Raymond Kelly for Outstanding Service in the Canine Enforcement Program.
 - 1998: received a Letter of Appreciation from the Vice Admiral U.S. Navy, J.B. Perkins, for Canine Demonstration and Public Relations performed for the U.S. Drug Czar W. MaCaffrey.
 - 1996: received a Letter of Recognition from the Office of Treasury Reinvention for my Leadership and Instructional abilities in the areas of Government Reinvention and Process Improvement.
 - 1996: received two Recognition Awards from U.S. Customs Commissioner George Weiss, for work with Treasury Reinvention and Business Process Improvement Instruction to the Customs Management Centers.
 - 1996: received the Secretary of Treasury Award, presented by Robert Rubin for work done on Canine Procurement Process Improvement Team, reinventing the Government.
 - 1996: received the U.S. Customs Commissioners Unit Citation, for work on the Canine Procurement Process Improvement Team.
 - 1994: received Instructional Recognition and Award for instructing the Canine Supervisors Course in Venezuela, given by the Guardia Nacional, Venezuela.
 - 1994: received an Instructional Recognition and Award for instructing Canine Supervisors Course in Venezuela, given by the Colombian National Police, Bogota, Columbia.
 - 1991: received a cash award and Letter of Recognition from the El Paso District Director for Exceptional Enforcement Skills and Effort with my U.S. Customs Canine Blitz.
 - 1989: received Distinguished Service Award for Excellence in job performance for Police Canine Narcotics Interdiction from the Kiwanis Club International.
 - 1989: received USPCA Letter of Commendation and 2nd place Quarterly Award for Canine Narcotics search and seizure of 70 pounds of marijuana and \$3,000.00 in currency.
 - 1989: received a Letter of Commendation USPCA for Canine Narcotics search and seizure of 100 pounds of marijuana.
 - 1988: received a USPCA Letter of Commendation and 3rd place Quarterly Award for Canine Narcotics search and seizure of 130 pounds of marijuana and \$3,000.00 in currency.
 - 1988: received a Letter of Commendation USPCA for Canine Narcotics search and seizure of 19 pounds of marijuana.
 - 1987: received a Letter of Commendation from the Governor of Colorado, Roy Romer for Outstanding Service and Representation of the State of Colorado for service and competition with my police canine Ranger.
 - 1987: 2 years Safe Driving Award, La Junta Police Department.
 - 1986: USPCA Region 14, 4th Quarter Canine Award Best Find for locating two drowning victims in a lake with my police canine Ranger.
 - 1986: 1 year Safe Driving Award Letter, La Junta Police Department.
 - 1986-87: USPCA Special Award for Highest Combined scores in Criminal Apprehension and Suspect Searches
 - 1986: received a Letter of Commendation from the La Junta Police Department for excellent

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performance in canine competition.

- 1985: Letter of Appreciation from the Lion's Club International for numerous canine demonstrations and service to the community.
- 1985: USPCA National Police Dog Championship received a Certificate of Excellence.

IPO and Police Trial Awards

- 2006 won High in Trial; High Schutzhund III in a United Schutzhund Club of America sponsored trial with handler owned trained (HOT) dog Chico.
- 1988: USPCA Narcotics Detector Dog Trials, 3rd overall, perfect score (100 points) in vehicles.
- 1988 USPCA National Police Dog Championship; member of the 1st place National Team from Region 14 Colorado.
- 1988 USPCA National Police Dog Championship placed 11th out of 126 Teams and again received a Certificate of Excellence.
- 1988 USPCA Regional Championship 4th place overall from a field of 38 Teams. 1st place suspect search, 2nd place evidence search, 3rd place criminal apprehension, 5th place agility.
- 1987: USPCA Region 14 4th Quarter Award Best Find for locating and apprehending two burglars in a large bakery warehouse.
- 1987 USPCA Narcotics Detector Dog Trials, 2nd overall, perfect score (100 points) in vehicles.
- 1987: USPCA National Police Dog Championship, placed 27th out of a field of 141 Teams, received a Certificate of Excellence (this is the highest ranking given) and 3rd place overall scent work.
- 1987 USPCA Regional Championship 1st place overall from a field of 47 Teams. 1st place suspect search, 2nd place agility, 3rd place criminal apprehension and I received a Certificate of Excellence.
- 1986: USPCA National Police Dog Championship (qualified but could not compete for family reasons) also received a Certificate of Excellence.
- 1986 USPCA Regional Championship 3rd place overall from a field of 34 Teams. 1st place suspect search, 2nd place evidence search, 3rd place criminal apprehension and 5th place agility also received a Certificate of Excellence.
- 1985 USPCA Regional Championship 6th place overall from a field of 26 Teams. Won 1st place obedience, 1st place agility and 1st place suspect search also received a Certificate of Excellence.

LANGUAGES

English: fluent; Spanish: spoken: novice, written: None; reading: None

AFFILIATIONS

- United States Police Canine Association- Member
- California Narcotics Canine Association- Member
- Animal Behavior Society- Member