



# PIERRE BOURGEIX

**CEO, FOUNDER**

**ESI Convergent**

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Pierre Bourgeix has built an impressive and multifaceted career within the security industry, spanning over two decades as a global security consultant and innovator. His expertise encompasses both physical and cyber security, and he has been instrumental in developing comprehensive security governance programs as well as designing enterprise-level security systems. Bourgeix's professional journey has taken him through various sectors of the security landscape, from the physical security barrier industry and gate control to electronic security, managed services, and ultimately the realm of cybersecurity. This breadth of experience has allowed him to emerge as a thought leader in the convergence of information technology (IT), operational technology (OT), and physical security.

Bourgeix's work has taken him around the world, with projects across the Middle East, including Saudi Arabia, the United Arab Emirates, and Kuwait, as well as throughout Asia. His reputation as a subject matter expert (SME) in video security analytics and integration has led to numerous speaking engagements at industry conferences such as ISC West and East, CNP, Consult Security Specifiers, and various manufacturer and association events globally. Bourgeix's dedication to advancing the security industry is further evidenced by his involvement in developing standards for the testing of products, systems, and solutions, as well as his work on creating a model to explain the physical security kill chain and the need for predictive analytics across IT, OT, and physical security domains.

Bourgeix's educational background is equally impressive, with a Bachelor of Arts in History and Political Science from Loyola Marymount University, as well as Master's degrees in Behavioral Education Psychology from California State University Long Beach and International Business Management from the University of California, Los Angeles. His linguistic skills, fluency in English, French, and Arabic, have further enhanced his ability to navigate the global security landscape.

Bourgeix's expertise and leadership have been widely recognized within the industry. He currently serves as a subcommittee chair for the SIA Utility Advisory Board Partnerships, a co-founder, and a member of the SIA Cybersecurity Certificate program. Additionally, he has been a member of the SIA Video and Analytic Advisory Board and has served as a judge for the SIA New Product Showcase at ISC West for several years. Bourgeix's consultative work with Fortune 100 companies, as well as his advisory roles with various technology companies in the electronic, video management, and identity management spaces, further solidify his standing as a respected and influential figure in the security industry.

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# MICHAEL A. HAGGARD

**MANAGING PARTNER**

**The Haggard Law Firm**

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Compassionate, empathetic and a fervent advocate for victims of crime, Michael Haggard has dedicated his career to the pursuit of justice on behalf of his clients inside and outside of the courtroom. Haggard has secured unprecedented awards for his clients, and as an activist, he continuously lobbies for permanent solutions and change through local, statewide and federal legislation. Specializing in pool drowning, negligent security, wrongful death, unsafe premises and products liability, Haggard has established himself as a powerful force locally and nationally in the Legal Community as the Managing Partner of The Haggard Law Firm. After spending time as a Public Defender and working with a small personal injury firm, he joined The Haggard Law Firm and was named a partner in 2001.

He soon captured national headlines as the only plaintiff's personal injury attorney to secure three separate \$100 million dollar verdicts on behalf of individual clients. Haggard secured two consecutive \$100 million verdicts on behalf of children involved in pool accidents. Several years later, a third \$100 million verdict was awarded by a jury in a negligent security case, deemed the largest of its kind for that genre of case law.

Michael is widely recognized as a security expert and has been featured in media interviews nationwide.

Professional achievements aside, Haggard is also fiercely dedicated to a myriad of worthy causes. He believes that attorneys have an obligation to give back to the community. Leading by example, he serves as an Adviser for the National Drowning Prevention Alliance, is a Board Member of the National Center for Victims of Crime, and is the Past President of the National Crime Victim Bar Association. Closest to his heart, however, Haggard sits on the National Board of the Polycystic Kidney Foundation. Passed genetically, this disease has affected many members of his family, as well as Haggard himself. He received a kidney transplant from his brother-in-law in 2016, and now dedicates his time and talents to raising awareness of living donor transplants.

Outside the office, Haggard is not only a philanthropist, but also a dedicated father. He and his wife, Bekki, love to watch their son play college football at Abilene Christian University in Texas. His daughter currently attends school at Tulane University in Louisiana, pursuing a Masters Degree in Anatomy.

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# THOMAS J. MCCOMAS

**SECURITY SYSTEMS  
CONSULTANT**

**Bastion Security Group**

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Thomas J. McComas is the President of Bastion Security Group LLC, an independent security consulting firm. Thomas has 10 years of experience designing complex security, life safety, information, communications, and technology systems and providing consulting services to business owners, architects and engineers on the same. Thomas also provides master planning, third-party design review, project management, bid review services, and authoring of policies and procedures governing an organization's use of electronic and physical security systems.

Thomas has worked across several industries such as critical infrastructure, manufacturing, and higher education. He is Board Certified as a Physical Security Professional (PSP) and a Project Management Professional (PMP). He has a bachelor's degree in Criminal Justice where he specialized in criminalistics and earned a certificate in Infrastructure Protection from Texas A&M.

Thomas is a member of the American Society of Industrial Security, International Association of Professional Security Consultants, and the International Association of Counterterrorism and Security Professionals. He previously served on the Board of The American Society of Industrial Security Detroit Chapter as Chapter Chair, Vice-Chair, and Membership Chair promoting the advancement of the security profession.

Thomas is a United States Marine Corps veteran previously serving as the Engineer Chief for 2nd Marine Special Operations Battalion.



# DOUG SIMPSON

**CHIEF SECURITY &  
SURVEILLANCE OFFICER**  
Gila River Resorts & Casinos

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Since November 2017, Chief Security Surveillance Officer Doug Simpson leads Security, Surveillance, Safety, Fire, and Risk Managements for all four Gila River Resorts & Casinos properties. Under his leadership, he has close to 400 team members. Mr. Simpson's believes in a one team approach to asset protection/risk management and provides his team the support, tools, and training to accomplish that vision. Prior to coming to Gila River, he was the Director of Security & Risk Management for Atlantis Casino Resort Spa in Reno, Nevada as well as their sister property in Blackhawk, Colorado. Mr. Simpson held that position for 11 years and worked for Atlantis Casino Resort Spa for more than 19 years in other management positions. Prior to entering into the casino sector, Mr. Simpson worked for several years as a police officer in the Dayton, Ohio area.

Mr. Simpson is also an active member of IAPSC for the last several years as an internal consultant.



# ERIC GOLEBIEWSKI

**VICE PRESIDENT OF  
CORPORATE SECURITY**  
Caesars Entertainment

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Eric Golebiewski is the Vice President of Corporate Security at Caesars Entertainment. Eric develops security strategies and implementing initiatives to provide safe environments for Caesars Entertainment employees and its millions of customers while protecting the resort's assets at over fifty locations throughout the United States.

Previous to Eric's twenty four years with Caesars Entertainment, he was employed by Burns International Security Services in Buffalo, New York. He served as a member of security management for their client M&T Bank Corporation at several of the organizations downtown high-rise facilities, security command center, money center and data center. His projects entailed analyzing newly acquired facilities physical security measures and drafting security plans for company sponsored special events. Eric also developed and executed security operation details for public and private events held or sponsored by M&T Bank.

Eric Golebiewski is a member and Co-Chair of the Nevada Resorts Association Coalition for Combating Human Trafficking. He serves as a member of several security organizations including ASIS International Las Vegas Chapter, Las Vegas Security Chiefs Association and ZONE Las Vegas Nightclub Coalition. In 2015 he was selected as a guest speaker for the G2E conference on the subject matter of Working Together, Reducing Tourist Victimization through Security and Law Enforcement Collaborations. In 2017 Eric was a guest speaker for ASIS Las Vegas on the topic of The Las Vegas Tragedy After-Action Plan and 2017 guest speaker at the Annual Las Vegas Nightclub Training Compliance Seminar. In July of 2020 Eric joined the Board of Trustees at Crime Stoppers of Nevada, Inc. and recently accepted the Chair position for the non-profit organization.

In 2021 Caesars Entertainment became a Domestic Security Alliance Council (DSAC) member company with Eric as its lead security representative entrusted to strengthen partnerships between the U.S. government and the U.S. private industry.



# JAY JAMES

**CORPORATE DIRECTOR OF  
SECURITY TRAINING & OPERATIONS**

**Caesars Entertainment**

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Jay James is the Corporate Director of Security Training and Operations at Caesars Entertainment. Jay evaluates, develops and facilitates security based training with an emphasis on standardization for more than 50 properties owned by Caesars Entertainment. He also manages the Caesars Entertainment armed Special Response Teams (SRT) as well as the K9 Teams.

Prior to working with Caesars Entertainment Jay spent 27 years in law enforcement. He is retired from the Las Vegas Metropolitan Police Department. While there, Jay held various positions, but spent the majority of his career within the Homeland Security Bureau assigned to the SWAT Section.

Upon retiring from law enforcement, he relocated to Northern Virginia and worked for the Central Intelligence Agency (CIA) in Washington DC assigned to the Office of Security within Directorate of Support.



# STEPHEN BAYNE

**FOUNDER**

Framework Synergy Solutions

Dr. Stephen Bucheli Bayne spent the last 35 years in California K-12 public education. The first sixteen (16) of those years as a school police officer, canine officer, corporal, sergeant, and captain. For the past nineteen (19) years, Dr. Bayne has served as a K-12 risk manager and emergency manager - focusing on emergency and safety planning. Dr. Bayne is passionate about creating safe, supportive, and resilient learning environments for students, staff, and families. He is committed to advancing the field of school safety and emergency management through research, advocacy, and collaboration.

In 2014, Dr. Bayne founded the Emergency Preparedness Interagency Collaborative (EPIC) in the Irvine Unified School District (California), a joint partnership between public safety agencies and public and private education institutions in the Greater Irvine area. Irvine Unified School District recognized early on, while evaluating their emergency management program, that effective planning and development should not be done in isolation and that it was critical for the District to participate regularly in high-level discussions with community partners regarding emergency planning. Dr. Bayne believes this unique collaborative model for schools can be implemented across businesses and industries looking to develop and sustain a strong robust security and emergency preparedness program.



# JIM TOWNZEN

**VICE PRESIDENT,  
TECHNOLOGY**

**Security Risk Management Consultants**

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Jim is the Vice President of Technology at SRMC, bringing over 30 years of experience in the security field. He has extensive expertise in long-term security technology master planning, large-scale system design, and the development of integrated security systems.

Jim conducts assessments, creates system designs, and manages the implementation of complex security system packages. These packages integrate access control, video surveillance, intrusion detection, and various physical security measures.

He holds several certifications, including Physical Security Professional (PSP) and Certified Protection Professional (CPP) from ASIS International, as well as Certified Security Consultant (CSC) from the International Association of Professional Security Consultants.

Additionally, Jim is an active member of ASIS International and the International Association of Professional Security Consultants (IAPSC). He currently serves as the Chair of the Technical Standards/Sponsorship Committee's Special Interest Group within IAPSC.





# DREW NECKAR

**PRINCIPAL CONSULTANT**

**COSECURE Enterprise Risk Solutions**

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Drew is a Principal Consultant with COSECURE Enterprise Risk Solutions.

Prior to beginning his consulting career Drew served as a senior security executive for healthcare and higher education organizations. In 2018 he founded Security Advisors Consulting Group a security management consulting firm which he grew year over year until early 2024 when it was acquired by COSECURE and he moved his practice to that firm.

Drew also serves in volunteer roles with IAPSC where he served as a member of the Board of Directors from 2022 and 2023, with ASIS International where he currently serves on the Professional Standards Board and the Membership Committee of the North American regional Board, and with the International Association for Healthcare Security and Safety where he serves as a member of the Council on Guidelines.

Drew is certified by ASIS as a CPP, IAHS as a Certified Healthcare Protection Administrator, and by the Association of Threat Assessment Professionals as a Certified Threat Manager. He also holds an MBA with a focus on international business from the University of Wisconsin – Oshkosh.

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# FRANK PISCIOTTA

**PRESIDENT & CEO**

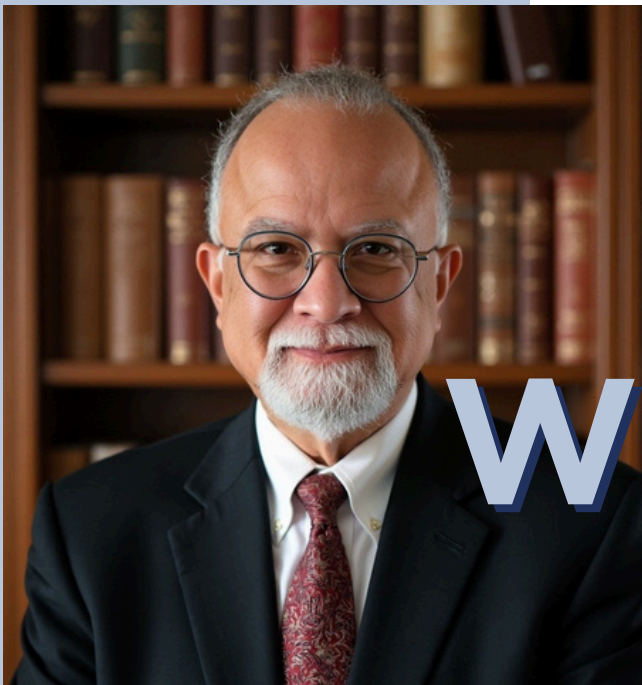
**Business Protection Specialists, Inc.**

As a well-respected physical security expert for 35 years, Frank Pisciotta, CSC, has partnered with hundreds of organizations around the world as President and CEO of Business Protection Specialists, Inc. (BPS). Since founding BPS in 1990, Frank has guided nearly 5,000 threat assessment, risk analysis, security design, and related projects alongside his team of world-class security professionals with 150+ years of combined experience. A sought-after subject matter expert who's spoken to thousands, Frank is both a speaker and featured contributor to notable industry publications. Having spent his entire career in crime prevention, he's a multi-certified physical security professional with a master's degree in Public Administration and a bachelor's in Criminal Justice. Committed to being a peace of mind partner in all that he does, Frank's passionate about serving clients seamlessly, improving outcomes for all stakeholders, and teaching security consultants how to establish successful practices

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# KEN WHEATLEY

**FOUNDER AND  
PRINCIPAL ADVISOR**  
**ROYAL SECURITY GROUP LLC**

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Mr. Wheatley is the Founder and Principal Advisor of Royal Security Group LLC - a security, business management, and premises liability forensic expert consulting practice.

He served as the Senior Vice President and Chief Security Officer for Sony Electronics' global operations for 24 years. During his tenure, he led various operations, such as Corporate Security (including 6 Olympics), National Dealer Sales Compliance, Brand Integrity, Business Continuity and Corporate Resilience, Competitive Intelligence, Non-Financial Risk Management, Food Service, Ground Fleet, Administrative Services, and Temporary Staffing, with a staff of 18, and a budget of \$100 million.

He also served as an FBI Special Agent in various investigative and undercover operations involving kidnapping, espionage, drugs, fugitives, and violent criminal apprehensions. He currently serves as one of the 14 members of the Senior Advisory Group with the FBI's Domestic Security Alliance Council (DSAC) and as an Advisor to the FBI's Threat and Resilience Information Sharing Committee (TRISC) in Washington, D.C.

He is the former President of the International Security Management Association, the global association of Chief Security Officers, and has held various committee roles with the International Association of Professional Security Consultants.

Mr. Wheatley is a Vietnam-era veteran and was a Non-Commissioned Officer in the U.S. Air Force. He earned his BA degree from Florida International University and his Master's degree (summa cum laude) from Webster University. He's completed Executive Education Programs at the Harvard Kennedy School of Government, the University of Michigan Business School, and Northwestern University Kellogg School of Management. He is board-certified in Business and Organizational Security Management, earning his CPP in 1997 and recertifying every three years.



# J. KELLY STEWART

**PRINCIPAL & HEAD SECURITY  
ADVISORY SERVICES**

Buro Happold

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Kelly brings more than three decades of unmatched experience across the security and risk management industries. Most recently, Kelly served as President, CEO, and Chief Risk Officer of Newcastle Consulting, LLC, where he developed one of the most respected security risk management consultancies.

His leadership and vision have translated into the delivery of integrated, proactive security strategies to a broad-based clientele, including federal agencies, critical infrastructure organizations, and Fortune 500 companies. His career encompassed working for the US Secret Service, NNSA, CACI, Deloitte, & Intelsat.

Kelly will lead the establishment and expansion of a security consultancy practice within Buro Happold to compete with very best across North America. With Kelly's enthusiasm for excellence and innovation, he is uniquely positioned to take the lead in driving Buro Happold's Security Advisory Services to the next level.

- 30+ years in the security industry
- Huge Fan of the Washington Redskins, Capitals, & Nationals
- Was an extra in the movie "In the Line of Fire" with Clint Eastwood
- The Coffee Code: With decades of experience in high-stakes situations, I can remain unshakably calm in a crisis—unless someone brings me a decaf. Then, and only then, will I declare, "Code Red!"



# STEVE KAUFER

**PRESIDENT/SENIOR  
CONSULTANT**

**Inter/Action Associates, Inc.**

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Steve Kaufer, CPP has worked in the security industry for more than forty-nine years. Since 1989 he has provided security management consulting services to a variety of medium to large private sector and government organizations. He specializes in security for healthcare facilities, multi-family housing, and event venues. In 1992 he co-founded the Workplace Violence Research Institute and has personally trained more than 10,000 employees, managers, and supervisors in the prevention of occupational violence. He is active as a member, and former president of the International Association of Professional Security Consultants. He is also a member of ASIS International, Association of Threat Assessment Professionals, International Association for Healthcare Security and Safety, Event Safety Alliance, International Festivals & Events Association, Global Crowd Management Alliance.

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# ALAN ZAJIC

**OWNER/PRINCIPAL**

## AWZ Security Consultants

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Alan W. Zajic is a Nevada licensed, independent security consultant, Board Certified in Security and Surveillance, specializing in hospitality, gaming, nightclubs and retail security environments. He has over 40 years of practical hands on experience in security and surveillance operations to include Security Director for the Sahara Tahoe and High Sierra resorts in Lake Tahoe as well as corporate security for Del E. Web, Corp. in Nevada.

Alan is a member of ASIS International where he holds the designation of Certified Protection Professional (CPP) and is currently a member of the Gaming and Wagering Protection Council/Community. Alan is a twice past Chairman of the Gaming and Wagering Protection Council and past chairman of the Hospitality, Entertainment and Tourism Council. He is a past Council Vice President for ASIS International with oversight over the Retail and Loss Prevention Council, Banking and Financial Institutions Council, Gaming and Wagering Protection Council and the Hospitality, Entertainment and Tourism Council. He is actively involved in the Northern Nevada and Las Vegas Chapters as well as the international security community. He was awarded the ASIS International "Outstanding Council Chairman of the year" for 2010.

He is a member of the International Association of Certified Surveillance Professionals (IACSP) where he holds the designation of Certified Surveillance Professional (CSP) and is a member of the International Association of Professional Security Consultants (IAPSC). Additionally, he is a member of the International Society of Crime Prevention Practitioners and holds their Designation of International Crime Prevention Specialist. (ICPS).

He is co-author of the books "Casino Security and Gaming Surveillance" and "Casino and Gaming Resort Investigations", has written numerous professional articles and has been media interviewed internationally on various security and surveillance topics. In addition, he is frequently requested to perform the services of a Forensic Security Consultant (Expert Witness) in gaming, hospitality, retail, bars, nightclubs, and multi-unit housing environments and has testified in various jurisdictions throughout North America.

His practice areas include forensic consulting, management consulting, major incident management, policy and procedure development and he conducts tailored training programs for gaming operations.



# KARIM VELLANI

**INDEPENDENT SECURITY  
CONSULTANT**

**Threat Analysis Group, LLC**

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Karim Vellani is the President of Threat Analysis Group, LLC, an independent security consulting firm. He holds Board Certifications in Security Management (CPP) and as a Security Consultant (CSC), bringing over 30 years of expertise in security management, crime analysis, and forensic security consulting. Karim earned a bachelor's degree in Criminal Justice with a focus on Law Enforcement and Police Science and a master's degree in Criminal Justice Management. He is the author of Applied Crime Analysis, Strategic Security Management, and Unraveled: An Evidence-Based Approach to Understanding and Preventing Crime, and has contributed to various other security publications and journals. Karim participates in multiple research teams focusing on violent crime prevention, workplace violence, sex trafficking, and use of force.

As an independent security consultant, Karim has advised Fortune 500 companies and government agencies on security risk management and force protection. He regularly consults for government, commercial, and residential sites across the country, with a portfolio including data centers, healthcare facilities, houses of worship, manufacturing plants, financial institutions, retail stores, shopping centers and malls, hotels and motels, office buildings, and residential housing.

For 11 years, Karim was responsible for managing the quality control/assurance function for United States Department of Homeland Security's (DHS) protection force at federal government buildings in 23 states including Mississippi, Alabama, West Virginia, California, Montana, North Dakota, South Dakota, Wyoming, Utah, Nevada, North Carolina, Tennessee, Arizona, Kentucky, Illinois, Washington, Idaho, Texas, Oklahoma, Florida, South Carolina, Rhode Island, and Massachusetts.

Karim is known for his specialization in crime analysis and security risk assessment. He created a proprietary crime analysis methodology using the FBI's Uniform Crime Reporting system, supported by his software, CrimeAnalysis™. This system enables users to pinpoint threats, choose effective countermeasures, and mitigate risks. Initially published in Applied Crime Analysis and further developed in Unraveled, this methodology has been applied in threat assessments for thousands of facilities. Karim also developed the Security Risk Assessment Methodology for Healthcare Facilities, which was published by the International Association of Healthcare Security and Safety (IAHSS) in 2009. In 2023, he authored the IAHSS guideline for Human Trafficking Victim Identification and Response and was also a Technical Committee Member on the Risk Assessment Standard Development Committee for ASIS International.

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