Fraud Examination and Forensic Accounting
School of Accountancy
Parker College of Business
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Education

Western Illinois University Macomb, Illinois	1981 1978	Masters of Business Administration (MBA) Bachelor of Business (Accounting)
Federal Bureau of Investigation (FBI) Quantico, VA	1983 1997	Special Agent, NAC # 83-14 National Academy, Session # 189
Department of Defense Polygraph Institute (DODPI) Fort McClellan - U.S. Army Anniston, Alabama	1998	Basic Polygraph Course # 98-3 Argosy University (no degree) 21 graduate hours earned toward a Master of Arts Forensic Psychology / Psychophysiology

Professional Career Summary

Lawrence Consultants Sole Proprietor	Polygraph Examiner Springfield, IL and Statesboro, GA 2005 - Present
Georgia Southern University Statesboro, GA Parker College of Business School of Accountancy	Fraud Examination & Forensic Accounting Programs Director 2007 – 2017 Emeritus Senior Lecturer 2007 - Present
Federal Bureau of Investigation FBI Special Agent	Seattle, WA 1983 – 1986 Washington, DC 1986 – 1990 Springfield, IL 1990 – 2006

Andy Frain, Inc.
Chicago, IL 1973 – 1978
Assistant Personnel Director

Professional Association Certifications and Memberships

Forensic Interviewer (CFI) International Association of Interviewers (IAI) Advisory Board Member	2012 - present 2014 – 2024
Fraud Examiner (CFE) Association of Certified Fraud Examiners (ACFE) Savannah Chapter Founder & Officer Georgia Southern Student Chapter Faculty Advisor	2007 - present 2012-2015 2010
Polygraph Examiner FBI American Polygraph Association (APA) Lawrence Consultants Polygraph (LCP)	1998 - 2006 1998 - present 2005 - present
Internal Affairs Polygraph Examiner Institute for Police Polygraphy (IPP)	2021 - present
Sex Offender Polygraph Examiner Georgia Polygraph Association (GPA) Officer – Treasurer	2003 - present 2008 - present 2021 – 2025
Forensic Polygraph Examiner American Association of Police Polygraphists (AAPP) Illinois Polygraph Society (IPS)	2005 - present 2003 – 2007
Licensed Polygraph Examiner Illinois Department of Professional Regulation (IDPR)	2005 - present

Other Certifications:		
University of Illinois	Public Accountant (CPA)	1983
FBI	Financial Investigator Police Instructor	1984 1988
Federal Aviation Association	(FAA) Aircraft Pilot	1982, 1986 (IFR)
Professional Association of Diving Instructors (PADI) (SCUBA) Open water diver		1978

Lawrence Consultants Polygraph

Sole Proprietor

Springfield, IL and Statesboro, GA 2005 – Present

Conducts polygraph examinations for individuals, businesses, professionals, government agencies, and other organizations to resolve issues regarding the truth when all other investigative techniques have been exhausted, or the issues are time sensitive.

Engagements:	Noteworthy Accomplishments:
Engagements:	Notewortny Accomplishments

Pre-employment exams

Chatham County Police Department
Chatham County Board of Education
Savannah Chatham Metro Police Department
Loomis Armored Car Service

Pretest admissions and/or deceptive polygraph results precluded high risk individuals from gaining employment as trusted public employees

Police Internal Affairs

Savannah Chatham Metro Police Department

Interrogations led to the termination or resignation of high-ranking police officials

Police Criminal Investigations

Polygraph results and interrogations for squads and detectives have led to the

Savannah Chatham Metro Police Department	clearing suspects of wrongdoing, or to the obtaining of admissions from subjects for prosecution
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Sex Offender Parole & Probation

U.S. Probation (Illinois & Georgia) Georgia State Probation Illinois State Probation

Ensured compliance with probation conditions for convicted sex offenders. Gained admissions resulting in the revocation of probation (sent back to jail)

Lawrence Consultants Polygraph

Engagamanta	Notowouthy Assamplishments
Engagements:	Noteworthy Accomplishments:

Business owners

Conduct polygraphs of employees to determine the cause of thefts of business assets

- Results of polygraphs and interviews in a theft case involving several employees (all innocent) protected their jobs
- Interview of an employee in an accounting firm led to a confession of an embezzlement of \$100,000, and an agreement to pay the money back by cashing his retirement fund

Criminal Prosecuting Attorneys

Conduct polygraphs under a strict attorney – agent constitutional protection

Prosecutors planning to indict a father based an accusation of inappropriate sexual contact by his child, dropped all charges

Criminal Defense Attorneys

Conduct polygraphs under a strict attorney – agent constitutional protection

- Prosecutors planning to indict a mother for the murder of her infant child, dropped the charges
- Prosecutors planning to convict an individual, with sentencing expected to be "for life."
 Polygraph and interrogation led to a confession. His attorney negotiated a plea agreement to minimize his jail sentence to 12 years

Civil Defense Attorneys

Conduct polygraphs under a strict attorney – agent constitutional protection	Polygraphs of plaintiffs showing their truthfulness, with my testimony at hearings, have led to rulings and negotiated settlements
Individuals – Fidelity Conduct polygraphs for couples with relationship trust issues	Interviews and polygraphs have assisted marital counselors and the future of the clients' relationships
Individuals – Exculpatory Conduct polygraphs for individuals trying to prove their innocence	Interview and polygraph of one individual prior to his disciplinary hearing supported his truthfulness and protected his employment position

Professional Polygraph Activities

Interviewing activities	Annual conferences:	Myrtle Beach, SC	2022
S		Ft. Meyers, FL	2019
International Association of	Interviewers (IAI)	Chicago, IL	2018
international Association of	interviewers (IAI)	Chicago, IL	2017
Advisory Board Member rej	presenting	Minneapolis, MN	2016
Georgia Southern University	and higher education	San Antonio, TX	2015
		Nashville, TN	2014
Polygraph activities	Annual conferences:	Athens, GA	2024
1 orygraph activities	minual conferences.	Ocean Beach, NC	2023
		Savannah, GA	2022
	GS exhibitor -	-Tybee Island, GA	2021
		Gwinnett, GA	2019
Georgia Bureau of Investigati	` /	Douglasville, GA	2018
Georgia Polygraph Associatio	n (GPA)	Tybee Island, GA	2017
		Atlanta, GA	2016
Peak Credibility Assessment	Center		
Sex Offender Poly	graph Training (Advanced)	Cape Corral, FL	2023
	Polygraph Examiner's Course	Lafayette, IN	2019
	Polygraph Training (Basic)	Lafayette, IN	2018
Sex Offender	1 01, Braph Training (Dasie)	Daiayette, 114	2010

American Association of Police Polygr Annual Polygraph Conferences	raphists GS exhibitor -	Louisville, KY - Jacksonville, FL Portland, ME	20 20 20
American Polygraph Association Annual Polygraph Conferences		Indianapolis, IN Chicago, IL	19 20
National Center for Credibility Assesses Senior Polygraph Examiner Course	ssment	Savannah, GA	20

Georgia Southern University

Director

Emeritus Senior Lecturer Parker College of Business (AACSB accreditation)
Statesboro, GA School of Accountancy (AACSB accreditation)

2007 – Present Fraud Examination & Forensic Accounting Certificate Programs

Director - Fraud Examination & Forensic Accounting Programs 2007 – 2017

As the first director for The Center for Forensic Studies in Accounting and Business ("**The Center**"), officially began operations on June 1, 2007. Accomplished the following activities and objectives:

- o **Curriculum development:** Developed the Fraud Examination and Forensic Accounting programs into a certificate program with an online platform
- o **Revenue generating activity:** Made extensive travel and contacts with professionals in government, law enforcement, and the accounting anti-fraud professions. Accounts were established, and funds solicited and obtained for:
 - An annual Forensic Accounting Scholarship
 - Regular foundation donations to

Center for Forensic Studies Fund Forensic Accounting Advisory Board Fund

- An endowment for the

Excellence in Forensic Accounting and Fraud Examination Fund

- o **Marketing:** An aggressive marketing campaign involved numerous:
 - Presentations to professional organizations
 - Participation in student career fairs
 - Advertisement and use of social media
 - Contact with prospective students, as well as students and alumni
- o Forensic Accounting Advisory Board:
 - Recruited and developed an advisory board of about 25 professionals
 - Made regular contacts with each
 - Had periodic small group meetings in various locations
 - Organized and had an annual meeting for the board on campus
- Distinguished Forensic Accounting Lecturers:

Recruited an anti-fraud professional or convicted felon to appear annually on campus

for a university wide presentation at the Performing Arts Center.

- Construction Law and Accounting Conference: Based on the demand, designed and recruited speakers for a one-day CPE course in Atlanta in 2008
- o Fraud and Forensic Accounting Education Conferences: (2006 2016) Responsible for all aspects of our two and a half day annual conferences (20 CPE). The conference attracted 100 - 200 national participants each year, and required:
 - identification and recruitment of a major financial sponsor
 - recruitment of 35 40 practitioner, governmental, and academic speakers, oversaw site selections and contractual agreements
- o **Journal of Forensic Studies and Accounting and Business:** Oversaw the efforts of the editors for the publication.

Emeritus Senior Lecturer

2007 – present School of Accountancy

Fraud Examination and Forensic Accounting Certificate Programs

Original Curriculum and Course Development

Forensic Interviews and Interrogation 2007	From the traditional one chapter in a textbook, developed a full semester course with weekly clinical mock interviews	
White Collar Crime 2007	From the traditional one chapter in a textbook, developed a full semester course with field trips to various law enforcement agencies and courts	
Interviewing for MBA's 2008	Developed a course for graduate students with limited interviewing experience	
First-Year Experience 2008 - 2015	Developed courses for incoming university Freshman with themes of "FRAUD", "Aviation", and "Strategy and Backgammon"	

Other Assigned Courses:

- Fraud Schemes
- Survey of Accounting
- Financial Accounting
- Introduction to Business

Publications

Journal of Forensic Accounting:

o "Conducting Interviews:

An Auditor's Guide to Getting to the Truth" 2018

New Accountant magazine:

o "Forensic Accounting Certifications" 2018

Georgia Society of CPA's Current Accounts magazine:

0	"Good Interview Techniques"	March, 2016
o	"Identifying Probable Deception"	May, 2016
o	"Getting an Admission of Truth"	July, 2016

Savannah Morning News - Savannah BIS Section:

0	"Informants"	2010
0	"White Collar Crime"	2009

Service

	Service to the School of Accountancy
2007 – 2017	Chair, Forensic Accounting Steering Committee
2007 – 2009	Student Recruitment Retention Placement Committee
2008 – 2011	Numerous faculty and director search committees
2013 – 2014	Accounting Day Committee
2007 - 2017	Numerous career fairs and open houses on campus and throughout the state
Spring, 2011	Faculty Advisor, Association of Certified Fraud Examiners Student Chapter
2012 - 2014	Assisted the new director of the Center as his "Assistant Director"

Service to the Students

- **Forensic Accounting Day:** Recruited high profile professionals and convicted fraudsters to speak at the PAC for this annual university event.
- **Project Adrian:** 15 IRS agents came to campus and over 2 days conducted up to 6 mock tax fraud investigations investigated by students. Newspaper, television, and magazine coverage.

- **Mock Grand Jury:** Three students were briefed by a local prosecutor concerning their investigation and expert testimony. The remainder of the students acted as a grand jury and voted to indict the subject(s).
- **Federal Law Enforcement Training Center, Glynco, GA:** Students spend a day learning about law enforcement training, receive presentations from various agencies on various white collar crime investigations, and observe agents in training executing a search warrant on a business with interviews and computer imaging.
- **Federal Prison, Jesup, GA:** Students spent a morning touring a minimum security prison with convicted white collar criminals. They interacted with inmates and prison officials.
- **FBI Atlanta:** "Georgia State College Forensic Accounting Day at the FBI," sponsored by Georgia Southern. College students got inside an FBI office and listened to many speakers regarding investigative methods, white collar crime cases, and how to join the FBI.
- Federal Courthouses, Waynesboro & Statesboro: Students observed a fraudster being sentenced, and met with judge in chambers. Students observed mortgage fraud trial begin with jury selection.
- **State Courthouse, Statesboro:** Students observed or acted as a member of the jury during this mock civil trial. Our graduate forensic accounting students acted as attorneys and expert witnesses with a local judge presiding.
- Classroom Simulations: Brought KPMG in with a fraud case simulation known as "Lots of Books, Inc." Assisted in another case simulation as the main fraudster in a case known as "Tallahassee Bean Counters"

The following professionals were brought into the classroom as guest speakers:

Agency	Speaker	Topic
Food & Drug Agency	Special Agent Mike Hiser	Fraud Investigations
Jesup Federal Prison	Erin Chalfant	Prison life for fraudsters
FBI	Supervisor Vic Hartman	Enron case

U.S. Attorney's Office	Prosecutor Brian Tanner Forensic Accountant Karen Hartley	Fraud cases and plea agreements
KPMG Forensics	Director Scott Hilsen	Fraudulent Intention\$
United States Probation	Supervisor Marty Bragg	Sentencing Guidelines
Private Practice	Ron Lundstrom	Forensic Accounting
Internal Revenue Service	Special Agent John Schmarkey	Money Laundering
U.S. Secret Service	Special Agent Will Griffin	Credit Card Fraud
Internal Revenue Service	Special Agent Curt Larsh	Tax Fraud
Internal Revenue Service	Supervisor Lisa Holtz	Polygraph
GA Southern Public Safety	Wayne McKinney	Voice Stress Analysis

Private practice	Marjorie McGuire-Krupp	White collar crime cases
NASA Inspector General	Tom Talluer	Fraud Investigations
U.S. Attorney's Office	Prosecutor Natalie Lee Pat Huddleston	White Collar Trails Investment Fraud
U.S. Inspector General	Special Agent Tom Ackerman	Michael Vic dog fighting case
Ogeechee Judicial District	Prosecutor Daphne Jerriel	Grand Jury
Georgia State IG	Inspector General Deron Hicks	State Fraud Cases

Service to the Parker College of Business

-	Undergraduate Curriculum Committee	2015 - 2019
-	Presentations (4) to various charitable organizations	2007 - 2009
-	Articles (2) written for a local newspaper	2009 - 2011
-	Live morning radio interviews (7)	2009 - 2012

Service to the University

- Job Search Committees:

	o University Controller	2009
	o Chief of Audit & Advisory Services	2011
-	Conversations with Professors	2008 - 2012
-	Football game sideline official volunteer	2008 - 2021
_	Schenkel Golf Tournament volunteer	2013 - 2022

Service to the Community

As the director of the Center - individuals, business owners, government officials, and our own faculty, staff, and students contacted us for assistance. The contacts were commonly related to losses due to fraud, but also included polygraph requests related to deception. Their situations were resolved pro-bono through discussion, investigation, and/or referral to other professionals. Students were included when possible.

A sampling of some of the cases:

- A business owner who was experiencing significant fraud / theft losses. Students were used to conduct interviews of employees. Employees were terminated or never returned to work. The police department used our findings to open an investigative criminal case.
- A woman in a divorce proceeding believed her husband was hiding assets. She was directed on how to perform record checks and presentation to the judge. Her husband was later convicted and received a jail sentence.
- A newspaper investigative reporter was assisted in understanding probable fraud by a city manager. After publication of her article, the government employee was fired and prosecuted.
- A CPA firm requested assistance in the interview of an employee who was believed to have embezzled \$100,000 from their client. An interrogation resulted in a full confession. An agreement was also met when the employee agreed to cash out his 401K with the company to pay back the losses.
- A chief of police from a small town was concerned about the accounting for his department's budget, and possible fraud. After students reviewed the digital records, conducted interviews, and analyzed the situation, an opinion was expressed that untrained part-time staff (2) were doing the best job they could do with their limited knowledge. This opinion resulted in the department paying for both employees to receive additional accounting training.

Service to the Profession:

- Georgia Polygraph Association

o **Officer - Treasurer** 2021 – Present

o Speaker, Macon, GA 2013

- International Association of Interviewers (IAI) since 2012 o **Advisory Board Member** 2014 – Present

- Savannah Chapter, Association of Certified Fraud Examiners

o Chapter Founder and Officer 2012 – 2015

Professional Activities

Eagles on Penn Street	Washington, DC 2022
https://parker.georgiasouthern.edu/else/washington/	Accounting student trip / course

Fraud and Forensic Accounting Annual Conferences	*Jekyll Island, GA Atlanta, GA			2011 2010
	Atlanta, GA		,	2009
* Conference Director	*Savannah, GA	2012	*Charleston, SC	2008
			Savannah, GA	2007

ACFE National		2012	
Annual Conferences	Orlando, FL Washington, DC Boston, MA	2010 2008	GS Exhibitor

Atlanta Chapter ACFE Annual Conferences	Atlanta, GA Atlanta, GA Atlanta, GA	2012 GS Exhibitor & Speaker 2011 2009
	Atlanta, GA	2009
Savannah Chapter ACFE Founding Board Member	Savannah, GA	2012 - 2015
Georgia Association of Accounting Educators (GAAE) Annual Conferences	Jekyll Island, GA Macon, GA	2022 (Speaker) 2009 (Speaker)
Georgia State CPAs (GSCPA) Annual Fraud and Forensic Accounting Conference	Atlanta, GA	2011 (Speaker)
U.S. Department of Justice National Institute of Justice Model Curriculum for Fraud and Forensic Accounting Programs	Pittsburgh, PA	2006

Honors and Awards

Emeritus Senior Lecturer	Student - Centered Engagement Award
2019 – Georgia Southern University	2011 - Eagle Executive Faculty Award
Instructor of the Year	

2015 - School of Accountancy

Outstanding College of Business Faculty 2014 - Ron & Barbara Shiffler Award

Student Engagement Award 2010 - Dean's Citation

Previous Academic Faculty Experience

Assigned Courses:

Bradley University 2005 – 2006 Peoria, IL Foster College of Business (AACSB) School of Accountancy (AACSB)	 Fraud Examination Financial Accounting Managerial Accounting
Western Illinois University 1980 - 1983 Macomb, IL College of Business & Technology (AACSB) School of Accountancy (AACSB)	 Financial Accounting – first time offering of computer assisted instruction Managerial Accounting Economics
Robert Morris College 1978 - 1980 Carthage, IL Business Programs / Accounting Program Cost Accounting Introduction to Business Business Math	 Introduction to Computers – first time offering of a computer course Income Tax Personnel Management Career Development Business Law
Springfield College in Illinois 2005 Springfield, IL Business School	Introduction to Business
Robert Morris University 2005 - 2006 Springfield, IL School of Business / Department of Accounting	Financial AccountingBusiness Math
University of Illinois 2006 Champaign, IL College of Business & Management (AACSB) School of Accountancy (AACSB)	Accounting for MBA students developed a course for graduate students with a limited understanding of accounting

Federal Bureau of Investigation

Special Agent	Seattle, WA	1983 – 1986
Washington, DC	Washington, DC	1986 - 1990
1983 - 2006	Springfield, IL	1990 - 2006

FBI Primary Assignments

Assignments

Noteworthy accomplishments or methods used

Criminal Investigator 1983 – 2006	Implemented the first use of a computer in the Seattle FBI office for use in a criminal investigative matter. Utilized a Compaq laptop that was seized and forfeited to the government from a convicted felon.	
Foreign Counterintelligence Officer 1987 - 1990	Designed and implemented the first FBI use of a computer network for gathering data in espionage and foreign counterintelligence matters. The project included developing the accusation software, and installing hardware in numerous covert locations. Conducted training for over 100 FBI employees who had never used computers.	
Polygraph Examiner 1998 – 2006	Conducted close to 1,000 polygraph exams in criminal, security, employment, espionage, and terrorism matters throughout the country. Major case work in Bogota, Columbia.	
Pilot 1983 - 2006	Conducted over 800 hours of surveillance missions throughout the country. Instrument rated. Major case work in San Juan, Puerto Rico	
Equal Employment Opportunity (EEO) Investigator 1992 - 1995	Investigated EEO matters that could not be closed through counseling and informal resolution to the satisfaction of all parties. These cases involved highly emotional issues and false perceptions. Interviewed and prepared affidavits for harmed parties, alleged offenders, and witnesses.	

Assignments	Noteworthy accomplishments or methods used	
Internal Auditor 1986 – 1990	Assigned administrative and investigative operational accounting and internal auditing functions of various classified operations at Washington, DC.	
Applicant Recruiter 1995 - 1998	Responsible for processing and hiring of FBI Special Agents and professional staff under a lengthy application process involving Top Secret clearances.	
Information Systems Administrator 1990 – 1992	Maintained local and wide area network connections for the local office. Designed the first computer training programs for all FBI employees in Springfield, IL. Assisted case agents in cyber investigations.	
Media Representative 1995 – 1998	Contacted and interviewed often by local and national print and broadcast media. Conducted a live globally broadcasted phone interview with a CNN anchor during a major bombing case.	
Security Officer 1995 – 2006	Provided briefings, debriefings, and training with numerous reports and forms to prepare and file under stringent deadlines.	

Police Training Instructor 1983 – 2006	Coordinated all police training for the Springfield, IL FBI office Conducted professional training in local FBI offices and at numerous other agency offices, to include:	
Department of Defense Polygraph Institute (DODPI)	Ft. Jackson, U.S. Army Columbia, SC 2004 - Basic polygraph methods	
Numerous teaching assignments for FBI employees	FBI - Springfield, IL 1990 – 1998 FBI - Washington, DC 1988 – 1990 FBI - Seattle, WA 1984	
FBI Academy Quantico, VA Advanced law enforcement raining for state and local percent executive management		
White Collar Crime Investiga	Major Cyber Fraud Investigations 1993	
Illinois Attorney Genera Springfield, IL	White Collar Crime Investigations 1996	
Illinois State Police Acader Springfield, IL	Civil Rights Investigations 1992 - 1994	

Law Enforcement Professional Training

2004 – Statement Analysis

FBI Academy - Quantico, VA

2004 – Neurolinguistic & Forensic Psychophysiology

Department of Defense Polygraph Institute Ft. McClelland, Alabama

2003 – Behavior Assessment & Elicitation

FBI – Security Division - Washington, DC

2002 – Advanced Polygraph Examiner

FBI Academy - Quantico, VA

1998 - Media Relations

FBIHQ - Washington, DC

1998 - Federal Agent Polygraph Training

Department of Defense Polygraph Institute Ft. McClelland, Alabama

1996 - Interviewing and Interrogation

Reid and Associates - Matoon, IL

1995 - Security Officers

FBI Academy - Quantico, Virginia

1990 – Information Systems Training

FBIHQ - Washington, DC

1988 – Interviewing for Intelligence Officers

Reid and Associates - Washington, DC

1988 – Management Assessment Program

FBI Academy - Quantico, VA

1985 – Police Instructor Training

FBI Academy - Quantico, VA

1984 - Financial Investigator Training

FBI Academy - Quantico, VA

1983 – FBI New Agents Basic Training

FBI Academy - Quantico, VA

Special Agent Honors and Awards

- 2003 Midwest Regional Polygraph Examiner of the Year
 - For efforts in obtaining a confession in a bank embezzlement investigation.
- 1993 Computer Crimes Initiative For efforts with a national task force of 6 agents. Created investigative procedures, developed the Computer Analysis and Response Team (CART), and proposed the eventual creation of the FBI's Cyber Crimes Division. Primary role: Developed computer related procedures for foreign counterintelligence and espionage matters. Recommended future agent training programs.
- 1991 & 1992 **Squad Relief Supervisory Recognition** For efforts as an assistant squad leader.
- 1992 **Absentee Voter Fraud Investigation** For efforts in convicting an elected politician. Hundreds of witnesses and victims were interviewed. A Department of Justice attorney was assigned to this politically sensitive case. The case drew national attention. The conviction was appealed, with the appellate court affirming the conviction and sentence. A federal precedent was set.
- 1990 Foreign Counterintelligence Classified Undercover Operation For efforts in designing and implementing the FBI's first approved use of a computer application to input and record suspected and known espionage activities in the Washington, DC area. Trained over 100 FBI employees who had never used computers in investigations or intelligence gathering. Briefed numerous executive level officials in the national intelligence community. This system was implemented country-wide (maybe globally).
- 1985 **Domestic Terrorism Investigation** For efforts as part of team involving investigation and numerous arrests. Assisted in the prosecution and convictions of 21 white supremist subjects involved in bank robberies, murder, and sedition. Conducted numerous investigated techniques and methods, and supported a 3 month long RICO trial as the primary custodian of all physical evidence. All 21 subjects were convicted and sentenced to prison.

1984 – **Nuclear Plant Contract and Construction Fraud Matter** For efforts as a member of a task force investigating numerous individuals who were prosecuted and convicted. Developed informants.

Implemented and trained staff in the first use of a computer in the office for investigations.

Andy Frain, Inc.

Chicago, IL (1973 – 1978)

Served in the following roles:

	<u> </u>
Assistant Personnel Director	Recruited, processed, and hired new employees. Developed the company's first new employee training program and conducted that training.
Field Supervisor	In addition to supervising employees at numerous Chicago area local events - was selected to supervise employees at the Kentucky Derby (1975 – 1977)
Crowd Control Employee	Assigned to thousands of local sports and entertainment events. Assisted the public, provided security, and intervened in unruly situations. Involved in crowd attendance computations.
Cash Receipts Manager	Managed and trained employees selling and taking tickets at major events. Handled and accounted for all cash receipts. Events included state fairs and a golf tournament in Illinois, Texas, and California.