

## PRESENTER BIOGRAPHICAL INFORMATION

**Justin Adams:** Justin has been a career firefighter with Chesterfield (VA) Fire and EMS since 2004 and was promoted to lieutenant in 2013. He is currently assigned to the training and education division. Justin started his public safety career at 16 as a volunteer in both Emporia and Jarratt, Virginia. Justin holds a degree in fire science and is also a nationally registered paramedic. He aspires to lead and influence people not only in public safety, but in life as well.

**Joe Bailey:** Joe retired from the fire service after 43 years of service. He served as a career battalion chief for the City of Fairfax (VA) and is still an active member in the volunteer fire service. Joe also retired as a first sergeant with the United States Army Reserves. He has been a Virginia adjunct fire instructor since 1977 and teaches fire science at the Germanna Community College. Joe holds an associate's degree from Northern Virginia Community College and a bachelor's degree from Virginia Tech University.

**Dereck Baker:** Dereck retired as the deputy chief of fire prevention with nearly 32 years of service in the Fairfax County (VA) Fire and Rescue Department. He currently serves as the division chief of Region 7 for the Virginia Department of Fire Programs. He is certified as a MIFireE, Chief Fire Officer (CFO), Certified Fire and Explosives Investigator, NFPA 1031 Inspector and NFPA 1033 Investigator. He holds a master's degree from Grand Canyon University, a bachelor's in fire science from the University of Maryland, and an associate degree from the Northern Virginia Community College.

**Michael Barakey:** Mike is a district chief with the Virginia Beach (VA) Fire Department, and is assigned to operations. He is the former chief of training and is the department's accreditation manager. He is a hazmat specialist, instructor III, a national registered paramedic, and a plans team manager for the VA-TF2 US&R Team. Mike earned a master's of public administration and bachelor's of political science from Old Dominion University; and is a graduate of the executive fire officer program at the National Fire Academy. Mike has presented regularly at the FDIC, and has been published numerous times in Fire Engineering Magazine.

**Nick Baskerville:** Nick is currently a 12 year veteran of the Prince William County (VA) Fire and Rescue Department where he serves as a technician. He is also a 10 year veteran of the United States Air Force. Nick has a bachelor's in psychology from Argosy University and an associate degree in fire science from the Community College of the Air Force. He currently serves as the secretary for the Company Officers Section of the Virginia Fire Chiefs Association and has been active in the Virginia Fire Officers Academy.

**Michael Berg:** Mike is a certified paramedic with over 36 years of EMS experience at the local, state and national level. He chairs the agency, vehicle and licensure committee for the National Association of State EMS Officials (NASEMSO), is a voting member of the technical review committee for NFPA 1917 ground ambulance standards, and serves as a charter board member for the National Association of Public Safety Infection Control Officers (NAPSICO). Mike is a graduate of Old Dominion University with a bachelor's in health sciences and is currently pursuing his master's in public administration at Columbia Southern University. He is a life member with and current president of the Charlottesville Albemarle Rescue Squad; and holds life member rights with Nansemond Suffolk Volunteer Rescue Squad.

**Joel (Jake) Britt:** Jake has been a career firefighter with Chesterfield (VA) Fire and EMS since 2002 and was promoted to lieutenant in 2008. Currently he serves as a captain in the training and education unit where he oversees promotional processes, officer development, ALS and BLS continuing education, and the applied leadership for company officers program. His interest and passion for the topic of leadership began on the athletic field in high school and continued into his college career at the Virginia Military Institute, where he graduated with a degree in economics/business. Jake also earned a master's in leadership and management from Liberty University.

**Richie Bowers:** Richie has 37 years of experience in the fire and EMS service. He has served in every career rank from firefighter/EMT to fire chief. He is presently the fire chief of the Fairfax County (VA) Fire and Rescue Department and formally served as the fire chief of the Montgomery County (MD) Fire and Rescue Department. He has been a member of the FEMA USAR Virginia Task Force 1 and USAR Maryland Task Force 1 teams since their inception and has been on numerous deployments including the Oklahoma City bombing, the 9/11 Pentagon terrorist attack and Hurricane Katrina. Chief Bowers has served on many local and regional advisory committees and has been a member of several firefighter line of duty death and significant injury investigation teams. He holds a bachelor's degree in fire service management and a master's degree certificate in human resource management from the University of Maryland University College.

**Eddie Buchanan:** Eddie began his fire service career in 1982 and is a division chief with Hanover (VA) Fire and EMS. Eddie and his department developed the SLICE-RS concept. He is on the executive advisory board for Fire Engineering Magazine and FDIC; and serves on the NFPA Technical Committee for Fire Services Training. He is the 2015 recipient of the George D. Post, Instructor of the Year award from the International Society of Fire Service Instructors and FDIC for the development of the SLICE-RS concept. He is author of the Volunteer Training Officer's Handbook from PennWell Publishing and a past-president of the International Society of Fire Service Instructors. He is a primary writer and director of the ISFSI, Principle of Modern Fire Attack (SLICE-RS) training video series.

**William Burris:** Wally retired from the fire service after 35 years of service. He was as a captain for the City of Fairfax (VA) and spent seven years serving as a volunteer firefighter prior to his employment as a career firefighter. Wally has been a Virginia adjunct fire instructor since 1980 and has taught numerous fire science classes at the Northern Virginia Community College. Wally holds an associate's degree from Northern Virginia Community College and a bachelor's degree from Virginia Commonwealth University.

**John Burruss:** John has been employed by the City of Charlottesville (VA) Fire Department since 1980 and is currently assigned to Tower 10. He has over 36 years of fire and emergency services experience having served in both volunteer and career positions from firefighter to chief officer with both urban and rural fire and rescue agencies. He holds a master's degree in occupational safety and health and is a certified fire officer IV, fire instructor IV, and incident safety officer. John has served on numerous apparatus specification and design committees for aerial and heavy rescue apparatus. In addition to widespread responder level experience, he currently instructs both heavy-technical rescue and driver-aerial operations courses for the Virginia Department of Fire Programs.

**Todd Cannon:** Todd is a hazardous materials officer with the Virginia Department of Emergency Management. Prior to this position, he was the chief of special operations for Norfolk (VA) Fire-Rescue where he served for 26 years. Todd also served with the VATF2 Urban Search and Rescue Team as a task force leader until his retirement from the team in 2010.

**Nick Caputo:** Nick spent 32 years in the fire service in Pennsylvania and Virginia. Before retiring in 2010, Nick was assistant fire chief in Henrico County (VA) and deputy fire chief in Spotsylvania County (VA). He received a bachelor's degree in safety and risk administration and a master's degree in public administration, both from Virginia Commonwealth University. He is a graduate of the executive fire officer program and was a designated chief fire officer. Nick served for several years on the executive board of the Virginia Fire Chiefs Association (VFCA) and currently serves as the chair of the VFCA's professional development committee. He is active in the National Fallen Firefighters Foundation (NFFF) as an instructor and served for nearly 10 years as the plans chief for the national memorial weekend. In retirement, Nick provides consultation and facilitator services to non-profit and public safety agencies.

**Billy Chrimes:** Billy is a search and rescue training specialist and deputy search and rescue coordinator with the Virginia Department of Emergency Management (VDEM). In these roles, he administers Virginia's search and rescue training program and coordinates the program with 32 adjunct instructors, 21 volunteer search and rescue agencies, and the Commonwealth's 134 localities. In addition, he serves as the ESF 9 deputy coordinator at the Virginia EOC and as a search and rescue duty officer for the Commonwealth. His past service includes serving as a captain in Albemarle County (VA) Fire Rescue and as an advanced life support technician for Botetourt County (VA) Emergency Services department. Billy actively served in the US Coast Guard.

**Mike Cox:** Mike has been employed with the Henrico County (VA) Division of Fire since 1990 and currently serves as the assistance chief of operations. His experience includes assignments to the Virginia Department of Emergency Management's regional hazardous materials response team, technical rescue team leader and as a member of the Central Virginia Division 1 technical rescue team. Mike holds an associate's degree in fire science and is currently a program manager with the Central Virginia Incident Management Team.

**David C. Creasy:** David's fire service career started in 1968 as a junior volunteer member in the Chesterfield (VA) Fire Department. After a brief career stint in the Richmond Fire Bureau, he was hired as a career firefighter in Chesterfield County (VA). During his 28 years with Chesterfield, he served in various roles before retiring in 2001 as a senior battalion chief. After retirement, David served as a volunteer firefighter, taught for Chesterfield County, the Virginia Fire Marshal's Academy, and the Virginia Community College System. In 2008, David came out of retirement to become fire marshal for the City of Richmond.

**Robert Daniels:** Dr. Daniels has over 30 years of experience as a safety professional serving the military, private sector, and federal government. Since 2001, he serves as a health scientist at the National Institute for Occupational Safety and Health (NIOSH). He began at NIOSH examining the health effects among workers exposed to ionizing radiation; however his main research interests include exposure science and cancer among working populations. He is certified by the American Board of Health Physics and has received a Ph.D. in epidemiology from the University of Cincinnati. He has authored several papers published in leading scientific journals. Among many ongoing research projects, he is the principal investigator of the NIOSH pooled study related to cancer in firefighters of the United States.

**Dan Dillon:** Dan is currently a lieutenant with Chesterfield (VA) Fire and Emergency Medical Services, and serves as the department's mobile integrated healthcare program manager.

**Dawn Eischen:** Dawn has been the Virginia Department of Emergency Management's (VDEM) external affairs director since January 2014. She manages media relations, intergovernmental affairs, emergency preparedness campaigns, the agency's website and social media initiatives. During emergencies, she is the commonwealth's chief external affairs officer responsible for coordinating state agency public information activities through the Joint Information Center at the Virginia Emergency Operations Center. Previously, she served as the Virginia Department of Transportation (VDOT) Richmond District's media spokesperson. Before VDOT, she was VDEM's public affairs coordinator, responsible for developing disaster preparedness campaigns. Dawn also served as a public relations manager for the Atlanta Humane Society and public affairs specialist with the American Red Cross in Fort Worth, Texas. She has deployed to several disasters as a public affairs representative of the Commonwealth of Virginia and the Red Cross to include hurricanes Sandy, Ike and Katrina. Dawn has a bachelor's degree in radio and TV communications from Radford University and a master's degree in community leadership from Duquesne University.

**R. Christian Eudailey:** Chris has been in public safety for 37 years and recently retired as the fire chief of Spotsylvania County (VA). Chris is a graduate of the University of Maryland and the executive fire officer program. He is a certified emergency manager, chief fire officer and holds numerous state certifications. He has also served as the past president of the Virginia Emergency Management Association and the Virginia Fire Chiefs Association. Chris currently serves as the CEO/president of the Virginia Fire Chiefs Foundation and as the executive director of the Virginia Fire Chiefs Association.

**Marnelle Fanfan:** Marnelle is originally from Brooklyn (NY) byway of Jacmel, Haiti. She came to Virginia State University (VSU) in 2009 to study business management with a concentration in human resources. During her time at VSU, she started giving back to her hometown by organizing toy drives for orphanages in Jacmel. In 2013, she was hired as an intern for the Petersburg Department of Culture Affairs, Art and Tourism and was later hired full time as an administrative assistant. Marnelle graduated from VSU in 2014 and plans on seeking a master's degree in tourism.

**Michael Feldman:** Dr. Feldman is currently the Medical Director of the Evans-Haynes Burn Center. He and his family have lived in Richmond since returning from a burn fellowship at Johns Hopkins University in 2010. Dr. Feldman focuses his time on patient care; however, is also actively working on many research projects. These include: investigation of blood loss in burn patients, updating modern burn anesthesia techniques, developing treatments for carbon monoxide poisoning, as well as investigating the psychiatric impact of burns on both the patient and their care givers.

**Chris Ferguson:** Chris serves as the bomb squad commander for the Henrico County (VA) Division of Police. He has served the department for 11 years as a patrol officer, explosive detection canine handler, and bomb technician. Chris is a graduate of the University of Richmond and holds a bachelor's degree in emergency management and human resources.

**Mark R. Fletcher:** Mark is 25 year veteran of the Baltimore City (MD) Fire Department and currently serves as a deputy chief of EMS. A nationally registered paramedic, he oversees one of the busiest EMS systems in the country. Mark was instrumental in implementing and managing the EMS response during the Baltimore uprisings of 2015. During his tenure overseeing the EMS Division, he has utilized department data to implement innovative reforms such as creating two way communications with local emergency departments, leading the Department's transition to a two-tiered EMS response system, and creating a multi-agency collaboration to train all Baltimore citizens in hands-only CPR.

**Bryan Frieders:** Bryan is a division chief with the San Gabriel (CA) Fire Department. He has over 23 years of experience in both fire and EMS working in a variety of assignments including training, EMS, and emergency management. He currently serves as the Director of Communications for the Firefighter Cancer Support Network, and is the liaison to the Safety Health and Survival Section of the IAFC. He has a Bachelor of Science Degree in Vocational Education, and a Masters Degree in Public Administration.

**Thomas Gagnon:** Thomas serves in the homeland security and resilience staff group as the interoperability program manager. Immediately prior to this position, he completed a 21-year career with the United States Marine Corps. An experienced leader and program manager, Thomas led the development and implementation of numerous initiatives requiring productive, collaborative relationships amongst diverse stakeholders. His first experience with emergency management was in support of response and recovery operations following hurricanes Katrina and Rita. Various Marine Corps assignments afforded him opportunities to participate in disaster planning and to author the Marine Corps' manpower policy pertaining to the mobilization of reservists in direct support of civil authorities. Thomas is a graduate of the National War College, studying numerous national strategy topics including include homeland security. He earned a master's degree in national security studies from the National War College; a master's degree in global business administration from National University; and a bachelor's degree in english/technical writing from the University of Delaware.

**Darren Goodbar:** Darren is currently the director of aerial services for Draper Aden Associates where he oversees construction, survey, engineering and mapping. He spent five years with the Virginia National Guard as an imagery analyst and geospatial engineer and currently is assigned to the Tactical UAS Platoon as an operator of the RQ7B-Shadow at the Bowling Green Armory. Darren is a UAS instructor at Piedmont Virginia Community College, providing UAS training for recreational, commercial and emergency services operators. Darren is a member of the Albemarle County Sheriff's Office Search Team.

**Anthony Gordon:** Tony is a captain with Henrico County (VA) Division of Police with over 27 years of law enforcement service between two different agencies. He also currently serves as the volunteer deputy chief of operations for Goochland (VA) Fire and Rescue where he has volunteered for over 34 years. He is a Department of Criminal Justice System general instructor, DUI/SFST Instructor, TIMS Instructor, and Speed Measurement Instructor. He serves on the Henrico Incident Management Team as well as the Central Virginia Incident Management Team. He has served in various capacities as incident commander, operations section chief, and planning section chief for various events in the Richmond Metro Area to include Richmond International Raceway, Martins Bike Race, UCI Richmond 2015, and others. He holds a bachelor's degree in criminal justice from Mountain State University.

**T.C. Hairston:** T.C is currently the fire chief and the deputy director of emergency management for the City of Petersburg (VA) with 35 years in the fire service. He attended Virginia State University and the Darden School of Business at the University of Virginia. T.C is a state certified Fire Instructor 4 and Officer 3; and serves as an adjunct instructor for the Virginia department of emergency management, Virginia department of fire programs, the national fire academy and the emergency management institute. T.C is the chief executive officer of the Hairston Group and a managing partner of Pinnacle Emergency Management Training and Consulting Corporation.

**Mike Hall:** Mike is a second generation and 25 year veteran firefighter with the Henrico County (VA) Division of Fire. He currently holds the rank of lieutenant.

**Brad Harris:** Brad has been a firefighter with Henrico County (VA) Division of Fire since 2004 and currently is assigned to Station 22, which houses an engine and ladder truck. In addition to his normal station duties, Brad runs the hose and nozzle shop for Henrico and has extensive knowledge of nozzle operations, nozzle mechanics and hose composition. Brad is an enthusiastic instructor who has taught many department level engine and truck classes, forcible entry classes for law enforcement officers, and for the City of Richmond Regional School.

**Isaac Janak:** Isaac serves as the cyber security program manager in the office of the Virginia secretary of public safety and homeland security. He began his career in state government in the office of veteran's affairs and homeland security where he provided research and analysis on critical infrastructure, resiliency and cyber security. Prior to his current position, he supported several critical infrastructure protection programs, including the Automated Critical Asset Management System (ACAMS), the Virginia Identity Credential and Access Management (VICAM) program, and the Protected Critical Infrastructure Information (PCII) program. As the homeland security projects administrator; he represented the public safety secretariat as a subject matter expert (SME) to the Virginia cyber security commission, and as a SME on cyber security and critical infrastructure security and resilience. Isaac earned his degrees from Virginia Commonwealth University; a master's degree in computer and information systems security, and a bachelor's degree in homeland security and emergency preparedness.

**Thomas Jordan:** With over 25 years in public safety, Tom currently holds the position of hazardous materials training and development coordinator for the Virginia Department of Emergency Management. With a degree in the physical sciences, he works with the Commonwealth's HAZMAT officers to provide technical and scientific support for emergency training and response. Tom currently serves as an alternate to the NFPA Hazardous Materials Technical Committee.

**Jason Jenkins:** Jason has 20 years of experience in the fire and EMS service. He currently serves as a deputy fire chief in the Fairfax County (VA) Fire and Rescue Department. Jason serves as a planning manager for the FEMA USAR Virginia Task Force 1; and serves on several local, regional, and state advisory committees, most notably Governor Terry McAuliffe's EMS Advisory Board. He has received professional designations/credentials as MIFireE from the Institution of Fire Engineers, and chief fire officer from the Center for Public Safety Excellence. Jason has held secondary employment as a certified flight paramedic for the INOVA Health System and PHI Air Medical Inc. since 2001. He holds a bachelor's degree in fire service administration from the University of Maryland, and a master's in organizational leadership from the Johns Hopkins University.

**Dan Jones:** Dan entered the fire service in February 1974 and retired as fire chief in 2015. He served for over 16 years in the Pinellas Park (FL) Fire Department before becoming the fire chief in Chapel Hill (NC). He has served on a variety of committees, councils and boards at the local, state and national levels, most notable as Editor-in-Chief of National Fire & Rescue Magazine and as the past-president for the International Society of Fire Service Instructors. He is a past member of the National Board on Fire Service Professional Qualifications Committee and served on the NFPA Standards 1041, Instructor Qualifications Committee. Dan is a past recipient of the International Association of Fire Chiefs President's Award and the Order of the Long Leaf Pine, the highest civilian honor awarded by the Governor of North Carolina. He is a regular trade journal contributing author, co-author of the fire service textbook *Managing People* (1987), and a special on-air commentator for CNN Headline News Network on breaking fire and rescue stories. He lectures at the University of North Carolina and has taught in twenty-nine states and five different countries. Dan attended St. Petersburg (FL) College, Alamance Community College, the National Fire Academy, the National Staff and Command program at the University of Maryland, and the Institute of Government at the University of North Carolina. He completed the Public Executives Leadership Academy at UNC-IOG in 2007.

**Carlton King:** Carlton is an 18 veteran currently serving as a captain and acting battalion chief with the Henrico County (VA) Division of Fire. He has served on the dive/swift water team as a diver and swift water technician, and the Central Virginia Technical Rescue Team as a HTR technician. His passion lies in bringing simplified, efficient and proven fireground solutions to three and four person engine and truck companies. Carlton is an energetic instructor whose motto is "fireman is a trade, firemanship is an art."

**Paula King:** Paula is an employee education and development trainer with Optima Health. She holds degrees in psychology and English and her professional experience in the field of training and development spans over two decades. She has worked with both public and private sector organizations, designing comprehensive on-boarding programs, facilitating compliance and soft skills trainings, supporting leadership development of executive-level leaders, and advising clients on effective learning transfer practices. Paula is a member of the Association for Talent Development and the Association for Governing Boards of Universities and Colleges.

**Stan Langford:** Stan is a battalion chief of EMS/Special Operations for the Henrico County (VA) Division of Fire with 25 years of service. He also serves as a volunteer in Tappahannock (VA) Fire and EMS. Stan is a VDFP adjunct instructor and Type 3 Incident Commander and has managed events at the Richmond International Raceway, Martins Bike Race, UCI Richmond 2105, and the State Fair of Virginia.

**Mark Light:** Mark is the chief executive officer and executive director of the International Association of Fire Chiefs (IAFC). He is also the chief executive officer of Emergency Services Consulting International (ESCI), a for-profit subsidiary of the IAFC. Prior to joining the IAFC, Mark served as the fire chief in Henrico County (VA) and as deputy chief in Roanoke County (VA). He holds a master's degree in public administration from Virginia Polytechnic and State University, a bachelor's degree in business administration from Mary Baldwin College, and an associate's degree in business administration from Virginia Western Community College. He is a graduate of the executive fire officer program and completed a fire service fellowship at Harvard University at the John F. Kennedy School of Government. He is a certified association executive (CAE) and is currently enrolled in the Naval Postgraduate School in Monterey, California in the Center for Homeland Defense and Security Executive Leaders Program.

**Darren Lucas:** Darren is a 14 year veteran firefighter who has served the last 12 years in the Henrico County (VA) Division of Fire, with prior service as a volunteer in Maryland. In Henrico, he has served in several busy stations on both engine and ladder companies. Darren is dedicated to fire training and has served as an instructor for the Henrico Basic Truck Company School and the City of Richmond Regional School.

**Charles “Chip” Lutz:** Chip is a lieutenant commander in the US Navy (Ret) and is the President and founder of Unconventional Leader, LLC. He has 27 years of solid leadership experience. A retired navy officer, he has had two command tours and also served as the Director of Security for Naval District Washington, DC during September 11th 2001. In that capacity, he was responsible for the safety and security of 25,000 people on 6 different naval installations in the National Capital Region during one of our Nation’s most trying times. A seasoned educator and trainer, he is currently an adjunct faculty for two different universities and has taught over 20 different classes in leadership, management, human resource development, and organizational behavior. He is the author of four books, has been published in *Security Management Magazine* and has had numerous articles on teamwork and leadership published in Zig Ziglar’s Weekly Newsletter. Chip is a leader who has been there, done that, and has the uniform to prove it! He works with leaders who WANT to lead better, get more done, and leave a legacy. He is where theory meets application.

**Benjamin Martin:** Ben is a lieutenant with the Henrico County (VA) Division of Fire. In 2011, he graduated from the Virginia Fire Officer Academy and has returned as staff serving in both the operations and curriculum sections. Ben is currently working on a master's degree in public administration and holds bachelor's degrees in allied health from Bridgewater College and fire science from Columbia Southern University.

**Candice McDonald:** Candice is a firefighter/EMS officer with the Winona (OH) Fire Department and works for NASA in the Office of Protective Services. She is the co-chair of the Cumberland Valley Volunteer Firemen’s Association and its reputation management committee. She is an active member of the ResponderSafety.com outreach team and is a trustee for the International Association of Women in Fire and EMS. She has served as Ohio’s appointed Fire Corps State Advocate and in other capacities for the National Volunteer Fire Council. McDonald is currently pursuing a doctor of business administration with a specialty in homeland security. She holds a master’s degree in organizational leadership, a bachelor’s degree in business administration, and associates in health and human services. She is an instructor at Stark State College, contributing author to *Fire Engineering* and *Firehouse Magazines*, and has presented at major fire conferences across the country.

**Tony McDowell:** Tony is the fire chief and coordinator of emergency management for Henrico County (VA). A 27-year veteran of the fire and EMS services, he served on the staff of the International Association of Fire Chiefs from 1992-1994 and has been a member of the Henrico County Division of Fire since 1997. He has been an active member of the VFCA since 2004 and helped to organize the Virginia Fire Officer Academy. Tony is a scoutmaster and Rotarian; and holds an undergraduate degree from Virginia Tech and a master’s from the University of North Texas.



**Rick McGhee:** Rick began his self defense studies in 1984, after joining the United States Army, where he served honorably as a Military Police Officer. Rick is a certified black belt in 5 different forms of martial arts, and was nominated for the 1999 International Black Belt Hall of Fame induction ceremony. He is a 3-time world champion in full contact stick fighting, and has appeared in numerous martial arts books and magazines. He developed the ARES Self Defense program to address the issues concerning first responders and health care workers as it relates to the threat or the potentiality of violence in the workplace; specifically the psychological, biological and emotional aspects of violence, as well as, the legal aftermath associated with self defense

**Tim McKay:** Tim started his career as a volunteer firefighter in his hometown of Butler, PA. After moving to Virginia, Tim continued his service as a member and chief of the Hampden-Sydney Volunteer Fire Department. Tim eventually became the fire marshal and fire chief for the Town of Farmville (VA) where he served from 2000-2010. He started with Chesterfield (VA) Fire and EMS in 2002, and served in the operations and training units. Currently, Tim is a battalion chief in the emergency operations division. He graduated from Hampden-Sydney College with a degree in political science and earned a master's degree in public leadership from Virginia State University. Tim is a graduate of the National Fire Academy's executive fire officer program; a certified paramedic and EMS education coordinator for the Virginia Office of EMS; and an adjunct instructor for the Department of Fire Programs. He is a certified fire official and adjunct faculty member at J. Sargeant Reynolds Community College.

**Jeffrey Meyer:** Jeffrey is currently the emergency medical services manager for Portsmouth (VA) Fire, Rescue and Emergency Services. He has nearly 20 years of EMS experience in both volunteer and career agencies. He is a certified paramedic, and has served as an EMS field-training officer, EMS specialty team coordinator, EMS instructor, and regional EMS council director. Jeffrey has a bachelor's in healthcare administration and has completed an EMS fellowship in performance improvement and system design.

**Stacie Neal:** Stacie is the critical infrastructure protection program manager for the Virginia office of public safety and homeland security. Stacie managed the Charlotte-Mecklenburg (NC) critical infrastructure protection program, and served as the co-chair of the critical infrastructure subcommittee for the 2012 democratic national convention (DNC) in Charlotte. She was the architect of the Critical Infrastructure Resource Center (CIRC), and the DNC Command Center for public and private sector partners. Prior to her current position, Stacie worked for Charlotte-Mecklenburg Emergency Management, Charlotte (NC) Fire Department, Lynchburg (VA) Fire Department; and in the geographic information systems (GIS) field for the military. Stacie holds a bachelor's degree in foreign affairs and Russian studies from the University of Virginia, a certificate in GIS from the Pennsylvania State University, and a master's degree in emergency management from the American Military University. She is a certified GIS-Professional, FEMA Type 3 incident management team (IMT) member, North Carolina associate emergency manager (AEM) and she is currently in the process of earning her national certified emergency manager (CEM). Stacie has been deployed to two federal disasters in North Carolina: Hurricane Earl in 2010 and Hurricane Irene in 2011.

**Bill Niehenke:** Bill is an education specialist with the VFIS and is responsible for nationwide delivery and development of programs. He has been an active paramedic for over 35 years in York (PA) and is currently an instructor with Wellspan Health where he teaches ACLS and PALS courses to paramedics, nurses and physicians. Bill serves on the Crisis Intervention Stress Debriefing Team of York County, the York Area Highway Safety Council, and the board of Pennsylvania Emergency Health Services Council. He is a member of FDSOA and serves as an alternate member of the NFPA 450 (Guide for Emergency Medical Services and System) committee. Bill works closely with instructors and training institutes nationwide and is currently an instructor for the Florida Fire College.

**Jeff Powell:** Jeff is currently assigned as a battalion chief with the Henrico County (VA) Division of Fire. He formerly served as the team leader of the Henrico Hazardous Incident Team, a VDEM-designated regional hazardous materials response unit. Jeff is certified as a hazardous materials specialist and nationally registered paramedic. He is a member of the Henrico technical rescue team, the Central Virginia all-hazards incident management team, and works as a critical care flight paramedic for VCU LifeEvac. Jeff completed his undergraduate degree at George Washington University. He is currently completing graduate studies in public administration at Virginia Tech and is enrolled in the executive fire officer program.

**David Pulliam:** David is a 28 year veteran and serves as a battalion chief in the Richmond (VA) Department of Fire and Emergency Services. Dave holds an associate degree in fire science and serves as an adjunct instructor with the Virginia Department of Fire Programs. He is one of the deputy program managers for the Central Virginia All Hazards Incident Management team and his special interests include incident commander and operations section chief. His service includes being the leader of the city's heavy tactical rescue team, chief of fire training, and executive officer to the fire chief.

**William Reynolds:** William has been with the Virginia Beach (VA) Fire Department since 1993 and is currently assigned as a battalion chief. He currently oversees the marine rescue and technical rescue teams in the city, and also serves as a logistics specialist for the Virginia Task Force 2 urban search and rescue team. He is the chair of the department's operational planning team and serves on numerous committees. He is a member of the Hampton Roads incident management team and the sports director for the 2018 Hampton Roads CANAM Police and Fire Games. William holds a bachelor's degree in health and physical education and is working on completing his master's in exercise science. He is an adjunct instructor for the Tidewater Regional Fire Academy and an instructor with Real Fire Training, LLC.

**Tim Riley:** Tim is a product specialist for TargetSolutions, whose responsibilities include training fire department personnel across the country on how to maximize their TargetSolutions platform, providing site analysis and cleanup for departments preparing for an ISO inspection, creating new task books to satisfy client needs related to personnel development, and assisting in identifying platform areas of little or minimal usage in order to improve the utilization of the entire TargetSolutions platform. In addition, Tim is 21 year veteran of the Dunedin Fire Department (FL) where he retired as the division chief of training, He is the creator of the ISO Training Tracker, and is considered an expert in the TargetSolutions platform.

**Charles W. Ryan:** Chuck is a 22 year veteran with the Fairfax County (VA) Fire and Rescue Department and currently serves as the deputy chief of special operations which encompasses the hazardous materials response team, technical rescue operations team, heavy rail and Metrorail response program, marine unit, and the urban search and rescue team (Virginia Task Force One). He is a 10-year member of Virginia Task Force One and serves in the primary role of a task force leader, with a secondary role as plans manager. He received a bachelor's in political science from Siena College (NY) and a juris doctor from Pepperdine University (CA) School of Law. He is an adjunct professor at the Northern Virginia Community College, and a licensed attorney in Virginia, the District of Columbia, and Colorado. Chuck is a regular presenter at various fire service conferences such as FDIC International and Fire Rescue International on various topics related to fire department operations, officer development, and leadership. He is an instructor in the command and control curriculum at the National Fire Academy.

**Jon Rigolo:** John is a rescue company captain with the City of Virginia Beach (VA) Fire Department (VBFD) and also serves as a rescue team manager for the Virginia Task Force 2. John is a technical rescue instructor for the VBFD and the State of Virginia's tactical rescue team. He travels worldwide teaching rescue and firefighting skills to both public and private agencies. John has presented lectures and HOT classes at FDIC for the past 15 years.

**John Sayers:** John currently serves as the captain and deputy director of emergency medical services for Chesterfield (VA) Fire and Emergency Medical Services.

**Chris Schaff:** Chris is a 28 year veteran of the Fairfax County (VA) Fire and Rescue Department. After serving 18 years in the field as a firefighter/paramedic, he was promoted to battalion chief where he served in many staff positions including uniform aide to the assistant chief of administration, uniform aide to the assistant chief of operations, and uniform aide to the fire chief. Chris has been a member of Virginia Task Force One since 2008 and was assigned as the urban search and rescue program manager in 2011.

**Kenny Simon:** Kenny is a 14 year veteran firefighter who has served the last 12 years in the Henrico (VA) Division of Fire, with prior service as a volunteer in New Kent County. He is currently assigned to a squad company, with prior experience in busy engine and ladder companies. Kenny has a strong passion for firefighter training and combat readiness.

**E. Reed Smith:** Dr. Smith is an emergency physician at the Virginia hospital center, and currently serves as the operational medical director for the Arlington County (VA) Fire Department. He is the co-chairman for the committee for tactical emergency casualty care and is an assistant professor of emergency medicine at the George Washington University Medical Center. He earned his PhD at Georgetown University School of Medicine and bachelors in history from Emory University.

**William Smith:** Will is the commander of the City of Richmond (VA) Police Department's (RPD) special operations division. He is responsible for the security planning and oversight of all major events occurring within the City. For the past four years, he has been the primary Richmond planner for the UCI World Championships and was additionally responsible for organizing the City's preparations for the May 2014 "test run" of the USA Cycling Collegiate National Championships. He has over 20 years with RPD and holds a degree in management information systems from Virginia Commonwealth University.

**Andrew Snead:** Andrew is the Henrico County (VA) Division of Fire personnel coordinator and is responsible for developing a structured recruitment and retention program including marketing, advertising, and community outreach efforts. He most recently served a six month stint as the interim fire chief for the Alexandria (VA) Fire Department. Previously, Andrew spent 26 years with Fairfax County (VA) Fire and Rescue, retiring as a deputy fire chief in 2008. Andrew received a bachelor's degree in urban planning and studies from Virginia Commonwealth University, and attended the Northern Virginia Community College and George Washington University to earn his emergency medical technician-paramedic certification. He is a 2007 graduate of the executive fire officer program at the national fire academy.

**Shawn Stokes:** Shawn is the assistant director of national programs for the International Association of Fire Chiefs (IAFC). He is responsible for overseeing all wildland fire initiatives and volunteer recruitment and retention programs managed by the IAFC. Prior to his current position, he served as the wildland fire program manager, assistant to the executive director and director of membership. Shawn also serves as the assistant fire chief of operations of the Dunn Loring (VA) Volunteer Fire and Rescue Department, vice president of administration for the Fairfax County (VA) Volunteer Fire and Rescue Association, and as one of seven appointees to the Fairfax County Volunteer Fire Commission. Shawn holds a master's of aeronautical science in aviation operations and a bachelor's degree in aviation business administration from Embry-Riddle Aeronautical University in Daytona Beach, FL.

**Shawn Talmadge:** Shawn is currently the Virginia homeland security and resilience staff director with experience in emergency response operations, the U.S. Army and the Virginia National Guard. He served within the state and local emergency response field as a paramedic, firefighter, and hazardous materials technician in various volunteer and career departments across the Commonwealth, ultimately achieving the rank of battalion chief in the Hanover County (VA) Fire-EMS Department. While at the Virginia Department of Transportation, he conducted security reviews and improvement projects to better protect our infrastructure; and he served actively in the National Guard. Shawn has co-authored national level, interagency response protocols to large-scale incidents, responded to numerous regional and state level disasters, and presented at conferences on various homeland security topics. Shawn received a bachelor's degree from Virginia Tech and a master's degree from the Virginia Commonwealth University.

**Joe Torrillo:** Joe is a 25 year veteran of the New York City (NY) Fire Department and was promoted to lieutenant in 1996 after spending 15 years in Engine Company 10, across the street from the South Tower of the World Trade Center. While recuperating from a severe injury in 1996, he was assigned to light duty in the office of fire safety education. Eight months into this "light-duty" position, Joe was ultimately named the director of this public-based program and would later co-design a children's state-of-the-art fire safety learning center which opened in 2000. On the morning of 9/11, while on the way to a 9 a.m. press conference, Joe was minutes away from the World Trade Center when American Airlines Flight #11 struck the South Tower. Fearing for Engine Company and Ladder Companies 10, Joe diverted to the scene to render assistance. Three minutes after donning borrowed bunker gear, the second jet flew over Joe's head and slammed into the South Tower at 9:03 a.m. With a background in structural engineering, Joe made an immediate assessment that everyone above the fire was doomed to death, and that the buildings would collapse. While Joe was involved in the rescue operation, the South Tower fell and he was buried alive with a fractured skull, broken ribs, broken arm, crushed spine and heavy internal bleeding. Shortly after being found alive, he was removed and placed on the deck of a boat in the Hudson River. As emergency personnel were tending to his

care, the North Tower fell and buried Joe again in the engine room of the boat. After 45 minutes, he was once again rescued from the debris, and taken across the Hudson River to the Jersey City Trauma Center. Because he was wearing a borrowed set of turnout gear, Joe was misidentified, and was declared missing. By the time the sun set on the evening of 9/11, Joe had miraculously survived the collapse of both towers, however, he sustained life-long injuries. On February 21, 2004, Joe was officially retired from the New York City Fire Department as a result of his injuries.

**Bill Tricarico:** Bill is a senior risk management consultant for Emergency Services Insurance Program with nearly 40 years as a risk management consultant. In addition, he has over 25 years experience as a firefighter/EMT with the North Bellmore (NY) Fire Department. During his fire service tenure, he has held many positions including fire chief, and fire commissioner for the City of Cortland, NY. Bill is on the faculty of several fire service and EMS organizations, has spoken at many national conferences, and has been published in national fire and EMS periodicals. He also currently serves on three NFPA Technical Committees.

**Gary Umphlett:** Gary joined the Virginia Beach (VA) Fire Department in 1983 and was promoted to captain in 2007. During his tenure, he was chosen as the city's 2004 Hall of Fame Employee of the Year and the 2005 Firefighter of the Year. Over the years, Gary has assisted Stihl Inc. in developing and improving their safety apparel (chaps and helmet system) and was instrumental in developing the "460 Rescue Magnum Saw" which is utilized by firefighters all over the world in life saving endeavors. According to Stihl Inc., Gary has developed the world's finest chain saw safety program.

**Kelly Walsh:** Kelly helps individuals and organizations achieve exceptional performance by applying specific tools and techniques that guide leadership development. She works on large scale vision and strategy but also deploys specific actionable steps that deliver measurable results. Kelly has worked in a variety of industries including for profit, non-profit, and city government, but her heart is with the public sector. Uniquely qualified to work with fire departments, Kelly has 20 years of experience in human resources with 10 years as an HR partner (partially imbedded) into the Mesa (AZ) Fire Department. She holds a master's of education in counseling; is a certified leadership coach and mediator; and has worked in organizations as a recruiter, leader, mentor, trainer, coach and strategist. Kelly has spent her career helping leaders make the right choices and delivering lasting results. The development of future leaders and creating a culture of well-being for employees are at the cornerstone of Kelly's expertise. She has authored, and is featured as an industry expert in articles published in the Wall Street Journal, Computer World, CEO Blog Nation, Huffington Post, and others. She is working on her first book about the challenges of Work Life Effectiveness titled *The Teeter-Totter Conundrum*.

**Charles Werner:** Charles is a 41 year veteran of the volunteer and career fire rescue service having spent 37 years with the City of Charlottesville (VA) Fire Department where he recently retired as the fire chief. He is certified as a chief fire officer designate, a National Fire Academy executive fire officer and a member of the Institute of Fire Engineers (UK). He has received two lifesaving awards and numerous commendations throughout his fire service career.

**Shaun Whiteley:** Shaun started his fire and emergency services career in 1997 and currently serves as a lieutenant with the Richmond (VA) Department of Fire and Emergency Services. Prior to being promoted, he served on Rescue Company 1 in the city's Southside. Shaun has developed several training programs delivered across the state, including the City of Richmond Truck School.

**Jeremy Williams:** Jeremy has over 15 years in the fire service and for the past 10 years he has worked for Norfolk (VA) Fire Rescue where he currently serves as a ladder company lieutenant. He serves as an adjunct instructor for the regional and departmental fire academies, and is a member of the regional technical rescue team and the Virginia Task Force 2 urban search and rescue team. Prior to his service in Norfolk, Jeremy worked as a shipboard fire systems technician and inspector; and served in the US Navy as the fire marshal onboard the USS McFaul. He earned degree in fire science and is currently working on a degree in fire and emergency management. Jeremy is also an instructor and co-founder of Real Fire Training and has developed multiple programs emphasizing foundational fire ground operations and skills.

**Allen Yee:** Dr. Yee is an assistant professor of emergency medicine at the Medical College of Virginia and serves as the operational medical director for Chesterfield (VA) Fire and Emergency Medical Services. Allen performed his residency at the State University of New York at Buffalo and earned his PhD from the Health Sciences Center at Stony Brook, New York.

**Karl Zimmerman:** Karl is a 37 year veteran of the fire service whose career began at 15 years old as a volunteer firefighter and ALS provider in his local community. After serving in the United States Marine Corps, he joined the Baltimore City (MD) Fire Department and spent the past 26 years in suppression, special rescue operations, hazardous materials response, and as an instructor. Karl currently serves as deputy chief of field operations for D-Shift. He serves as a deputy incident commander for the Type 3 Baltimore Regional Incident Management Team, incident commander of the Type 4 Baltimore City Fire Department incident Management team, and as the plans manager on the Central Maryland Taskforce 2 Urban Search and Rescue Team. Karl was the on-duty shift commander responsible for field operations on April 25, 2015 and April 27, 2015 during the height of Baltimore's civil unrest.

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