

Allen Jorgensen

Phone: [REDACTED] E-Mail: [REDACTED]

Summary

Proven leader with experience in start-ups as well as established operations leveraging expertise in creative problem solving, process efficiency with controls, innovative technology utilization to provide exceptional product and service delivery maintaining a loyal and sustained client following. Experience includes all aspects of business and product development, testing, implementation, and field support of clients around the world.

Employment History

Lighthouse Practice Management Group - Founder **2002 - 2014**

Lighthouse was created with my partners Joel Kozikowski and Brian Smith to provide services initially to offices using PracticeWorks software and then expanded to serve all dental offices – Primarily US based but with international locations as well. The best practices and techniques of starting and running an all-digital / chartless practice became the foundation for serving the dental community. Via ongoing seminars, on-site consultations and a premium content website – we assisted thousands of offices to embrace new technology and learn to operate with greater effectiveness and efficiency. Creating Lighthouse 360 (SaaS delivery) expanded our ability to address 100% of the U. S. market in addition to other countries. At time of sale (March 2013) Lighthouse had 2,000 active clients (no contracts – all month to month) and over 30 employees. 12 months after the sale Lighthouse had increased to over 4,000 active clients (part of the earn out period – still under my direction) and at the time of my departure there were 7,000 active clients.

North Gwinnett Dental Care - Founder **1994 - Present**

Assisted my wife in opening her dream dental practice from scratch in 1994 while still professionally employed in the software industry. Knowing that technology could be applied in a manner different than most practices embraced at the time – the office was started with chair side charting, computerized appointment handling and digital radiology. Committed full time to the office in June of 1996 to focus on understanding and improving the practice as well as hosting other offices that visited us or had me go to them in order to replicate our solutions.

Software AG of North America **1987 - 1996**

Systems Engineer supporting regional sales Account Executives and quickly transitioning to a national resource then international resource based on technical knowledge and ability to engage with potential clients and existing customers facing challenges that local resources could not properly address. Product Management became my focus and secured a mission critical Cooperative Marketing Partnership (CMP) with Digital Equipment Corp. Awarded Systems Engineer of the Year during my first 9 months and awarded the President's Award.

Continental Telephone (Contel) & Alberta Government Telephone (AGT) 1981 - 1987

Fortran Timeshare programmer on Honeywell mainframe computers with frequent promotions resulting in transfer to corporate headquarters in Atlanta in 1983. Contributed to mission critical Carrier Access Billing (CABS) creation and deployment handling the government mandated deregulation project – critical to all revenue collection as cross settlement with AT&T was being eliminated and all carriers were required to perform their own billing. Expertise with the DEC VAX/VMS product line as well as Honeywell mainframe and mini systems.

Education

Bachelor of Science in Business Administration – Brenau University 1986

Attended college courses between my junior and senior year of high school to learn Fortran programming and Calculus. Upon joining CONTEL, began attending night classes at University of Missouri to obtain a degree in mathematics. When the opportunity presented to move to Atlanta, intended to finish math degree at Georgia Institute of Technology – but was unable to while working full time during the day (they did not offer the classes needed at night). CONTEL had an agreement with Brenau who came in and taught classes at the CONTEL location and at local satellite classrooms, allowing completion of BS in Business Administration with honors while working fulltime.

United States Air Force Academy

1981

Nominated by Senator Adlai E. Stevenson III as a cadet for the class of 1985. After basic training in Colorado I was honorably discharged and returned home.

Interests

Musician – perform with several community bands, Instrument Rated Private Pilot, Acting – TV and movie extra, Volunteer clinic with Georgia Mission of Mercy

CURRICULUM VITAE

Angelia Stokes

cell# [REDACTED]

CAREER OBJECTIVE

To build career in a growing organization, where I can get the opportunities to prove my abilities by accepting challenges, fulfilling the organizational goal and climb the career ladder through continuous learning and commitment.

ACADEMIC QUALIFICATION

12th Grade Graduated from Towers High School.

EXPERIENCE

4yrs experience Cashier Kroger Co

14yrs experience in Accountant Freelance Electric

PERSONAL EXPERIENCE

Honesty

Persistence

Team spirit

Accepting Challenges

PERSONAL PROFILE

[REDACTED]

[REDACTED]

DECLARATION

I solemnly declare that all the above information is correction to the best of my knowledge and belief.

Date: 10/07/19

Place: United States

(Angelia Stokes)

Clifford L. Sanders, Jr.

TEACHING/ADMINISTRATIVE EXPERIENCE

Contracted Student Success Coach/Foundations of Success Instructor, September 2016-July 2019

Strayer University Online Campus

Instructed and trained first term students with learning difficulties. Tasked with teaching and preparing them with life skills and academic preparation through lecturing, video preparation, charting their progress through grading and making interventions when needed.

Criminal Justice Department Chair, March 2013 - March 2016

School of Justice, Westwood College, Atlanta, GA

- Advise students on course selection, degree programs and career options based upon student's academic abilities.
- Worked closely and coordinated with the Student Services department to contact and implement crisis management and problem-solving solutions for all at-risk students.
- Meet with students and their families to answer any questions about the program.
- Conduct academic advising, including Satisfactory Academic Progress (SAP) plans.
- Accountable for student success, as measured by retention, graduation, and employment rates
- Presided over, as well as participated in L.D.A. (Last Date of Attendance) meetings with the retention team of the President, Dean, Students Services Director, Admissions Director and Department Chairs to report the current status of absentee students with action taken to restore compliance.
- Provided tutoring to the criminal justice student body.
- Teach criminal justice and criminology online in blackboard & ground classes; supervise independent study courses.
- Participate in on-going education in the subject area and instructional methodology.
- Collaborate on curriculum development, review, and revision.
- Managed the resolution of all complex student discipline and departmental issues, conduct investigations, conducted hearings with a final plan of action developed from the issues.
- Recruit, run background, select, hire, train and mentoring all new faculty members.
- Audit and track department performance, full-time student academic percentages, retention, student incidents and class size to maintain campus goals. Wrote departmental retention plans.
- Developed an atmosphere of integrity and accountability amongst students and faculty

**Long Term Substitute Teacher, October, 2016-Present
The Brandon Hall School, Atlanta, Georgia**

- Establish and enforce rules for behavior and procedures for maintaining order among the students. Observe and evaluate students' performance, behavior, social development and physical health.
- Prepare materials and classrooms for class activities.
- Adapt teaching methods and instructional materials to meet students' varying needs and interests.
- Plan and conduct activities for a balanced program of instruction, demonstration and work time that provides students with opportunities to observe, question and investigate.

Criminal Justice Professor, August 2009 - March 2013 School of Justice, Westwood College, Atlanta, GA

- Lead Instructor who taught criminal justice curriculum to students from under-served communities in traditional classroom, online, and hybrid settings.
- Classes taught included constitutional law, legal research, private investigation and security, crisis intervention, criminal law and courts, introduction to policing, criminal investigation, and criminal justice ethics.
- Taught criminal justice and criminology classes; supervised independent study courses.
- Participate in on-going education in the subject area and instructional methodology.
- Collaborate on curriculum development, review, and revision.
- Managed the resolution of all complex student discipline and departmental issues, conduct investigations, conducted hearings with a final plan of action developed from the issues.
- Focused on current events in creating assignments and choosing guest speakers, providing students greater insight into the application of a criminal justice education.
- Advisor to the Criminal Justice (CJ) Club.
- Provided tutoring to the criminal justice student body.

Criminology Professor, January 2007 - June 2010 Department of Criminal Justice & Criminology, Clayton State University, Morrow, GA

- Taught criminology, victimology and criminal justice courses to classes of 35 to 40 students, both online and in the classroom.
- Conducted and delegated special research projects and papers on criminology and criminal justice issues.

Authorized to work in the US for any employer

PROFESSIONAL EXPERIENCE

**Life Coach/Academic Success Coach/CEO
Wounded Healers Life Management Center, LLC - Atlanta, GA**

March 2015 to Present

- Providing assessments, life coaching, crisis intervention/management, workplace production intervention, relationship detox, life/career stage transition coaching, and Ground-Zero Coaching.
- Conduct home evaluations/student coaching interventions, teach research, writing
- Juvenile behavioral modification

- Correctional system coaching
- Grief and Anger control coaching
- Instructing Foundations of Success ground and online classes.
- Promotes student success by showing flexibility in style and work schedule as well as exhibiting a passion for teaching students and engaging students in the delivery of the course content.
- Ensuring that each assigned first term student continues to make positive progress towards the completion of their course content.
- Conduct academic advising, grading, including Satisfactory Academic Progress (SAP) plans.
- Developed an atmosphere of integrity and accountability amongst students.
- Mobile services available

Court Support Supervisor

Fulton County Pretrial Services - Atlanta, GA

September 2004 to August 2009

- Supervised supervision and intake unit staff; performed interviewing and recruiting, handled scheduling and assignments, evaluated employee performance, fostered a team-concept in a diverse workforce, administered disciplinary action under a progressive-discipline model.
- Ensured Pretrial Officers were effectively trained and able to perform and all county court procedures were followed.
- Responded to the requests of Superior Court judges. Complied monthly statistics and categorized reasons for case closures; prepared court documents, ran GCIC/NCIC checks, issued warrants, and made presentations at Management meetings.
- Developed Work Readiness and Life Skills programs for clientele.

Probation Officer I-III

Adult Probation, Colorado State Judicial Branch - Denver, CO

October 1998 to August 2004

- Managed 40-250 cases of juvenile and adult habitual felony offenders; handled pre-sentence investigation report development, preparation, & sentencing recommendations; assessments for levels of threat to public safety and treatment needs, determination of terms and conditions of supervision, evaluation of treatment alternatives and provision of counseling with recommendations of treatment to the courts, drafted warrants/complaints/motions and coordination with treatment providers. Performed Presentence Investigations, interviewed detainees/clients, performed drug screens, wrote reports with recommendations for sentencing to the Presiding District Court Judge. Represented crime victims, protected and preserved their rights and filed sentencing recommendation addendums when deemed necessary.
- Supervised administrative staff of 10, who set client interviews at corrections facilities and prepared court reports.

Military Police

Infantry and Military Police - Prattville, AL

April 1987 to April 1994

- Performed law enforcement and maintained public safety.
- Patrolled access and egress points; performed property surveillance.

- Performed arrests, conducted investigations, interviewed witnesses, processed crime scenes and prepared incident reports as required.

EDUCATION

Chaplain Certification

Aiden University Online Program

Student, Executive Master of Business Administration

Strayer University Online Program

Master of Arts in Criminology

Alabama State University - Montgomery, AL

Thesis: A Critical Analysis of Recognizant Programs

Bachelor of Arts in Criminal Justice & Public Administration/Education

University of South Alabama - Mobile, AL

Associate of Arts in Pre-Law

Bishop State Community College - Mobile, AL

Masters of Divinity (On Sabbatical)

Interdenominational Theological Center-Atlanta, GA

SKILLS AND CERTIFICATIONS

- Faculty of the Year (2012 and 2014)
- Mentor (20+ years)
- MS Office (10+ years)
- Teaching (20+ years)
- Anger Management certification
- Certified Mediator
- Chaplain Certification, June, 2019
- Cognitive Behavioral Life Coaching Certification, February, 2019
- Grief Counseling Certification, February, 2019

AREAS OF EXPERTISE

Management/Researcher/ Educator/Writer/ Academic Advisor/ Academic Management/ Proven Leader/ Academic Retention/ Student/Family Advising/ Attrition Maintenance/Improvement Non-Traditional Student Development/ Criminal Justice Curriculum Development/ Student Affairs Official/ Effective Communication Skills/ Teaching (classroom and online)/ Investigator/ Communication Skills/ Mentor/ Effective Classroom Management/ Skilled Trainer/ Correctional Supervision/ Correctional Rehabilitation/ COMPUTER SKILLS/ Microsoft Office Suite Whiteboard/ Blackboard/ WConnect/ MyPath Systems (BANNER equivalent)

John A. McCallum

Education **Harvard University, John F. Kennedy School of Government, Boston, MA.** Master in Public Administration, June 2006.

Washington and Lee University, Lexington, VA. Bachelor of Science with Special Attainments in Commerce, June 1992. Dean's List 1992.

Experience **JAM Capital Partners, Managing Partner, February 2010 to present.** Founder and Managing Partner of leading growth equity investment firm in Georgia that provides growth capital to dynamic and innovative entrepreneurial companies across the United States. JAM Capital Partners has backed numerous entrepreneurs and enabled them to achieve the American Dream while also helping create thousands of jobs. The companies that we have backed provide innovative products to thousands of customers and patients both domestically and globally. Selected leadership and Board roles include:

- Chairman of the Board, Vivex Biologics, Atlanta, GA
- Board of Directors Member, BACE, LLC., Charlotte, NC
- Board of Directors Member, Giga Data Centers, Atlanta, GA
- Board of Directors Member, Steel Creek Galvanizing, Blacksburg, SC
- Board of Directors Member, Integrity Bio Chemicals, Cresson, TX
- Board of Directors Member, Rapid Medical, Yokneam, Israel
- Board of Directors Member (former), AxoGen (NASDAQ: AXGN), Gainesville, FL
- Board of Directors Member (former), Amendia, Atlanta, GA

Goldman Sachs & Company, Investment Management Division, February 2007 February 2010. Recruited by Goldman Sachs to join the Investment Management Division of the firm which focuses on private advisory work for families and individuals. I served as a primary advisor to a number of leading entrepreneurial families and business owners across the Southeast United States. Goldman Sachs is the global leader in investment banking and financial advisory services for corporate, non-profit and private clients.

The Technology Association of Georgia (TAG) Foundation, Executive Director, May 2001 to June 2003. First Executive Director hired by the TAG Foundation. Responsible for developing business plan and core projects for the Foundation. Secured first high school charter approved by Atlanta Public Schools. Led development and funding of a technology charter school in Mid-town Atlanta that opened in the fall of 2004. Helped assemble a coalition of partners to develop school including Georgia Tech, The Metro Atlanta Chamber of Commerce and the Georgia Public Policy Foundation.

VetMedCenter, CEO, November 1999 to May 2001. Co-Founder and CEO of software company marketing practice management solutions, telemedicine services and specialized medical information to veterinarians. Responsible for raising over \$4M in venture capital and leading the company through a successful merger. Recruited a respected senior management team consisting of executives from leading corporations including Oracle, Coca-Cola and The Melville Corporation.

Republican Nominee for Secretary of State of Georgia, October 1997 to November 1998. Served as the Republican Nominee for the office of Secretary of State of Georgia. As a 28 year old, led a successful primary campaign defeating two other candidates for Georgia's third highest constitutional office. Built a significant grassroots campaign organization and raised nearly \$400,000 from over 1000 contributors.

The Honorable Newt Gingrich, Speaker of the House, Legislative Assistant, September 1993 to January 1996. Served as a Legislative Assistant for the Speaker of the House in Washington, D.C. Primary responsibilities included serving as a liaison between the Speaker

and his constituents concerning all aspects of budget, banking and tax legislation in the House of Representatives. Managed, authored, and edited budget, banking and tax correspondence between the Speaker and his constituents.

Assistant Football Coach, Washington and Lee University, 1992 season. Served as an assistant football coach under the Defensive Coordinator of the Washington and Lee football team.

Military **United States Naval Reserve, Enlisted Airman (E3), February 2000 to 2008.** Initiated an eight year enlistment in the United States Naval Reserve in February of 2000 and was honorably discharged in 2008. Attended boot camp in Great Lakes, Illinois in October 2001 and completed service in 2009.

Service **The 159 Group, Co-Founder.** Conceived and assisted in the launch of an innovative political action committee aimed at engaging young entrepreneurs in the political process.

United Way of Metropolitan Atlanta, Technology Grant Committee

United Way of Metropolitan Atlanta, De'Toqueville Society

The Congressional Award Foundation, Board of Directors

Recognition **Atlanta Business Chronicle, "20 Techies to Know"** Selected and featured as one of 20 technology executives in Atlanta "that you should know, but probably don't."

Executive Leadership Foundation. Selected as the recipient of the Executive Leadership Foundation annual leadership award recognizing personal integrity and service to the community.

Varsity Intercollegiate Football, Washington and Lee University

- **"All-America" Defensive End, First Team,** *Don Hansen's Football Gazette* Pre-season All-America Team, 1991.
- **"All-America" Defensive End, Third Team,** Champion Athletic Wear Division III All-America Team, 1991.

Varsity Intercollegiate Track and Field, Washington and Lee University

- ODAC Champion 4x100 Meter Relay Team, 1992.
- ODAC All-Conference, First Team 4x100 Meter Relay Team, 1992.

ODAC Academic All-Conference, Football - 1991, Track - 1992.

Publications **Foreign Policy Magazine, "Senseless,"** Why does President Barack Obama refuse to call the killing of our Lybian Ambassador "Murder"? Newt Gingrich and John A. McCallum, September 18, 2012. <https://foreignpolicy.com/2012/09/19/senseless/>

Additional writings: As a part of my graduate studies at Harvard, I have written extensively on United States entitlement programs, the United Nations, Just War Theory, and the Use of Force, among other topics.

Personal John is married to Former Miss America, Heather Whitestone McCallum and the McCallum's have travelled across the United States and around the world on behalf of causes aiding the disabled. The McCallum's have also been active in raising money and awareness for conservative candidates, including President Trump. The McCallum's have four boys John (19), James (18), Wilson (12), and Liam (6).

Michael Patrick Spears, Colonel, USA Retired, MPPA, MSS

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Cell Phone: ██████████
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I am an experienced leader and manager with over 40 years in the Defense and Environmental industry in a variety of assignments supporting Army, Joint and US Government Inter-agency elements. I am known for building high performing results-oriented teams. Assigned to command and staff positions throughout my career I exercised leadership and management over multiple organizations engaged in contingency and combat operations both as a Combat Arms Officer and Intelligence officer.

Throughout my career, I have managed, planned, organized and directed diverse organizations. I am able to grasp conceptual ideas and exercise original thought where there is little time for deliberation and consultation; to evaluate the importance of international situations and problems; and to present well-considered and sound suggestions.

As a Senior Leader for military and civilian organizations, I have an expert ability to assess regulatory and legal requirements governing complex issues and have demonstrated the ability to apply innovative solutions to complex issues. I have a proven ability to lead, develop and present comprehensive assessments and results with supporting documentation to substantiate problem validity, establish possible root causes, and recommend assignment of responsibility for corrective actions.

I have a sophisticated and mature ability to communicate verbally and in writing in order to present sensitive findings and recommendations to Senior Leaders across any enterprise. I have demonstrated skill in communicating both orally and in writing, complex issues and information to senior-level officials. I am skilled in establishing strong interpersonal relationships and high professional integrity to obtain and maintain the trust and confidence of not only senior leaders, but also all stakeholders, in order to accomplish the commands mission.

I am an accomplished and published Military Intelligence officer and Environmental Scientist with a consistent record of success in multi-disciplined project and program management, business operations, mission planning, intelligence operations, and seamlessly balancing multiple priorities and tasks to meet and exceed expectations. I successfully led Joint, Army, and DoD intelligence civilians and contractors, and coalition partners worldwide, including CENTCOM, EUCOM, PACOM and SOUTHCOM, I understand the complex cultural environment and the strategic planning process required of Senior Leaders today.

I am a lifelong learner and I believe in teaching, coaching and mentoring. I have led personnel throughout all phases of the Intelligence cycle; credentialed Army Counterintelligence Special Agent and over 18 years' experience as a professional chemist with the State of California and defense related industries. Highly skilled manager of personnel, material & fiscal resources. Routinely recognized for innovation & accomplishing organizational goals ahead of schedule, with high morale & extremely motivated employees.

Army Counterintelligence Special Agent Badge and Credentials (Retired)

Analytical and Environmental Chemistry: Over 17 years' experience as a professional chemist with the State of California and defense related industries.

Prior Clearance: TOP SECRET WITH SENSITIVE COMPARTMENTED INFORMATION

Date of Eligibility: 2012/10/09

Investigation: PERIODIC REINVESTIGATION - SINGLE SCOPE BACKGROUND INVEST

Date Investigation Completed: 2012/09/18 CI Scope Polygraph: 20 Oct 2016

Michael Patrick Spears, Colonel, USA Retired, MPPA, MSS

Work Experience

08/2016 – Jul 2018

**US Army Cyber Command
8825 Beulah Street
Fort Belvoir, VA 22060 United States
Salary: 115,755.00 USD Per Year**

Intelligence Oversight Program Manager & Foreign Disclosure Officer

- Senior intelligence oversight official
- Ensure ARCYBER executes intelligence activities and operations worldwide in a manner that protects the privacy, civil liberties, and constitutional rights of U.S. Persons per U.S. laws, Executive Orders, Department of Defense Directives, & Army Regulations.
- Approve disclosure of classified and controlled unclassified information to foreign personnel consistent with National Disclosure Policy.
- Develop and establish ARCYBER policies and procedures regarding the release of information to foreign governments.
- Develop and evaluate the commands intelligence oversight policies and programs focused on the management and execution of intelligence collection, retention and disseminations of ARCYBER reporting and evaluations across all intelligence disciplines and special access programs.
- Represent ARCYBER at intelligence and foreign disclosure community meetings, panels, and symposiums.
- Conduct routine liaison with at senior levels of the Army and Department of Defense.

Supervisor: William Brown [REDACTED]
Okay to contact this Supervisor: Yes

07/2014 - 08/2016

**HQ, Eighth Army, U.S. Army
PSC 303 Box 61 ARET
APO, AP 96204 United States
Salary: 171,856.00 USD Per Year**

Director (Colonel/O6), Army Reserve Engagement Team – Korea

- Principal United States Army Reserve Advisor to the Eighth Army (8A) Commander, staff and major subordinate commands.
- Managed, planed, and directed the execution of complex and sensitive activities to provide assured access to Army Reserve capabilities.
- Represented the Chief, Army Reserve and the Eighth Army at US Army-Pacific Operational planning teams (OPTs), In Progress Review (IPRs), Initial-, Mid-, and Final Planning conferences, and Working Groups.
- Oversaw and directed liaison (LNO) activities to ensure coordination, planning, participation, and execution of contingency operations, Theater Security Cooperation events, exercises, operational requirements, routine support and other missions and operational activities from the Army Reserve.
- Established and maintained highly productive working relationships with Senior Leaders, team members, peers, clients, industry experts, and contractors, including 8A, U.S. Forces Korea, the Republic of Korea, and other Federal agencies in order to achieve common goals in support of the organizations plans, exercises, operations and theater security cooperation events.
- In addition, I managed human, financial, and information resources strategically and fostered the development of others, facilitated cooperation and teamwork, and the constructive resolution of conflicts. As a result, I developed and led a high performing organization producing high quality results across comprehensive and complex programs.

Michael Patrick Spears, Colonel, USA Retired, MPPA, MSS

- Performed full range of supervisory personnel management duties such as assigning work and reviewing completed products; verifying timeliness and accuracy of operational, personnel and administrative reporting; and evaluating the performance of Team members.

Supervisor: COL (R) Tommy Mize, SES, [REDACTED]

Okay to contact this Supervisor: Yes

04/2012 - 06/2013

**Headquarters, Department of the Army, Office of the Inspector General
Washington DC, DC 20301 United States**

Salary: 165,000.00 USD Per Year

Inspector General (Intel Oversight), Lieutenant Colonel

- Senior Counterintelligence Officer assigned to the Office of the Inspector General (IG) responsible for the Intelligence Oversight program at the Department of the Army.
- Executed and conducted a comprehensive worldwide inspection program and provided expert, comprehensive and authoritative advice to the Army to ensure the legality and propriety of all intelligence programs, operations and intelligence-related activities.
- Managed, directed, supervised, compliance inspections and formulated policies and procedures for the conduct of IG activities throughout the Department to include policy, plans, requirements, and priority of IG efforts.
- Routinely exercised independent judgment, including initiating, conducting, and supervising auditing, investigations and inspections.
- Ensured that Active Army, Reserve and National Guard activities worldwide protected the privacy, civil liberties, and Constitutional rights of U.S. Persons per U.S. laws, Executive Orders, Department of Defense Directives, & Army Regulations regarding collection, retention, and dissemination of information for foreign intelligence and counterintelligence.
- Directed and executed IG inquiries into questionable intelligence or sensitive activities throughout the Army and those conducted with other DoD or governmental agencies.
- Routinely coordinated highly sensitive Intelligence Oversight issues with the Department of the Army G2, Office of the Assistant Secretary of Defense for Intelligence Oversight, Commands and commands, the US Intelligence Community (IC), and DoD
- Lead one of 25 teams that inspected the Army's Child and Youth Services program in 2013 after the Secretary of the Army directed a worldwide review of all childcare programs. This review led to major changes in Army policies and regulations associated with these programs to insure compliance with background investigations and child safety.

Supervisor: Gayle Musser, Email: [REDACTED]

Okay to contact this Supervisor: Yes

06/2009 - 04/2012

**HQ, 501st MI Brigade, INSCOM, US Army
Yongsan Army Garrison**

APO, AP 96205 United States

Salary: 160,000.00 USD Per Year

Deputy Brigade Commander, Lieutenant Colonel

- Managed, organized and directed a diverse intelligence organization consisting of 1600 military, government civilian, contractor personnel and Korea Augmentees to the US Army.
- Provided 24/7 regional and national intelligence collection and analysis support on North Korean ground, air, and maritime order of battle activities.

Michael Patrick Spears, Colonel, USA Retired, MPPA, MSS

- Oversaw a staff that delivered persistent, multi-discipline, airborne and ground intelligence within a coalition intelligence architecture to support senior leader decisions within U.S. Forces Korea, Combined Forces Command, and Republic of Korea Army.
- Executed the full range of supervisory personnel management duties such as assigning work and reviewing completed products; verifying timeliness and accuracy of operational, personnel and administrative reporting; and evaluating the performance assigned personnel.
- Managed and executed a \$23 million annual operating budget with 100 percent obligation for three years.
- I possess expertise and knowledge of current developments in the broad area of security cooperation, security assistance, intelligence matters, foreign affairs and foreign policy, using judgment to identify items, which require action by Senior Leaders.
- Expert knowledge of Counterintelligence (CI) functions, Doctrine, Concepts, Methodologies, Systems and the Laws, Statutes, Regulations Policies, Directives and Procedures Governing these activities. I have a broad and in-depth knowledge of U.S. Intelligence community laws, mission and function, program and budget system. As a Badge and Credentialed Special Agent, I performed background investigations on individuals who require access to National Security Information and provided support to the Departments of Defense Insider Threat Program.

Supervisor: COL (R) Joe Cox [REDACTED] Email: [REDACTED]
Okay to contact this Supervisor: Yes

06/2008 - 06/2009
Office of the Chief, Army Reserve
Pentagon
Washington DC, DC 20001 United States
Salary: 160,000.00 USD Per Year

Chief, Force Integration Division

- Managed, planned, directed, coordinated and the execution of complex Army Force Programs activities to shape the future force during Total Army Analysis (TAA) within Office of the Chief, Army Reserve.
- Ensured Army Reserve Force structure actions, plans and programs were consistent with Army Defense Planning Guidance and the Army Campaign Plan (ACP).
- Directed the activities of Army Force Integrators to ensure the Army Reserve position was represented at all Department of the Army meetings, during TAA, ACP, Force Feasibility Reviews, QDR and joint Staff sponsored Operational Availability studies and meetings.
- Represented the Director, Force Programs during the development and execution of force programs plans, policies, directives and regulations to include force accounting and documentation, combat developments, force design and systems integration, force development, force doctrine, force management, force mobilization, force modernization, force planning, force requirements and programs, force structure materiel developers, training developers, and manpower management.
- Oversaw and coordinated the analysis of current and projected Army Reserve unit requirements in order to maintain a ready, relevant and viable force. During TAA 10-15 my division obtained over \$647M dollars of equipment for the Army Reserve. Knowledge of program and budget processes and life cycles.

Supervisor: COL (R) Eddie Rosado [REDACTED]
Okay to contact this Supervisor: Yes

06/2007 - 06/2008
Office of the Chief, Army Reserve
Pentagon
Washington DC, DC 20001 United States
Salary: 145,000.00 USD Per Year
Military Intelligence Force Integrator

Michael Patrick Spears, Colonel, USA Retired, MPPA, MSS

- Managed, planned, directed, coordinated and oversaw the execution of complex Military Intelligence Army Force Programs activities conducted as part of the Total Army Analysis (TAA) by the Force Integration Division.
- Represented the Army Reserve Military Intelligence programs to the HQDA General Staff, DoD and to the JCS staff.
- Responsible for the integration of USAR MI actions, plans and programs consistent with the Army Defense Planning Guidance and the Army Campaign Plan (ACP).
- Conduct liaison to the MI Center and School, INSCOM, FORSCOM, Military Intelligence Readiness Command, and other Army Staff, Commands and Joint/DoD points of contact.

Supervisor: COL Eddie Rosado [REDACTED]

Okay to contact this Supervisor: Yes

02/2006 - 03/2007

MNC-I, Iraqi Assistance Group, US Army

3rd Iraqi Border Enforcement Division, MNC-I, Iraqi Assistance Group (1ID FWD), (OIF) APO, AE 00000 United States

Salary: 1,450,000.00 USD Per Year

Senior Intelligence Advisor, Lieutenant Colonel

- Directed and executed the “advise and train” mission to support Iraqi Security Forces (ISF), 3rd Iraqi Border Police Division.
- Advised the Senior Iraqi Intelligence Officer and Iraqi Division Commander and executed daily missions in support of the United States government’s goal to hand over security responsibilities to Iraqi security forces. Directly represented the United States of America as an embedded advisor.
- Trained and advised ISF to develop an effective full spectrum intelligence based operational capability for operations against the anti-Iraqi forces.
- Coordinated and developed an 8-week Intelligence Training course based on the Army’s training and Doctrine Commands Military Intelligence Officer Basic and Advance Course materials. And supervised the presentation of this course to ISF Intelligence Officers and Soldiers. This training allowed our counterparts to build capabilities to enable the security forces to secure their population.
- Develop Iraqi counterparts understanding of the rule of law and fundamental human rights.
- Provided guidance and assistance regarding patrolling and controlling illicit border crossings on Iraq’s international borders in order to prevent infiltration of insurgent, terrorist, and criminal elements into Iraq.
- Provided authoritative advice and guidance on highly complex operational issues affiliated with the development and implementation of long-term Iraqi Intelligence capabilities.
- Maintained regular contact and relations with counterparts/partners in United States Government agencies, partner countries and other entities.

Supervisor: COL (R) William Everett [REDACTED]

Okay to contact this Supervisor: Yes

08/2004 - 02/2006

Military Intelligence Readiness Command, USAR

8831 John J. Kingman Road Fort Belvoir Fort Belvoir, VA 22060 United States

Salary: 140,000.00 USD Per Year

MIRC Liaison to HQDA G-2

- Represented the Army Reserve Senior Intelligence Officer to the Deputy Chief of Staff, Intelligence (G-2).
- Ensured Army Reserve Intelligence issues and concerns were addressed at HQDA.
- Principal designer of the Army Military Intelligence Battalion (Interrogation).
- Led the effort to design and stand-up the solution addressing issues resulting from detainee operations in the Iraqi theater.

Supervisor: LTC (R) Stephen Iwicki ([REDACTED])

Michael Patrick Spears, Colonel, USA Retired, MPPA, MSS

Okay to contact this Supervisor: Yes

07/2001 - 08/2004

HQ, 321st MI BN (EAC) USAR

Camp Mabry

Austin, TX 78703 United States

Salary: 135,000.00 USD Per Year

Battalion Executive Officer

- Managed, planned, directed, coordinated and oversaw the operations of a Corps Support Military Intelligence Battalion.
- Created and implemented policies and procedures. Represented the command at deployment and exercise planning conferences.
- Led and directed the battalion staff in order to provide multidiscipline intelligence and targeting teams and HUMINT capability in support of 1st and 3rd U.S. Corps.
- Recommended priorities for allocating critical command resources, including time, personnel, supplies, and equipment.
- Successfully directed battalion staff operations while operating with less than 40 percent of the authorized Full-Time Unit Support.
- Planned and executed the training, mobilization, and deployment of the battalion after September 11, 2001.
- Led the deployment of Battalion personnel to stand up initial Intelligence and Interrogation capabilities to Guantanamo Bay Cuba (GTMO) as the Deputy Commander, Joint Interagency and Interrogation Facility.

Supervisor: COL (R) Dorothy Perkins

Okay to contact this Supervisor: No contact information available.

01/2002 - 08/2002

JTF 170 (GTMO)

Guantanamo Bay Naval Base

Guantanamo Naval Base, AE 09592 United States

Salary: 135,000.00 USD Per Year

Counterintelligence Operations Officer

- Planned and executed Counterintelligence (CI) and Liaison Operations for JTF 170 (Guantanamo Bay Cuba).
- Supervised and coordinated all JTF 170 CI activities, including screening detainees for CI purposes.
- Lead escort and POC for all Foreign Intel and Law Enforcement delegation visits.
- Deputy Commander, Joint Interagency Interrogation Facility (JIIF) from Jan 2002 until activation of JTF170. Oversaw on-behalf of the JIIF Commander the initial stand-up operations of the JIIF.
- Provided timely, detailed input for planning related to JTF 170s global mission and responsibilities, manning and concept of operations for JTF 160 and JTF 170.
- Ensured unity of effort among all US agencies involved in the DoD/Interagency interrogation effort in order to synchronize intelligence collection operations.

Michael Patrick Spears, Colonel, USA Retired, MPPA, MSS

05/1989 - 07/2001

**California State Air Resources Board
P.O. Box 2815
Sacramento, CA 95812 United States
Salary: 84,000.00 USD Per Year**

Air Resources Supervisor I, Multiple Assignments Duties:

- Oversaw the development of guidance, regulations and directives dealing with complex air quality issues.
- Developed the analytical procedures and regulatory process affecting consumer products in the state of California
- Directed the development and the presentation of staff recommendations to the State of California Air Resources Board for changes in law or policy relating to environmental protection and air pollution, practices and methods.
- Routinely communicated with the public, interest groups, stakeholders, and senior leaders in Federal, State and Local Government.

Supervisor: Catherine Witherspoon

Okay to contact this Supervisor: No Contact Information

10/1985 - 05/1989

**Department of Water Resources, Bryte Chemical Lab
1450 River Bank Road
West Sacramento, CA 95605 United States
Salary: 50,000.00 USD Per Year**

Public Health Chemist

- Performed independent professional chemical analysis of highly complex environmental, water samples obtained by the State of California Department of Water Resources to identify and quantify trace toxic or other chemicals, which affect the public water supply.
- Exercised independent scientific judgment and discretion to ensure public health and safety.
- Evaluated quality control data to ensure that sample data is reliable and meets data quality objectives.
- Served as primary and final reviewer of data produced by equally or lower graded lab personnel.

06/1984 - 10/1985

**Aerojet Strategic Propulsion Company, Chem Research and Development
2001 Aerojet Road
Rancho Cordova, CA 95742 United States
Salary: 40,000.00 USD Per Year**

Associate Chemist

- Conducted aging studies on various polymer's used in the productions of Solid Fuel and high-energy propulsion systems.
- Wrote technical papers and reports for presentation to customers.
- Performed chemical analysis on polymer's and high energy chemicals.
- Knowledge of management principles as it relates to the organizational mission of renovating, modifying, testing and/or certifying missiles.
- Knowledge of facility processes to effectively control programs. Knowledge of product and manufacturing terminology, data, and standards.

Education:

Air University - Air War College Maxwell AFB, AL United States Master's Degree 05/2014, Major: Strategic Studies

California State University - Sacramento, CA United States Master's Degree 01/1993, Major: Public Policy and Administration

Michael Patrick Spears, Colonel, USA Retired, MPPA, MSS

University of California, Davis, CA United States Bachelor's Degree 06/1983, Major: Biochemistry Minor: Art History

Job Related Training:

Counterintelligence Officer (Special Agent Course)
The Inspector General Course
The Reid Technique of Interviewing and Interrogation
Laboratory for Scientific Interrogation, Scientific Content Analysis

Professional Publications:

Spears, Michael P. Kim Jong-Un: Hermit Kingdom Apprentice and Regional Instability, Professional Studies Paper, Air University, Air War College, Maxwell AFB, AL, 2014.
Spears, Michael P. Part II, Mentoring, Advising and Training (3rd Regional BTT- Initial Operational Employment on the Iraq/Iran Border Wasit Province). Military Intelligence Professional Bulletin. U.S. Army Intelligence Center and Fort Huachuca, 550 Cibequa St, Ft. Huachuca, AZ 85613. Jul-Sep Issue, 2008.
Spears, Michael P. 3rd Regional BTT- Initial Operational Employment on the Iraq/Iran Border Wasit Province, Part I. Military Intelligence Professional Bulletin. U.S. Army Intelligence Center and Fort Huachuca, 550 Cibequa St, Ft. Huachuca, AZ 85613. April-June Issue, 2008. Spears, Michael P. What Do We Mean by Urban Dominance?. Military Intelligence Professional Bulletin. U.S. Army Intelligence Center and Fort Huachuca, 550 Cibequa St, Ft. Huachuca, AZ 85613. April-June Issue, 2005.
Spears, Michael P. California's Air Quality Program: A History, Analysis and Assessment. Masters Project, California State University, Sacramento. January 1993.
Spears, Michael P., William E. Oslund and George Shahinian, "Ambient Air Quality Measurement - Then and Now," 9th World Clean Air Congress, Montreal, Canada, August 1992
Spears, Michael P., David Ipps, and Marcella Nystrom. "Prospects for Attaining the State Ambient Air Quality Standards for Suspended Particulate Matter (PM10), Visibility Reducing Particles, Sulfates, Lead, and Hydrogen Sulfide." A Report to the Legislature. State of California, Air Resources Board. April 11, 1991.
Spears, Michael P., "A Holiday Message," Editorial. The Officer: December 1987

Awards: US DECORATIONS AND BADGES

Legion of Merit
Bronze Star Medal
Meritorious Service Medal (with 6 Oak Leaf Clusters) Joint Service Commendation Medal
Army Commendation Medal
Joint Service Achievement Medal
Army Achievement Medal (with 3 Oak Leaf Clusters) Army Good Conduct Medal
Army Reserve Components Achievement Medal (with 2 Oak Leaf Clusters) National Defense Service Medal (with 1 service star)
Armed Forces Expeditionary Medal Iraq Campaign Medal
Global War on Terrorism Expeditionary Medal Global War on Terrorism Service Medal
Korea Defense Service Medal Armed Forces Service Medal
Armed Forces Reserve Medal (with M Device, Numeral 3 Device, and ten-year Service Device) Army Service Ribbon
Army Overseas Service Ribbon (with Numeral 5 Device) Combat Action Badge
Army Staff Identification Badge Two Combat Service Stripes
UNIT AWARDS: Joint Meritorious Unit Award (JTF 170) (JTF160)

FOREIGN AWARDS:

Ukrainian Medal of Honor, 2007
Letter of Commendation (Medal), ROK-US CFC, General Kwon, Oh Sung, 2012 Knowlton Award, MI Corps Association (MICA)
Joint Duty Service: IC Civilian Joint Duty Service Award