

THE EXPERTS
Robson Forensic

JOHN HASSARD, M.SC., LPC, CFE, CPP
Loss Prevention and Security Expert

PROFESSIONAL EXPERIENCE

2015 to present **Robson Forensic, Inc.**
Associate

Provide technical investigations, analysis, reports, and testimony toward the resolution of disputes and litigation involving retail safety and security matters, corporate safety and security matters, fraud, and investigations. Areas of expertise include:

Loss Prevention and Security: Shoplifting apprehensions, internal and external investigations, use of force, pursuits, training and compliance, profiling, prosecution, restitutions and civil demands, employee relations investigations, sexual harassment investigations, interviews and interrogations, exception based reporting and analysis, and implementation of security technology (CCTV, Electronic Article Security, burglar and fire alarms), corporate and distribution facilities security, and safety, workplace violence, background screening, store mutual associations and drug testing.

Premises Security: Internal and external investigations, interviews and interrogations, employee theft, shoplifting apprehension, false arrest, false imprisonment, pursuit policies, use of force, fitting rooms, training and compliance, profiling, prosecution, employee relations investigations, sexual harassment investigations, security and loss prevention officer hiring and training, high value merchandise and cash security, corporate, manufacturing and distribution facilities security, and safety, workplace violence background screening, and drug testing.

Security technology (CCTV, EAS, access control, burglar and fire alarms), workplace violence, negligent hiring, falsified documents, terminations, Crime Prevention Through Environmental Design, crime analysis and foreseeability, invasion of privacy, dummy cameras, defamation of character, workplace violence, threat assessment, building security, corporate fraud, and vendor management.

Premises Safety: Hazard identification, self inspections, merchandise storage, safety programs, store operations, spills, inclement weather, illumination, peg hooks, EAS pins, shelving, two and four arm racks, wheeled display racks, material handling equipment, warehouse racking, fall protection, pallet storage, housekeeping, fixture assembly, signage, marking doors and perimeter glass, ladders, chemical safety, sprinkler system maintenance, emergency procedures, event safety, Black Friday crowd control, and OSHA compliance.

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- 2015 to 2020 **Tyco, Birmingham, AL**
Global Program Manager
- Provide leadership to a multi-disciplined technical, engineering, and administrative team in support of Tyco's largest global clients.
 - Direct the design, installation, maintenance, and specification development processes among multiple global projects supporting the physical security operations of multinational corporations.
 - Coordinate multi-disciplined technical and administrative teams, including 3rd party/local contractors to resolve engineering, administrative and field issues during implementation and installation of physical security systems including CCTV, Access Control, Intrusion and Fire Alarms, and associated enterprise command applications.
 - Lead teams in a continuous improvement process to ensure technical excellence, financial profitability, and industry leading performance and customer satisfaction.
- 2011 to 2015 **Security Consulting and Investigations, Birmingham, AL**
Owner
- Develop and conduct training and presentations for various groups and organizations.
 - Develop and implement security, risk management and fraud prevention programs.
 - Conduct fraud and theft investigations.
 - Develop and conduct OSHA related, safety, loss prevention, and security surveys.
 - Consult in regards to national account management, integration with other industries (Central Station Alarms and Loss Prevention) and regional account management for CCTV/DVR manufacturer.
- 2008 to 2010 **Duckwall-ALCO Stores, Inc., Abilene, KS**
Director of Loss Prevention
- Developed, implemented, and supervised loss prevention programs and systems for more than 250 stores and distribution facilities in 23 states.
- Supervised field loss prevention managers, administrative and analysis staff, distribution and corporate physical security team, and security systems installation and service team.
 - Assessed, formulated, and implemented security and loss prevention policies and procedures.
 - Corporate representative at OSHA and legal proceedings.
- 2007 to 2008 **Bed Bath & Beyond, Atlanta, GA**
Area Loss Prevention Manager
- Supervised internal and external theft investigations.
 - Supervised general liability and workman's compensation accident investigations, training and reduction programs.

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- 2000 to 2007 **Movie Gallery / Hollywood Entertainment, Dothan, AL**
Director of Loss Prevention 2003-2007
Assessed, formulated, and implemented loss prevention programs and systems in more than 4500 locations in 50 states, Canada and Mexico.
- Supervised and trained loss prevention personnel.
 - Implemented, supervised, and participated in Loss Prevention and Human Resource investigations and programs.
 - Supervised and participated in the background screening of job applicants.
 - Supervised personnel responsible for the selection, purchasing, installation, service, and training on all security systems (CCRV, EAS, Alarms, etc).
 - Assessed, revised, and implemented new store auditing program to increase efficiency and effectiveness.
 - Created a business auditing process that included human resources, customer service, and accounting.
 - Selected, deployed, and managed a 3rd party audit management application including management metrics and tracking.
- Senior Loss Prevention and Investigation Manager* 2000-2003
- Supervised Regional Loss Prevention Managers.
 - Created the Loss Prevention Investigation and Analysis Department and supervised its growth into a Loss Prevention Support Division.
- 2000 **Bruno's Supermarkets, Inc., Birmingham, AL**
Regional Loss Prevention Manager (60-70 stores total)
- Initiated and managed internal theft investigations including investigation, interviewing and interrogation, report completion and court testimony.
 - Conducted audits on shrink, safety, and pharmacy issues.
 - Implemented theft reduction programs, including tamper-evident price labels and theft detection through data analysis.
 - Prepared litigation cases with corporate counsel and human resources.
- 1998 to 2000 **Movie Gallery / Hollywood Entertainment, Dothan, AL**
Regional Loss Prevention Manager (200-300 stores total)
- Initiated and managed internal theft investigations including investigation, interviewing and interrogation, report completion and court testimony.
 - Conducted audits on shrink and safety issues.
 - Developed and conducted loss prevention training for store and district management.
 - Prepared litigation cases with corporate counsel and human resources.

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- 1998 **Wilson's Suede and Leather**, Atlanta, GA
Temporary Regional Loss Prevention Manager
- Initiated and supervised internal theft investigations including initiation, investigation, interviewing and interrogation, report completion and court testimony.
 - Conducted audits on shrink and safety issues for stores.
 - Prepared litigation cases with corporate counsel and human resources.
- 1997 to 1998 **Curtiss Hawks**, Atlanta, GA
Aircraft Restoration Manager
- Rebuilding, fabrication and restoration of WWII P-40 airframes.
 - Sourced parts and assemblies worldwide.
 - Created tooling and fixtures to assemble individual parts and complete airframes.
 - Provided individual parts, assemblies, and airframes to customers worldwide.
- 1996 to 1997 **The Sports Authority**, Atlanta, GA
District Loss Prevention Manager
- Hired, trained, and supervised loss prevention management and employees in 13 stores.
 - Supervised loss prevention, safety, investigation, and risk reduction programs.
 - Supervised store compliance regarding OSHA, general liability and workman's compensation programs.
- 1994 to 1996 **Big B Drugs, Inc.**, GA, AL, FL
District Loss Prevention Manager
- Supervised Loss Prevention investigations, training, and audits in 60 stores in three states.
 - Conducted audits on shrink, safety, and pharmacy issues.
 - Initiated and supervised internal theft investigations including initiation, investigation, interviewing and interrogation, report completion and court testimony.
 - Prepared litigation cases with corporate counsel and human resources.
 - Created and implemented companywide loss prevention policies and procedures, and training manuals.
- 1991 to 1994 **Macy's East, Inc.**
Security Manager, Augusta, GA 1993-1994
- Supervised security staff and conducted security training for store employees.
 - Conducted audits on shrink, safety, and pharmacy issues.
 - Initiated and supervised internal and external theft investigations.
 - Prepared litigation cases with corporate counsel and human resources.
- Assistant Security Manager*, Atlanta, GA 1993
- Supervised security staff and conducted security training for store employees.
 - Conducted audits on shrink, safety, and pharmacy issues.
 - Initiated and supervised internal and external theft investigations.
 - Prepared litigation cases with corporate counsel and human resources.

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Corporate Investigator, Atlanta, GA 1992-1993

- Supervised corporate personnel responsible for pre-hire and post-hire background screening of applicants and employees for all east coast Macy's locations.
- Managed outside vendor accounts responsible for criminal background checks and store mutual associations.

Loss Prevention Specialist; Internal Investigator, Atlanta, GA 1991-1992

- Developed and conducted audits, internal investigations, and fraud investigations.

1988 to 1991 **Childress-Klein Properties Inc., Atlanta, GA**
Security Management Associate

- Provided proprietary safety and security at commercial office property.
- Patrolled and monitored multiple mixed use properties to ensure safety and security of tenants and public.

1987 to 1988 **Atlanta Hilton and Towers, Atlanta, GA**
Security Officer, Assistant Shift Supervisor, Trainer

- Patrolled and monitored hotel and convention areas to ensure safety and security of guests and employees.
- Trained personnel in CPR, emergency operations, firefighting, and hotel and security departmental policy and procedures.

1986 to 1987 **Barton Protective Services, Inc., Atlanta, GA**
Security Officer

- Patrolled and monitored multiple mixed use properties to ensure safety and security of tenants and public.
- Controlled access at assigned properties.

VOLUNTEER ACTIVITY

2021 to Present **Association of Certified Fraud Examiners, Alabama Chapter, Birmingham, AL**
Chapter Treasurer (2021-present)

2010 to Present **American Society for Industrial Security International, Birmingham Chapter, Birmingham, AL**
Chapter Chairman (2020- present), *Chapter Vice Chairman* (2012, 2013, 2019), Chapter Secretary (2014)

2014 to 2018 **National Infantry Museum, Columbus, GA**
Volunteer and Docent

- Volunteer in museum operations department.
- Docent in the museum education department.

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- 2005 to 2007 **National Retail Mutual Association**, Chapin, SC
Board Member
- Assisted in development and implementation of Retail Theft Database (SMA: Store Mutual Association) used for Background Screening.
- 2002 to 2004 **US Mutual Association**, Tulsa, OK
Regional Board Member
- Assisted in management and operations of Retail Theft Database (SMA: Store Mutual Association) used for Background Screening.
- 1979 to 2013 **Civil Air Patrol/USAF Auxiliary**
Senior Member 1984-1994 (active)
- Rank: Captain.
 - Developed training and led emergency services units in practice and live SAR (Search and Rescue) mission.
 - Awards include: Meritorious Service Award, Certificate of Recognition for Lifesaving, Yeager Award, and Commanders Commendation (2).
- Cadet Program* 1979-1984
- Training and activities: International Air Cadet Exchange (1984; Great Britain and Germany), Cadet Officer School, Maxwell AFB, AL 1982, USAFA Survival School, 1982, GA WG Encampment Cadet Commander, 1984, and GA WG Solo Flight Encampment.
 - Awards include: Earhart Award, Commanders Commendation, SAR Medal, and FIND Medal.

PROFESSIONAL CREDENTIALS

Certified Protection Professional (CPP) - Board Certified in Security Management by American Society for Industrial Security, International
Loss Prevention Certification (LPC) – The Loss Prevention Foundation
Certified Fraud Examiner (CFE) - Association of Certified Fraud Examiners
Private Pilot, Aircraft, Single Engine-Land (tailwheel endorsement) – Federal Aviation Administration

EDUCATION

Master of Science, Security Management, Michigan State University, 2003
Bachelor of Science, Criminal Justice, Georgia State University, 1988

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TRAINING

Wicklander-Zulawski & Associates - Sexual Harassment Investigation and Interviewing, 2005
Wicklander-Zulawski & Associates - Telephone Interviewing, 2001
Laboratory of Scientific Investigation – SCAN (Scientific Content Analysis), 1996, 2003
John E. Reid & Associates – Interviewing and interrogation, 1995
Wicklander-Zulawski & Associates - Interviewing & Interrogation, 1993
Certified Security Officer and Armed Security Officer (Georgia) Training, 1986

CONTINUING EDUCATION

CPTED (Crime Prevention Through Environmental Design), ASIS, 2021
Successfully Working with Federal Law Enforcement Agencies, ASIS, 2021
Enterprise Mail Security: Critical Risks and Practical Solutions, ASIS, 2021
Mail Security: Dangerous Mail Incidents & Risk Analysis, ASIS, 2021
Social Media for Security Operations, ASIS, 2021
Implicit Bias in Physical Security Operations, ASIS, 2021
Security on the Front Lines: Evolving Legal Issues, ASIS, 2021
Risk, Danger, and the Fraud Examiner, ACFE, 2021
How to Catch a Criminal-Cryptocurrency, ACFE, 2021
Executive Management and Threat Management, ASIS, 2021
Legal & Practical Considerations for Fraud Examiners, ACFE, 2021
Threat Assessment: Warning Signs & Risk Behavior, ASIS, 2021
Electronic/Digital Payment Fraud Trends 2020 & 2021, ACFE, 2021
COVID-19 Financial Crimes, ACFE, 2020

PROFESSIONAL MEMBERSHIPS

The Association of Certified Fraud Examiners, 2007-present
The Loss Prevention Foundation – Charter Member, 2007 (Lifetime)
Pershing Rifles Alumni Association, 2000-present
American Society for Industrial Security, International, 1994-present
Pershing Rifles – Undergraduate Military Honor Society, 1984-1988

PUBLICATIONS

Hassard, J (2005) Managing LP by Managing Data Loss Prevention, V4.1, January-February 2005

PUBLIC SPEAKING

Association of Certified Fraud Examiners, Birmingham Annual Fraud Seminar
September 21, 2021: Investigations: What to know if it's not your regular role
May 18, 2021: Critical Incident Management
August 18, 2019: Managing Corporate Ethics
August 16, 2018: Retail Fraud
August 14, 2015: Interviewing and Interrogation for Fraud Examiners

Association of Certified Fraud Examiners, Birmingham, AL Chapter Meeting
July 26, 2021: Investigations for Auditors and Accountants
Feb 25, 2019: Fraud Investigations for Auditors/Accountants: Managing investigations in the absence of an in-house investigation unit
August 28, 2017: Interviewing and Interrogation for Fraud Examiners
Dec 25, 2013: The economics of retail crime

American Society for Industrial Security, Birmingham, AL Chapter
Feb 9, 2016: The Economics of Retail Crime
Mar 12, 2013: The economics of Retail Crime
American Society for Industrial Security, Atlanta, GA Chapter
Aug 19, 2020: Interviewing & Interrogation for Security: What to know if it's not your regular role

International Association of Internal Auditors, Huntsville, AL Chapter
Sep 26, 2017: Interviewing and Interrogation for Auditors
Nov 8, 2016: Retail Theft Economics

University of Alabama – Birmingham Undergraduate Criminal Justice Program
Feb 12, 2019 “JS 160 Introduction to Security” – Guest Speaker on Retail Fraud and Physical Security
Feb 28, 2017 “JS 160 Introduction to Security” – Guest Speaker on Retail Fraud and Physical Security
Feb 16, 2016 “JS 160 Introduction to Security” – Guest Speaker on Retail Fraud Economics

ADDITIONAL ACTIVITIES

- History (19th and 20th century military history and aviation history)
- Amateur Photography (DSLR/Nikon)
- NRA/CMP Rifle and Pistol Competition (Rimfire Sport, Highpower Match and IDPA competitions)
- Civilian Marksmanship Program
- Experimental Aircraft Association