

M-STEP

Minnesota Symposium
on Terrorism and
Emergency Preparedness



Presents

Living in a World with **TERROR**

November 17 & 18, 2009

Northland Inn Hotel – Brooklyn Park, MN



Hennepin Technical College

A member of the Minnesota State Colleges and Universities system



Tuesday, November 17 page

7:45 a.m.	Welcome	
8 to 10 a.m.	Keynote Session	2
	Terrorist Attack Tactics and Techniques –	
	<i>Mr. Howard Linett, Esq</i>	
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10:30 to Noon	Concurrent Educational Sessions	2-3
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	1.2 Determining effectiveness in Counterterrorism/Homeland Security	
	1.3 Republican National Convention (RNC) Panel Discussion – Part 1	
	1.4 School Facility Assessments	
	1.5 Perspectives on Weapons of Mass Destruction from Reality to Worst Case Scenarios	
	1.6 Medical Surge and Mass Prophylaxis for Pandemic Influenza Response	
Noon to 1 p.m.	Lunch	
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	2.1 Respectful Workplace or Hostile Environment? What Does Your Team Look Like and What Must the Employer Do?	
	2.2 Resiliency Session - <i>Battleproof your mind.</i> ™	
	2.3 Republican National Convention (RNC) Panel Discussion – Part II	
	2.4 Novel H1N1 Influenza – What do you need to know?	
	2.5 Homicide/Suicide Bombers	
	2.6 Compassion Fatigue	
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	3.2 Behavior Profiling	
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	3.4 Tactical Medicine Course for Public Safety	
	3.5 Luck is not a Strategic Plan	
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11:30 a.m. to 12:30 pm.	Lunch	
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	4.4 Security Questioning	
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	4.6 To Protect and Serve	
2 to 2:15 p.m.	Break	
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	Living with Terrorism	
	<i>John Sulka, Battalion Chief of FDNY</i>	
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Tuesday, November 17

Welcome 7:45 a.m.

Color Guard	National Guard, Brooklyn Park Police and Fire
National Anthem	Osseo High School Choir
College Welcome	Dean Joe Mulford and President Cecilia Cervantes, Hennepin Technical College
Sprint Welcome	Craig Elford, Area Vice President – Public Sector, Sprint Nextel

Keynote Session 8:00 – 10:00 a.m.

Keynote Session – Terrorist Attack Tactics and Techniques

Mr. Howard Linett, Esq

You need to understand the how, what, why, and where of terrorists and their attacks, if we are going to defeat them. This presentation is designed to heighten your consciousness, raise your level of awareness and kindle a survival instinct within you for terrorist attacks. First, we must identify the terrorists, their mindset and motivation. Linett will describe the terrorist cell's organizational structure, division of labor, tools and techniques and target selection criteria, pre-attack planning and preparation. He will provide a detailed review of the terrorists' playbook of tried and true attacks, practiced and perfected in Israel, Iraq and around the globe. Covered are attacks with firearms, explosives and non-conventional means.

Educational Sessions 10:30 a.m. – 12:00 p.m.

1.1 Warning Signs and Strategies for Dealing with Workplace Violence

Susanne J. Fischer, Engelmeier & Umanah, P.A.

Kevin Eckhoff, CPP, Director of Training and Tactical Operations, E.P.S. Tactical Training Group/Heartland Corporate Security

Incidents of workplace violence account for nearly 15% of all work-related fatal occupational injuries, and according to the Department of Labor, violent acts continue to rank among the top three concerns of corporate America. As an employer, you have a duty to protect your employees, and by understanding more about these potentially dangerous situations, you may be able to prevent them from occurring, and protect your organization from legal liability. This session will cover these essential topics:

- (a) workplace violence- the problem defined;
- (b) the need for a multidisciplinary response;
- (c) prevention and preparedness;
- (d) threat response and incident management;
- (e) the role of law enforcement.

1.2 Determining effectiveness in Counterterrorism/Homeland Security

Professor Amos Guiora, SJ Quinney College of Law, University of Utah

The first step in creating an effective counterterrorism measure is analyzing the threat. To that end, the following questions must be answered:

Analyzing the Threat

1. What is the threat the State faces?
2. Who is responsible for planning the threat?
3. Who is responsible for financing the threat?
4. Who is responsible for carrying out the threat?
5. When will the threat likely be carried out?

Once these questions are answered, the threat can be placed on an imminent continuum with the understanding that one large threat may be comprised of smaller, more manageable, threats. The imminent continuum has four major benchmarks: Imminent, Foreseeable, Long-range, and Uncertain.

Imminent threats are those that are to be shortly conducted. As an example, a "hot" intelligence report suggests that a bomb will be detonated tomorrow at 9:11 a.m. at a domestic terminal at JFK airport.

Foreseeable threats are those that will be carried out within a year and are therefore more distant than an imminent threat. For example, a foreseeable threat includes valid intelligence that indicates that terrorists will shortly begin bringing explosives onto airplanes in liquid substances.

Long-range threats are specific threats that may reach fruition at an unknown time. For example, terrorist's training with no operational measure specifically planned would fit in this category.

Uncertain threats constitute those that invoke general fears of insecurity. As a result of train bombings in England and Spain, travelers in the United States might potentially or conceivably feel insecure riding trains without bolstered security. This would be true regardless of whether there is valid intelligence indicating terrorists intend to start targeting trains in the United States.

1.3 Republican National Convention (RNC) Panel Discussion – Part 1

Joseph Neuberger, Senior Commander, Saint Paul Police Department
Tim Lynaugh, Sergeant, Saint Paul Police Department

Instructors will present an overview of activities and events that occurred during the Republican National Convention held in St. Paul, MN. Over a four-day period, more than 800 protesters were arrested. How they were able to track and predict events, and, provide security will be discussed.

1.4 School Facility Assessments.

Mr. Wade Setter, MN School Safety Center

This session will go through the process of doing a school building all hazard assessment including selecting the team, developing or selecting assessment tools, and reporting recommendations from an assessment.

1.5 Perspectives on Weapons of Mass Destruction from Reality to Worst Case Scenarios

Dr. Michael M. Andregg, Justice and Peace, University of St. Thomas

The “Global War on Terrorism” has focused attention and billions of dollars on searching for potential terrorists and “Weapons of Mass Destruction” (WMDs) without which they are just common criminals inclined toward indiscriminate violence. This workshop will focus on two ends of a spectrum.

On one hand, actual deaths worldwide by real weapons of mass destruction used by genuine terrorists have occurred thousands of times less than ordinary murders. On the other hand, worst case scenarios can project millions of casualties from efforts by individuals or very small groups with access to those WMDs.

We will look at the rare, real cases of anthrax attacks in the U.S. and the use of sarin (a nerve agent) by Aum Shinrikyo in Japan (where 5 and 12 people died, respectively) and we will look at some scenarios that could cause far greater damage to innocents and risk to early responders.

1.6 Medical Surge and Mass Prophylaxis for Pandemic Influenza Response - Panel Discussion.

International disease experts predict a significant worldwide outbreak of influenza. How will healthcare facilities surge and what prophylaxis will be available?

Pat Tommet, Phd. will cover MDH 5 CDC Collaborative Pan Flu grants planning, Scarce Resource capabilities, Patient care continuum coordination, Personal Protective Equipment, Medical Surge for large incidents and MDH pan flu response.

Kevin Sell, Pharmacist, will cover Mass Prophylaxis; first responder prophylaxis, anti-viral and vaccine availability and MDH response.

Suzanne Gaines and Dr. Mahoney will discuss EMS Response Plan for Pandemic Influenza.

Lunch

Noon – 1:00 p.m.

Educational Sessions (Concurrent)

1:00 – 2:30 p.m.

2.1 Respectful Workplace or Hostile Environment? What Does Your Team Look Like and What Must the Employer Do?

Sheila Engelmeier, Engelmeier & Umanah, P.A.
Susanne J. Fischer, Engelmeier & Umanah, P.A.

With 40 to 70% of working women and 10 to 20% of men experiencing sexual harassment in their lifetimes, this is a must-see discussion about the current legal requirements regarding what measures the employer must take to meet its obligations to create a work environment free from harassment and discrimination. This session will give you the information you need to avoid liability for discrimination: (1) what is harassment and discrimination; (2) why and how employers need to train their managers and employees to comply with the law; and (3) what makes training work and what training has a positive effect on the workplace.

2.2 Resiliency Session - *Battleproof your mind.*™

Warrior Mind Training Resiliency techniques are mental hygiene tools that produce ongoing mental protection by increasing focus, clarity, and mental resilience. These techniques are especially potent during long deployments and prolonged crises.

Warriors are trained to find the calm center in the “eye of the hurricane” and to eliminate the “fog of war” by emphasizing power, balance, and clarity. If practiced regularly and diligently, these techniques will allow the student to gain a superior level of control over his own mind and life and enable him to reach his full potential. He can recharge himself when he is exhausted on the battlefield, make more intelligent use of his body’s own natural talents and energies, and strengthen his focus, willpower and intent to exceed the demands of his mission. We teach the student how to focus to the point at which he can clear his mind of all distractions and shut off all mental chatter at will. When that happens, a power and clarity will infuse his attention, which he can then direct towards attaining almost anything. Our motto is: What you focus on, you will become.

2.3 Republican National Convention (RNC) Panel Discussion– Part II

Joseph Neuberger, Senior Commander, Saint Paul Police Department
Tim Lynaugh, Sergeant, Saint Paul Police Department

Panel members that assisted in different activities during the Republican National Convention held in St. Paul, MN will share their experiences and lessons learned. The panel will discuss mutual aid and coordination of personnel from several different agencies and disciplines. They will discuss technology used during the event that helped coordinate activities.

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2.4 Novel H1N1 Influenza – What do you need to know?

Panel discussion:

Dr. Ruth Lynfield, Minnesota Department of Health

Kevin Leuer, Branch Director MN Division of Homeland Security & Emergency Management

Renee Frauendienst, Public Health Division Director for Stearns County Human Services

Kristen Ehresmann, Director of Infectious Disease Epidemiology, Prevention and Control, MN Department of Health

Jane E. Braun, Deputy Director of Emergency Preparedness, MN Department of Health

Five speakers will focus on the Novel H1N1 Influenza. You will hear an overview of the disease and perspectives of the Minnesota Department of Health, Minnesota Division of Homeland Security & Emergency Management, and Stearns County Human Services.

2.5 Homicide/Suicide Bombers

Mr. Howard Linett, Esq

What is it like being on scene when your countermeasures fail to thwart a homicide/suicide bomber attack? The Department of Homeland Security and the FBI agree that suicide terrorism is a real and growing threat to the United States. The homicide/suicide bomber is the terrorists' weapon of choice. The person-borne Improvised Explosive Device (IED) is an intelligent bomb. The vehicle-borne IED is a martyr-guided missile.

This presentation is about what America is facing. It traces the history of homicide/suicide attacks, identifies the goals of suicide terrorism and the criteria of terrorist target selection. It explains why terrorist groups use homicide/suicide bombers and why one chooses to become a homicide/suicide attacker.

A homicide/suicide attack is a multi-step process requiring reconnaissance, intelligence, target selection, preparation of the means of attack, selection, recruitment, training and preparation of the homicide/suicide attackers, final operational planning, transportation to the target, drop-off, movement to target and command oversight. Each step of the attack from conception, through planning and execution is described and analyzed. "Bomb basics" are reviewed. How to identify homicide/suicide bombers and the proactive countermeasures to thwart their attack are shared.

2.6 Compassion Fatigue

Dan Casey, Ph.D., Certified Traumatologist, Green Cross

Compassion fatigue is characterized by an extreme, often traumatic state of tension and preoccupation with the suffering of clients due to the human service professionals own efforts to empathize and be compassionate. Compassion fatigue often results in poor self-care and extreme self-sacrifice in the helping process.

This training will outline typical reactions to Compassion Fatigue, and then the attendees will be asked to fill out and score themselves on two tests. Their scores will be interpreted so that each knows how much compassion stress they are under, and what to do about it.

As a result of this training, participants will be able to:

- Understand the history, research and theory of compassion fatigue.
- Utilize strategies for reducing and recovering from compassion fatigue.

Keynote Session

3:00 – 4:30 p.m.

The Resilient Homeland: How to Prepare for, Prevent, and Withstand Terrorist Attacks

Professor Amos Guiora, SJ Quinney College of Law, University of Utah

To ensure a resilient homeland in a post 9/11 society, the United States must have a homeland security strategy that (1) understands the threat, (2) effectively counters the threat while preserving American values, (3) establishes a system of accountability, and (4) creates public-private and federal-state partnerships facilitating intelligence sharing and the continuity of society in the aftermath of an attack.

It is necessary to work with clear definitions of the terms and concepts that frame this strategy. As I have previously articulated, "one of the greatest hindrances to a cogent discussion of terrorism and counterterrorism has been that the terms lack clear, universal definitions." For this reason, I will provide clear, concrete definitions of all key terms relevant to articulating strategy necessary for a resilient homeland.

Post 9/11 and in the wake of Hurricane Katrina, one of the most important lessons learned by the United States was the dire consequences of the break-down in communications between governmental agencies amongst themselves and with the private sector. Ineffective communication directly led to hesitation, confusion, lost time, and ultimately lost property and lives.

Effective cooperation and coordination between governmental agencies within, and among, the federal, state, and local governments is essential to achieving a successful homeland security strategy. However, in order to realize resiliency,

it is paramount that there is clear cooperation and coordination between the public sector and the private sector.

A necessary component to establishing a resilient homeland, therefore, is a viable public-private sector partnership that is based on (1) defined roles and responsibilities, (2) articulating a coordinated prevention-response plan, and (3) repeated training or simulation exercises using the prevention-response plan against realistic disaster/terror scenarios.

Networking and Event Debrief 4:30 – 6:00 p.m.

Meet and greet your peers and new partners in the exhibit area. Visit **M-STEP.com** for updates on debriefing sessions.



Living in a World
with
TERROR

Wednesday, November 18

Welcome and Morning Keynote 8:00 – 9:30 a.m.

Virginia Tech Crisis Management

Jim Satterfield, President/COO, FireStorm

Mr. Satterfield will provide an overview of the incident and inside workings of the crisis management plans in play based on “Lessons Learned,” from Firestorm’s crisis management support provided to Virginia Tech in the immediate aftermath of the 2007 campus shootings.

Educational Sessions (Concurrent) 10:00 – 11:30 a.m.

3.1 Controlling CHAOS at a Terrorist Event

John Sulka, Battalion Chief of FDNY

The World Trade Center bombings in New York provided many lessons and stressed the importance of teaching proper Command & Control. Chief Sulka will discuss the following Command and Control for Terrorist Events:

- What is different about the command and control in a terrorist incident as compared to your ‘typical’ natural disaster?
- Who is in charge of What, When and How?
- What about the command and control when there is no Incident Scene?
- Mass casualties and possible mass fatalities.
- The stress that 1st responders are at a higher risk of becoming casualties, thus complicating command and control issues.
- Cascading events, including the contamination of critical facilities – fire houses, precinct houses, the EOC, and hospitals – that could have a long-term effect on lifelines.
- The sheer size of the response in terms of numbers of responders and specialized expertise. The physical/geographical size of the incident might be large too.
- The speed with which the incident will escalate from ‘local-only’ to one that involves state and federal responders.

3.2 Behavior Profiling

Michael A. Rozin, Security Captain and Manager, Mall of America

This session provides an overview of a system developed by Israeli Intelligence/Security Agencies to detect behavior that indicates harmful intentions. Included are explanations of all methods of operations relevant to terrorist attacks.

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3.3 Lessons Learned – Hell’s Angels Motorcycle Club (HAMC) 2009 USA Run

Minnesota Joint Analysis Center (MNJAC) & Carlton County Sheriff’s Office

The HAMC 2009 Run was held in Carlton County in late July 2009. Planning for the event was a huge undertaking. It involved not only the participation and cooperation of numerous law enforcement agencies, State of Minnesota Division of Homeland Security and Emergency Management, but many other public safety agencies in the Northeast Area of Minnesota.

Members of the Carlton County Sheriff’s Office and MNJAC will share how the information and intelligence gathered prior to the event helped shape a plan to control the event. The discussion will include how the FBI’s Virtual Command Center functioned during the event and how it was utilized throughout Minnesota and surrounding states to monitor the daily activities of the Hell’s Angels. The discussion will present what lessons were learned by the event and what were the positives that came out of the event.

3.4 Tactical Medicine Course for Public Safety (repeat)

Robert Snyder, Paramedic, Hennepin County Medical Center

Dr. Jeffrey Ho, Emergency Physician, Hennepin County Medical Center

Chris Maca, Paramedic, Hennepin County Medical Center

The ability to become a force multiplier to your department and co-workers as a professional who is trained in tactical medicine is an asset. Not only do you need to be able to save your buddy, civilian or suspect, you need to be able to save yourself. Tactical medicine is specially designed for the public safety professional operating in the challenging high risk environments we see today. This training is essential to all public safety officers, therefore, increasing the effectiveness of your team. Become an asset, not a liability.

3.5 Luck is not a Strategic Plan

Jim Satterfield, President/COO, Firestorm

Plans will not solve or even prevent a crisis. However, the right plan, individually tailored to your business or organization, will determine whether your company will survive a disaster. We will review and practice an exercise entitled “luck is not a strategy”. This is an exercise which has been given to numerous heads of universities and colleges and involves scenario-based exercises. If directors and officers neglect to prevent or mitigate foreseeable disasters, or fail to prepare for those that are not preventable, the business-judgment rule will not shield them. Disaster Due Diligence™ and sound governance demand that organizations develop, maintain, and test a comprehensive continuity of operations program. Everything is foreseeable. Anyone can be found accountable.

3.6 Decompression Session – Take the war to the enemy, but leave the battle on the battlefield.™

Warrior Mind Training Decompression techniques enable an effective reintegration back into family and civilian life upon returning from deployment or after experiencing a traumatic crisis. These techniques ease the stresses of a changing daily reality; they act as safety stops during that critical re-entry period. By combining ancient mind focusing techniques with the healing properties of music, warriors can learn to restrengthen and re-forge their minds. You will learn how to reintegrate with self, with family and with society; to live fully and sleep soundly; and to earn the peace for which you have so honorably paid the price.

Lunch

11:30 – 12:30 p.m.

Educational Sessions (Concurrent)

12:30 a.m. – 2:00 p.m.

4.1 Controlling CHAOS at a Terrorist Event (repeat)

John Sulka, Battalion Chief of FDNY

The World Trade Center bombings in New York provided many lessons and stressed the importance of teaching proper Command & Control. Chief Sulka will discuss the following Command and Control for Terrorist Events:

- What is different about the command and control in a terrorist incident as compared to your ‘typical’ natural disaster?
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- Cascading events, including the contamination of critical facilities – fire houses, precinct houses, the EOC, and hospitals – that could have a long-term effect on lifelines.
- The sheer size of the response in terms of numbers of responders and specialized expertise. The physical/geographical size of the incident might be large too.
- The speed with which the incident will escalate from ‘local-only’ to one that involves state and federal responders.

4.2 The Use of High Fidelity Simulation in Terrorism Training

Al Benny, NREMT, Simulation Specialist, Hennepin Technical College

Simulation training provides a realistic environment in which to practice skills to best prepare responders for what they may face in the real world. Using human patient simulators to challenge and test student's clinical and decision making skills has been shown to be extremely beneficial. Join in on the discussion and learn how these simulators are used to promote safe, but effective education.

4.3 Emergency Scene Decision Making & Situation Awareness

Richard B. Gasaway, PhD, EFO, CFO

The National Fire Fighter Near Miss Reporting System 2007 Annual Report listed issues with Situation Awareness as the leading contributing factor to fire fighter near miss events. *The National Institute of Occupational Safety & Health (NIOSH)* has identified issues with situation awareness as contributing to dozens of fire fighter deaths at structure fires.

This program will focus on the challenges faced by commanders who make decisions under stress. You will learn why commanders struggle to gather cues and clues at high stress, complex emergency scenes, why it's not easy to make sense of what is happening, and why it is so difficult to predict future events at complex incident scenes. The program will review the recognition-primed decision model and the role that situation awareness plays in helping commanders make good decisions and keep responders safe.

What you'll learn...

- How experts make decisions in high stress, dynamic, ever-changing environments.
- How to accelerate your decision-making expertise.
- How to recognize the signs that you are losing your situation awareness.
- The top barriers that impact situation awareness that can kill responders.
- Best practices for command decision makers.
- Common command mistakes you can avoid to keep your responders safe.
- And so much more!

NOTE: This is not a strategy and tactics class. This program focuses on the process of forming and maintaining effective situation awareness to facilitate decision making under stress.

4.4 Security Questioning (repeat)

Michael A. Rozin, Security Captain and Manager, Mall of America

Mr. Rozin will provide an overview of a method/system of interviewing suspicious people that was developed by Israeli Intelligence/Security Agencies and is geared towards refutation or confirmation of detected suspicious indicators.

4.5 Tactical Medicine Course for Public Safety (repeat)

Robert Snyder, Paramedic, Hennepin County Medical Center

Dr. Jeffrey Ho, Emergency Physician, Hennepin County Medical Center

Chris Maca, Paramedic, Hennepin County Medical Center

The ability to become a force multiplier to your department and co-workers as a professional who is trained in tactical medicine is an asset. Not only do you need to be able to save your buddy, civilian or suspect, you need to be able to save yourself. Tactical medicine is specially designed for the public safety professional operating in the challenging high risk environments we see today. This training is essential to all public safety officers, therefore, increasing the effectiveness of your team. Become an asset, not a liability.

4.6 To Protect and Serve

Petra Marquart, Author and Customer Service Expert

The heroics, skill and bravery involved in dealing with an emergency are only a part of the story. The rest includes the loss, pain and trauma that most people experience after the event. People want well trained and highly skilled professionals to deal with the incredible challenges an emergency often creates. Just as the skills required to deal with an emergency are learned and practiced, the skills to provide impeccable service must be learned and practiced. In this seminar, written specifically for peace officers, fire fighters, emergency professionals and first responders, you will learn:

- Why service skills are as important as technical skills
- The impact of service on your department's community support
- How service affects morale and teamwork
- The 4 cornerstones of service and how to build on them
- How to communicate effectively and positively while under stress
- The importance of dealing with emotional behaviors effectively
- How to choose to perform and function at your best daily

Keynote Session

2:15 – 4:30 p.m.

Living with Terrorism

John Sulka, Battalion Chief of FDNY

The New York Fire Department has faced terrorism personally. Battalion Chief Sulka will review the events that the FDNY and New York has faced including the World Trade Center Bombing that killed 343 of his comrades. What it is like living through, and with the fear terrorist attacks on a daily basis, Chief Sulka will give his prospective of where FDNY and the city are after these attacks. We must never forget the sacrifice of those who gave their lives.

Keynote Speakers

Professor Amos Guiora, SJ Quinney College of Law, The University of Utah teaches Criminal Law, Criminal Procedure, International Law, Global Perspectives on Counter-terrorism, and Religion and Terrorism. In addition, Guiora incorporates innovative scenario-based instruction to address national and international security issues and dilemmas. Professor Guiora is a Research Fellow at the International Institute on Counter-Terrorism, The Interdisciplinary Center, Herzeliya, Israel, a Corresponding Member, The Netherlands School of Human Rights Research, University of Utrecht School of Law and has been awarded a Senior Specialist Fulbright Fellowship for The Netherlands in 2008. Professor Guiora has published extensively both in the US and Europe on issues related to national security, limits of interrogation, religion and terrorism and the limits of power. Professor Guiora is the author of *“Global Perspectives on Counterterrorism”*, *“Fundamentals of Counterterrorism”*, *“Constitutional Limits on Coercive Interrogation”* and *“Freedom from Religion”*. Professor Guiora served for 19 years in the Israel Defense Forces Judge Advocate General’s Corps (Lt. Col. Ret.). He held a number of senior command positions, including Commander of the IDF School of Military Law, Judge Advocate for the Navy and Home Front Command, and the Legal Advisor to the Gaza Strip.



Howard Linett, Esq. was a member of the Suicide/Homicide Bomber Tactical Analysis Focus Group of the National Terrorism Preparedness Institute (NTPI), U.S. Department of Homeland Security and the Technical Support Working Group, (TSWG) U.S. Department of Defense. He has also been a panel member for DHS’s Office for Domestic Preparedness Live Response television program on Homicide/Suicide Bombers. Howard is the author of *“Living With Terrorism: Survival Lessons from the Streets of Jerusalem”*. Mr. Linett has spent half his adult life living in Jerusalem, Israel. He is a Sergeant-Major and sniper instructor in the Israeli Police (volunteer) Civil Guard and a veteran of the Israeli Defense Forces Combat Engineers. He is a member of the International Association of Law Enforcement Firearms

Instructors and an NRA Certified Rifle, Pistol and Personal Protection Instructor and Chief Range Safety Officer.

Howard has lectured on Terrorism to the State of Connecticut Department of Emergency Management & Homeland Security, the WMD and Counter-Terrorism Committees of the Greater Washington, DC area Council of Governments, the Fairfax County and the Northern Virginia Criminal Justice Training Academies, the U.S. OPM’s Homeland Security: Understanding the Enemy Seminar, the U.S. Interagency OPSEC National Annual Conference, the Operational Tactics National SWAT/Sniper Symposium and at “Trexpo” East and West.

Attorney Linett earned his J.D., cum laude, and is admitted to practice in Connecticut, the District of Columbia and Israel. He is a member of the faculty of the S2 Safety and Intelligence Institute’s Online Academy. Howard is published in *The Firearms Instructor*, *Police Magazine*, *AmericanCOP*, *Soldier of Fortune*, *S.W.A.T.*, *Counter-Terrorism Journal*, *WorldNetDaily* and the *NewMediaJournal.us*. His website is: www.HowardLinett.com.

James W. Satterfield, President/Chief Operating Officer Co-Founder, has extensive public and private company experience in the identification of problems and designing solutions. He has been President, CEO, and COO of various public and private companies in insurance, reinsurance, technology, communications, and environmental fields.

Jim led the Firestorm team that provided the crisis and media management support at Virginia Tech in response to the shootings. He is currently leading a national focus on the failure of disaster plans, the role of schools in protecting their students, and the impact of disaster discrimination.

Jim has led in the development of national standards for pollution prevention, risk management, and environmental due diligence. He has spoken to hundreds of groups on risk management, governance, and disaster planning.

Jim is co-author of *Disaster Ready People For A Disaster Ready America*. He and Harry Rhulan, CEO of Firestorm, will publish two additional books this year: *The Pandemic Scam—Why Plan?*, on pandemic planning, and *Luck is Not a Strategic Plan*, on the governance requirements for planning.



John Sulka is a nationally recognized fire training professional who has been a featured presenter at the Firehouse Expo in Baltimore, the Fire Department Instructors Conference (FDIC) in Indianapolis, the Fire Department Institute (FDNY) and the NY Firefighters Burn Center seminar Program, to just name a few.



Chief Sulka is a contributing editor for *Firehouse Magazine*, and also writes articles for *Fire Engineering*, *WNYF*, and *Size-up Magazines*. He was also the recipient of the “2001 Training Achievement Award” at the 2001 Fire Department Instructors Conference in Indianapolis, Indiana.

Fire Command now has a one-of-a-kind team of training experts from throughout the US. They have chiefs, company officers and firefighters from many departments large and small, career and volunteer that will deliver training.

Speaker Profiles

Dr. Michael M. Andregg received his Ph.D. in behavior genetics from the University of California at Davis in 1977 after completing a triple-major bachelor's degree (in genetics, zoology and anthropology). He studied monkeys in Morocco between the bachelor's and the Ph.D., and has had an interdisciplinary life ever since. After two years of postdoctoral research at the University of Minnesota hospitals, he focused on the causes of war since war is a much larger public health hazard than rare diseases. He has taught at Macalester and Gustavus Adolphus Colleges, and is currently a professor in Justice and Peace at the University of St. Thomas. He also teaches in the University of Minnesota graduate school (since 1998) and undergraduate since 1981. He started an education non-profit in 1982 called Ground Zero Minnesota, which has produced 57 television programs and sponsored several thousand educational programs in schools, churches, and civic groups. Andregg's book, "On the Causes of War" won a National Peacewriting Award in 1999, has been reprinted twice, republished in Canada and has been translated into Italian. He is on the boards of the International Society for the Comparative Study of Civilizations and the Hawkinson Foundation for Peace and Justice. For the last several years he has studied spies focusing on issues of intelligence reform, has arranged over twenty panels for spy conferences in various parts of the world, edited a reader on intelligence ethics that has been used by the CIA and DIA, and was recently selected to write the chapter on ethics for a textbook on Intelligence Studies (2007). In 2006 he won a "golden candle" award for bringing light to dark corners of the intelligence community. His latest project is writing the chapter on intelligence ethics for Oxford University Press's "Handbook of National Security Intelligence."

Jane E. Braun is the Deputy Director of Emergency Preparedness, Minnesota Department of Health. She was the lead public health planner for the Republican National Convention and served as project manager for the MDH planning in response to the H1N1 outbreak. Ms. Braun has a Bachelor's degree in Genetics and a Master's degree in Environmental Health with minors in Epidemiology, Biometry and Health Information Management from the University of Minnesota. She is also a certified emergency manager.

Dr. Dan Casey is a Certified Traumatologist with Green Cross, a member of ICISF, and is certified by the American Academy of Experts on Traumatic Stress as an expert in trauma response and in school crisis response. Dan has been involved in the Crisis Intervention since 1987. He has written two books and many articles on crisis and stress, and has been recognized by the field many times, including accepting the Mike Fedock award from ICISF in 2009.

Kevin J. Eckhoff, CPP, Director of Training and Tactical Operations, E.P.S. Tactical Training Group/Heartland Corporate Security, is a senior consultant with Heartland Corporate Security, a security outsourcing company which provides executive protection, policy consulting, and security related training services to companies across the Midwest. Eckhoff has over 18 years of security and law enforcement experience and specializes in workplace violence issues. He is a Certified Protection Professional by the American Society of Industrial security, and an associate member of the Association of Threat Assessment Professionals.

Kristen Ehresmann is an epidemiologist and is the director of the Infectious Disease Epidemiology, Prevention, and Control Division at the Minnesota Department of Health. Ms. Ehresmann received her bachelor of science in nursing from St. Olaf College and her master of public health in epidemiology from the University of Minnesota.

Sheila Engelmeier, Esq., Engelmeier & Umanah, P.A.

Sheila Engelmeier is a shareholder practicing employment law at Engelmeier & Umanah, P.A. Sheila's tenacity and attention to detail make her extremely successful in advising and litigating employment matters. She handles a full panoply of employment matters, from noncompetes to discrimination or harassment cases. She is a frequent lecturer and has developed and facilitated numerous training programs on a variety of workplace issues, including diversity, avoiding harassment and discrimination and dealing with leaves of absence and a disabled worker.

Sue Fischer, Esq., Engelmeier & Umanah, P.A.

Sue Fischer is an experienced employment law attorney at Engelmeier & Umanah, P.A. Sue counsels employers in the full spectrum of employment law topics, including reduction in force; avoiding discrimination, harassment and retaliation; effectively managing leaves of absence, reasonable accommodation, discipline and discharge, investigating employee complaints, and assists employers and employees with executive employment, noncompete and separation agreements. Sue is a frequent lecturer on these subjects, as well as, identity theft, diversity, and performance management.

Renee Frauendienst is the Public Health Division Director for Stearns County Human Services. A 21 year veteran in public health, Ms. Frauendienst has demonstrated leadership in Disease Prevention and Control, Emergency Preparedness and Correctional Health. In 2005, she was awarded the Jim Parker Leadership Award in honor of her leadership and innovation in the Minnesota Public Health system and her work in public health preparedness. Ms. Frauendienst was the 2008 chair of the Local Public Health Association of Minnesota, an entity which promotes local governmental public health issues in Minnesota. Prior to her career in public health, Ms. Frauendienst worked in hospital-based settings in Baton Rouge, LA; rural Iowa and the Rochester Mayo system.

Suzanne Gaines supervises the EMS Unit in Hennepin County Public Health and provides staff support to the EMS Council and its Panflu Task Force.

Richard B. Gasaway has served as a fire chief since 1990. His emergency services career started in 1979 and he has worked for six emergency services organizations in West Virginia, Ohio, and Minnesota. Chief Gasaway has earned bachelors, masters, and doctoral degrees in finance, economics, business administration and leadership. He is also a graduate of the National Fire Academy Executive Fire Officer program.

Dr. Gasaway has authored more than 80 journal articles, books and book chapters on public safety leadership and operational topics and he has presented more than 500 fire, rescue, EMS and safety oriented programs in 38 states, Canada, and England. Dr. Gasaway is the recipient of the British Fire Journal/W.L. Gore 2008 Research Excellence Award. He is also the host of The Leader's Toolbox on Firehouse.com - a monthly podcast radio program that addresses leadership challenges in emergency services. He can be reached at www.RichGasaway.com.

Speaker Profiles

Dr. Jeffrey Ho is a board-certified emergency medicine physician and is a Fellow of the American College of Emergency Physicians and the American Academy of Emergency Medicine. He practices clinically at Hennepin County Medical Center, an urban Level 1 trauma center in Minneapolis. After completing a residency in emergency medicine in 1995, and a Fellowship in pre-hospital emergency care in 1996, he was awarded a Bush Foundation Medical Fellowship in Law Enforcement in 2003 which allowed him to complete his peace officer standards training. He is a licensed deputy sheriff in the state of Minnesota and currently serves with the Meeker County Sheriff's Office. Dr. Ho has served as a medical director/operator of an urban SWAT team, and is currently a medical director for several Minnesota EMS agencies and has over nine years of reserve military experience. He regularly consults with law enforcement agencies and government on issues of in-custody death and conducted electrical weapons. He holds the academic rank of Associate Professor at the University of Minnesota and is an independent, expert medical consultant to TASER International where he leads a cadre of researchers in studying human physiologic effects of non-lethal weaponry.

Kevin Leuer is the Director of the Preparedness Branch for the Minnesota Division of Homeland Security & Emergency Management. He has oversight responsibility for statewide planning and the Minnesota Emergency Operations Plan, Continuity of Operations Planning for the Division, Radiological Emergency Preparedness Program, Pandemic Influenza Planning and is the Governor's designee for the coordination of High Level Radioactive Waste transportation in Minnesota. Kevin is a former Director of the Minnesota Division of Emergency Management and a former Chief Officer of the Plymouth Fire Department with 23 plus years of fire service experience.

Tim Lynaugh, earned an AA in law enforcement at Inver Hills Community College, a BS in criminal justice administration from St. Mary's University, and an MA in criminal justice administration/leadership from Concordia University. He has eight years of experience with the Minnesota Department Corrections, and 21 years with the St. Paul Police Department. He is currently assigned as Sergeant within Department's Special Investigations Unit. Recent assignments include:

- LE planning/implementation team for 2008 RNC
- XO to Convention's Mobile Field Force Commander; Senior Commander J. Neuberger
- Project manage implementation of police department CCTV system (108-camera system)
- Past K9 Unit trainer/handler

Dr. Ruth Lynfield, Minnesota Department of Health

Dr. Lynfield received her medical degree from Cornell University Medical College and completed a pediatric residency and infectious disease fellowship at Massachusetts General Hospital. She worked for five years at Massachusetts General Hospital and at the Massachusetts State Laboratory. In 1997, Dr. Lynfield joined the Minnesota Department of Health (MDH) as a medical epidemiologist. She has been the Minnesota State Epidemiologist since 2007 and serves as the Medical Director for the MDH Infectious Disease Epidemiology, Prevention and Control Division. Dr. Lynfield has been involved with the Minnesota response to anthrax, smallpox vaccination, SARS and novel H1N1.

Chris Maca, HMC EMS Education, Paramedic Instructor, Tactical Medical Unit, graduated from St. Cloud State University in 1990 with a B.S. degree, completed Paramedic training with Century College in 1991 and worked as a paramedic from 1991 to the present. Held positions as HMC paramedic supervisor 2004-2005 and currently is the EMS Education Specialist Since 2008. Chris is also a Verbal Judo, PPCT, Tactical Medical Unit, Paramedic, and ICS - NIMS Instructor.

Dr. Mahoney is an emergency physician at Hennepin County Medical Center (HCMC); is medical director for HCMC Emergency Medical Services (EMS) and Minneapolis Fire; and vice chair of Hennepin County EMS Council.

Petra Marquart is the principle in the speaking and presentation firm, Petra Marquart and Associates. In addition, she works as a training director for Customized Training Services at Hennepin Technical College. Prior to working at Hennepin Technical College, she was Vice President of Operations for Krohn Management Corporation. She has a Bachelor of Arts Degree in Communication.

She is the author of the customer service book, *The Power of Service: Keeping Customers for Life* and is a certified trainer for the college's widely acclaimed customer service program, Treating Your Customers Like Gold. The program was the basis for the customer service training programs she wrote for US Bancorp, Mall of America, Target Center, Isle of Capri Casinos and Fairview/University Health System. She is also a certified trainer for such programs as Achieve Global's Frontline Leadership, Leadership 2000 and Working for Self-Directed Teams.

She has served as a member of Honeywell's Adult Continuing Education Board and as an educational partner with the American Institute of Banking, Canadian Pacific Rail System, Hennepin County Government Center, Northern States Power and Minnesota Multi-housing Association.

Petra has influenced the service of thousands of people through her powerful and entertaining presentations. She is an inspirational speaker who has ignited the spirit of service in many professionals. As one manager stated, "Customer service is our future and Petra is our Oz."

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Joseph Neuberger, Senior Commander, Special Investigations Unit and FORCE, Saint Paul Police Department is a twenty-nine year veteran with the St. Paul Police Department. His assignments have included; Special Investigations Unit and FORCE handling career criminals and Intelligence led police initiatives, Homeland Security and Special Projects developing a CCTV system and RNC Operational Planning, SPPD SWAT Team commander and past positions include Executive officer to Chief's Harrington and Finney, Central District Patrol Commander, and Operations Division Executive officer and Vice Unit Commander.

Neuberger was assigned as the Incident Commander for Mobile Field Force Operations for the 2008 RNC, he commanded a twenty-two officer SPPD SWAT team relief mission to New Orleans after Hurricane Katrina in 2005 in conjunction with Minneapolis, Bloomington police and Ramsey County Sheriff's Departments, planned and was the Incident Commander for the Grand Excursion in 2004 and numerous City Wide special events.

Michael A. Rozin is an Israeli citizen who arrived to USA approximately three years ago and works for the Mall of America to enhance the Counter-Terrorism capabilities of Mall of America Security Department. In this capacity Michael has developed and implemented a behavior profiling unit as a part of MOA Security Department. He has created and implemented training programs for the entire staff of Mall of America, Bloomington Police Department, Metro Transit Police, Federal Air Marshalls, MSP Airport Police, FBI and others. This program has achieved results with national and international magnitude.

Prior to his arrival to the USA, Michael was employed by Israeli Airport Authority (IAA) where he worked as a security agent under the umbrella of Israeli Security Agency (Shin Bet) at Israeli International Airport "Ben Gurion".

Prior to his move to the USA, Michael was promoted to a supervisory position. Throughout his employment with IAA Michael received several awards for outstanding performance that resulted in capturing of suspects affiliated with terrorist organizations.

Michael's specialty is security that is focused on countering terrorism. He attended a comprehensive Counter-Terrorism program in the Institute for Counter-Terrorism in the Interdisciplinary Center in Israel.

Kevin A. Sell is a Registered Pharmacist & Certified Specialist in Poison Information with the Minnesota Poison Control System. He also serves the Minnesota Department of Health (MDH) Office of Emergency Preparedness as the Division of Strategic National Stockpile (DSNS) Program Pharmacist Consultant. Kevin provides subject matter expertise for the CHEMPACK, Push Pack/Managed Inventory, Pandemic Influenza, mass dispensing, and Regional Pharmaceutical Cache programs of MDH. He is the Pharmacy Lead for the Minnesota-1 Disaster Medical Assistance Team (MN-1 DMAT), Pharmacy Chair for Minneapolis/St. Paul Metropolitan Medical Response System (MMRS), Clinical Instructor for the University Of Minnesota College Of Pharmacy and an instructor for the Advanced Hazardous Materials Life Support course.

Wade Setter, Director of the Minnesota School Safety Center within the Homeland Security and Emergency Management Division of the Minnesota Department of Public Safety, is a 28-year veteran of the Brooklyn Park Police Department serving the last 12 years in the capacity of Chief of Police. Setter holds an A.A.S. Degree and B.S. Degree in Law Enforcement and has a wide variety of law enforcement experience including assignments in uniform patrol, criminal investigations, canine, SWAT, and narcotics investigations. He is a graduate of the 185th Session of the FBI National Academy and the 39th Session of the FBI Law Enforcement Executive Development Executive Seminar.

Robert Snyder, HCMC EMS Education, Paramedic Instructor, Tactical Medical Unit, is a paramedic graduate from LA-County paramedic training institute, interned with the Lost Angeles city Fire Department and worked in California from 1991 - 2003. He currently works with HCMC Education, belongs to the Tactical Medical Training - SERT Group International, is an Advanced Hazmat Life Support - Instructor, an ICS- NIMS Instructor, and a member of the International association of counter terrorism and security professionals.

Pat Tommet is the Healthcare System Preparedness Supervisor in the Office of Emergency Preparedness at the Minnesota Department of Health. She directs the Minnesota Healthcare System Preparedness Program, funded by the federal Department of Health and Human Services. Pat oversees all aspects of medical surge response planning activities, including the coordination of patient care during a large-scale incident and patient care strategies during scarce resource situations. Pat also directs the CDC-funded grant, Collaborative Planning for Delivery of Healthcare Services, a demonstration project that is developing methods and tools for the coordination of healthcare services during an influenza pandemic.

Pat has chaired or served on a variety of state, interstate and national committees focused on healthcare preparedness policy and planning. She is a frequent speaker on healthcare system preparedness and has published selected papers addressing related issues. Prior to accepting her position at the Minnesota Department of Health, Pat had extensive experience as a clinician and administrator at Children's Hospitals and Clinics in the Twin Cities. Pat is a certified pediatric nurse practitioner with a doctorate in nursing from the University of Minnesota.

Warrior Mind Training

The Warrior Mind Training organization has been providing mental focus and mind training techniques on military bases and at veterans' centers across the United States. The program was developed in conjunction with Veterans and with professionals in the medical field, including doctorates of neuroscience. This training is based on mind focusing techniques that have been utilized by warriors, such as the samurai, for thousands of years to maintain focus during battle and to reintegrate them into society after the battle is over. All of our senior instructors have a minimum of 15 years of experience practicing mental focus and mind training. Our motto is: Live fully, sleep soundly. For more information visit: www.warriortraining.us

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Tuesday, November 17, Concurrent Sessions (Please Select a 1st and 2nd Choice)

10:30 a.m. – Noon

1.1 Warning Signs and Strategies for Dealing with Workplace Violence _____

1.2 Determining Effectiveness in Counterterrorism/Homeland Security _____

1.3 Republican National Convention (RNC) Panel Discussion – Part 1 Choice #1

1.4 School Facility Assessments _____

1.5 Perspectives on Weapons of Mass Destruction from Reality to Worst Case Scenarios Choice #2

1.6 Medical Surge and Mass Prophylaxis for Pandemic Influenza Response _____

1:00 – 2:30 p.m.

2.1 Respectful Workplace or Hostile Environment? What Does Your Team Look Like and What Must the Employer Do? _____

2.2 Resiliency Session - *Battleproof your mind.*™ Choice #1

2.3 Republican National Convention (RNC) Panel Discussion – Part II _____

2.4 Novel H1N1 Influenza – What do you need to know? _____

2.5 Homicide/Suicide Bombers Choice #2

2.6 Compassion Fatigue _____

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Wednesday, November 18, Concurrent Sessions (Please Select a 1st and 2nd Choice)

10:00 – 11:30 a.m.

3.1 Controlling CHAOS at a Terrorist Event _____

3.2 Behavior Profiling Choice #1

3.3 Lessons Learned – Hell's Angels Motorcycle Club 2009 USA Run _____

3.4 Tactical Medicine Course for Public Safety _____

3.5 Luck is not a Strategic Plan Choice #2

3.6 Decompression Session – Take the war to the enemy, but leave the battle on the battlefield.™ _____

12:30 – 2:00 p.m.

4.1 Controlling CHAOS at a Terrorist Event (repeat) _____

4.2 The Use of High Fidelity Simulation in Terrorism Training Choice #1

4.3 Emergency Scene Decision Making & Situation Awareness _____

4.4 Security Questioning _____

4.5 Tactical Medicine Course for Public Safety (repeat) Choice #2

4.6 To Protect and Serve _____

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