### PROFESSIONAL EXPERIENCE

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| **Cyber Ops Alliance** Co-Founder- Chief Knowledge Officer | **February 2017- Present** |
| The Cyber Ops Alliance (COA) is a consortium of best-in-class Cyber Security specialists. COA was founded by former intelligence community executives, high-ranking and decorated military officers, senior law enforcement directors, and the world’s best subject matter experts on Darknet operations. Combined into the Alliance, the best of breed in Open Source Intelligence Analysis, Darknet capabilities, and unmatched situational awareness of personnel and assets. Each company brings unique capabilities and operates as a COA team with a clear coordinated focus. The COA is in a unique position to bridge the gap between Fortune1000 companies, Security Operation Centers (SOC’s), and personal; physical security, and cybersecurity needs.  Committed to Excellence; Cyber Ops Alliance (COA) was founded in 2017. Pulling together a unique group of people with very diverse backgrounds the founding members set out to build a consortium (or alliance) of companies to solve today's problems with today's technology. In doing so we can Monitor, Data Mine, and Analyze Social Media (as well as other types of traffic) on the Surface Net and Dark Net and keep this information in a world-class repository system for later recall. We also have some of the world's best intelligence analysts who help analyze the incoming data and make human decisions based on that Intel.  Add on our Situational Awareness/Counter UAV and our Common Operating Picture partners you have an unparalleled offering. | |

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| **Eques Group** Co-Founder- Managing Partner | **November 2015- Present** |
| **Eques Group** It was no accident that the founding partners chose Eques. It is the Latin word for “Knight.” The Knight was expected to have not only the strength and skills to face combat in the violent era of the Middle Ages but was also expected to temper this aggressive side with a chivalrous side to his nature. The ideals described were emphasized by the oaths and vows that were sworn in the Knighthood ceremonies, much like the Oath a Police Officer takes today. The virtues of the Knights of King Arthur’s Court are the same as today: To serve citizens with valor, to protect the weak and defenseless and fight for the welfare of all, to live with honor, obey authority, and to always speak the truth.  The **Eques Group’s** approach to risk management was developed through decades of experience working within the law enforcement profession. We use research-based, evidence-based and field-proven methods to offer our clients practical, rational, and sound risk management solutions.  The **Eques Group’s** approach goes beyond certification and verification. With direct input from our clients, we assist with the development of policies, implementation, and monitoring of the processes to help meet or exceed the established standards of professional law enforcement. | |

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| **Meggitt Training Systems Inc.** Director of Advanced Immersion Technologies | **June 2007- November 2015** |
| * Conducted needs analysis for a new product line that will provide both Law Enforcement and Military reality-based training. * Developed a Mission Statement stating the goal of innovation in all areas of Military/Law Enforcement training and development with programs focused on satisfying unmet Military/Law Enforcement training needs. * Directed/Program Manager ($1.2m three years) groundbreaking research on Combat Stress and its impact on police officers in a virtual environment under an IRB with the University of South Florida in 2008. * Program Manager for the development of disruptive technology new product, the Next Generation Wireless Target Carrier (XWT) * Delivered the XWT $180,000 under budget and six months ahead of schedule. * Returned $90,000 in unused Program Management Reserve to the organization’s bottom line at the project closure. * Delivered the XWT with an eight-month New Product Introduction payback period on a development investment of $1.6.M. * Met or exceeded all Program Critical Success Factors (CSF’s) of Nonrecurring Cost, Recurring Cost, Schedule, Budget, and Scope. * Requested to replicate the stress research on Soldiers (Directed/Program Manager $550k one year) carried out under the oversight of the Institutional Officer for Protection of Human Subjects in Research (IO PHSR) for NATO Forces and U.S. Forces as part of Bold Quest 2011. * Selected to present both paper and presentation for I/ITSEC Orlando 2009. * Co-founded the Center for Applied Social Science Research at Valdosta State University. The Research Center is designed to provide research opportunities for universities, the private sector, and federal agencies to the team and search for solutions to questions on how humans react to combat stress. * Assisted in design, management, and evaluation of research for the U.S. Army Expeditionary Warrior Experiment Maneuver Battle Lab - Fort Benning, with scientific human observation research of Combat Stress and Marksmanship (Directed/Program Manager $250k 6 mos.). The research was so successful the findings were used to change the methodology of instructing marksmanship training Army-wide. * Currently designing and patenting a new experimental immersion training aid to accomplish total immersion of police officers/Soldiers. | |

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| **PAE/HSC International Justice Program**  **Recruiting Manager/ Training Coordinator**  **(United States Department of State, International Justice Training Programs)** | **October 2002 – March 2009** |
| * Wrote policy for the United States Department of State within the INL Program * Ensure that all instructional materials are kept current and applicable to the training program in which they are used. * Complete daily observation notes from observations made of the candidates during the day’s training activities. * Ensure completion of course evaluations by candidates and staff for completed training programs. * Assist in the selection, development, and evaluation of all instructors for training programs. * Assist with the development of a training calendar. * Coordinate outside instructors to ensure that the necessary materials, equipment, meeting space and other resources are available and ready for use. * Responsible for the collection, organizing, and analysis of all the information gathered during the recruiting efforts. * Facilitate the entire process for new candidates to include:  1. Physical Ability Test 2. Management Oral Boards (MOB) 3. Psychological Test.  * Responsible for the efficient operation of PPCT Management Systems, Inc. (PPCT) through planning, organizing, directing, controlling operations, and personnel within PPCT Executive Board and Instructors. * Direct daily training operations by establishing goals and priorities, resolving issues, guiding/advising subordinate instructors, and making written recommendations concerning training and deficiencies. * Direct oversight and management of over 200 Instructor Trainers and 3,500 Instructors. * Review new and revised manuals and make recommendations as warranted. * Report all pertinent information to the President of Homeland Security and the President of PPCT regularly, including detailed daily reports on relevant activities. * Conduct special investigations, research projects, and cost and feasibility studies for new programs and/or equipment. * Represent Homeland Security Corporation (HSC) and PPCT at various meetings, boards, and committees within the Department of Homeland Security * Program Manager with oversight of Standing up an Academy staff and curriculum for the new Federal Air Marshal Service Tactical Program * Consult with outside training organizations in determining overall plans and policies to be followed by PPCT. * Exercise proper supervision of all instructors and promote cooperation and coordination among instructor cadre. * Initiate the preliminary investigation of irregularities or possible policy violations on matters involving PPCT Instructors. | |

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| **Unified Government of Wyandotte County Kansas/Kansas City, Kansas Police Department Patrol Officer, Detective, Director of Training, CSI Commander, Major/ Commander of the Criminal Investigation Division** | **February 1972 – October 2002** |
| **Patrol Officer**   1. Initiated career as a full-time Sworn Police Officer 2. Assigned to Uniformed Patrol Division; rotated through foot patrol, district car, CSI Crime Scene Investigator, and Vice Squad 3. Ensures officer, citizen, and suspect safety 4. Decision making based on the Constitutionality and soundness of judgment 5. Accurate, honest, and cogent articulation of events 6. Heavy citizen contact 7. First-person of non-color to be awarded Office of the Year by the local branch of the NAACP   **Detective**   1. Investigated all major crimes as a Master Detective 2. Second Officer of the Year award 3. Third Officer of the Year award 4. CALEA Compliance Officer for the Investigation Bureau 5. **Lieutenant – Director of Training** 6. Developed a new testing process that is court defensible 7. Established recruiting/hiring policy to ensure proper demographic representation of police recruits 8. Developed an expansive professional network with other organizations; built and strengthened support bases 9. Engaged in cross-functional activities, finding common ground with a widened range of stakeholders that facilitated the agency’s position. 10. Assisted the State of Kansas/City Emergency Management and Civil Disaster department and Kansas National Guard with a Statewide Table Top exercise for a natural disaster. 11. Developed the first Active Shooter Training Course for public schools and College Campus Environments 12. Developed the first Citizen Police Academy 13. Restructured the Field Training Officer Program to make it court defensible 14. Developed the first Citizen on Patrol Program in the State of Kansas (now the model program for the State) 15. Constructed the State-of-the-Art gun range and the State’s first live-fire shoot house 16. Developed the first SKID CAR driving course in the State of Kansas 17. Commander of the Department’s Gun Range and Bomb Disposal Range 18. Appointed by the Kansas Attorney to assist in the authoring of the State of Kansas Victims’ Rights Bill 19. Proposed and testified in front of various State Congressional committees about Law Enforcement matters.      1. **Captain – Commander, CSI** 2. Authored State of Kansas Grant receiving funding for the first Mobile Crime Lab. 3. Evidence collection directed/assisted CSI officers on all homicide scenes 4. Evidence photography, designed and implemented the first digital photography lab in the State of Kansas 5. **Major –** **Commander, Criminal Investigation Division** 6. Compiled various compliance manuals; many of which dealt with hundreds of accreditation standards 7. Authored most agency general orders dealing with Use of Force, Academy, and Criminal Investigations rules and regulations; utilized by other law enforcement agencies across the country 8. Vast background in presentations and investigations; with over 18 years of experience as an adjunct professor in the criminal justice field 9. Extensive management background from not only instructing it on the college level but having an extensive leadership background as well 10. Responsible for presenting the facts and information about various ongoing criminal investigations 11. Developed a strong working relationship with the Federal Bureau of Investigation, Drug Enforcement Administration, as well as Alcohol Tobacco and Firearms 12. Strong background in interpersonal relationship development 13. Served as Executive Member of Labor Unions and assisted in negotiating contracts from both sides of the table 14. Certified instructor from the National Institute of Ethics and currently instructs ethics and EEO compliance matters 15. Demonstrated ability to gain compliance and conformity from those people with whom he works with 16. Possess unique ability of persuasion and communication on all levels 17. Provided leadership in setting performance levels commensurate with strategic, operational, and tactical objectives; inspiring, motivating, and guiding others towards goal accomplishment; empowering people by sharing power and authority 18. Exercised leadership and motivating people to incorporate vision, strategic planning, and elements of quality management into the full range of the project’s activities 19. Encouraging creative thinking and innovation; influencing others toward a spirit of service; designing and implementing new or cutting edge programs/processes 20. Lead and conducted investigations of major crimes, homicides, organized crimes; analyzing and evaluating evidence to determine if investigations should continue and proceed; coordinating on-going investigations with other law enforcement officers and agencies; determining the scope and depth of investigations; leading teams of investigators in conducting complex investigations; and providing case status reports to superiors persons outside the organization. | |

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| **Education** |
| * Associate of Arts, Kansas City Kansas Community College * Bachelor of Arts in Public Administration/Criminal Justice, Avila College * Master of Science of Management, Friends University * Past President of Kansas Criminal Justice Professors Association |

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| **Instructor Certification** |
| 1. Adjunct Professor in Criminal Justice, Management, Constitutional Law, Photography (Kansas City, Kansas Community College)  * Instructor for Asset Protection (Kansas Air National Guard) * Instructor in Crime Prevention Through Environmental Design  1. Adjunct Professor (Washburn University) 2. PPCT Staff Instructor and Member of Executive Board 3. Close Quarter Combat 4. Spontaneous Knife Defense (Co-authored Instructor Book) 5. National Institute of Ethics Instructor 6. Firearms Instructor State of Illinois 7. Emergency Operation of Police Vehicle Skid Car 8. Field Force/Civil Disturbance Instructor Kansas Air National Guard 9. Emergency/Civil Disturbance, Natural Disasters, Office of Emergency Management 10. Certified Instructor (Federal Law Enforcement Training Center, Glenco, GA – ATF) 11. Certified Instructor (Federal Law Enforcement Training Center, Glenco, GA – Federal Air Marshals) |

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| **Court Certified Expert** |
| * Fingerprint Examination/Comparison (Wyandotte County KS District Court) * Crime Scene Reconstruction (Wyandotte County KS District Court) * Crime Scene Reconstruction (Johnson County KS District Court) * Training and Academy operations (Federal Court Kansas) * Footprint Examination (Wyandotte County District Court) * Use of Force Expert (Wyandotte County District Court, Shawnee County KS, Salina County KS, Jacksonville FL, Anchorage AK, State of Nebraska and the State Illinois) * Security and Needs Assessment Expert (Jackson County District Court) * In Custody Death Expert (Shawnee County, Kansas) * Use of Force Expert (Peoples Republic of China Hong Kong) * Use of Force Expert (United States Army Corrections Bagram, Afghanistan) * Product Liability Expert (Anchorage Alaska) * Reality Base Training and the effects of Combat Stress. |

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| **Associations and Memberships** |
| 1. Only Member of non-color Kansas Multicultural Drug and Alcohol Abuse Center 2. National Institute of Ethics 3. Lifetime member of Fraternal Order of Police 4. Kansas City Metro Tactical Officer Association 5. International Association of Chiefs of Police 6. International Law Enforcement Educators and Trainers Association 7. Toastmasters International 8. Society for Modeling & Simulation International (SCS) 9. International Association of Directors of Law Enforcement Standards and Training 10. National Law Enforcement Officer Memorial Museum Development Committee 11. International Law Enforcement Educators and Trainers Association 12. **The National Defense Industrial Association** 13. **National Organization of Life Coaches and Mentors for Law Enforcement Officers** |

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| **Publications and Research Peer-Reviewed** |
| * August 2017*: Guidelines for investigating arrest-related deaths, officer-involved shootings, and custodial deaths*; Contract w/Taylor & Francis/Routledge Publisher (co-author, Gary Vilke, MD, Randall Murphy) * Groer, M., Kane, B., Williams, S., Duffy, A.Relationship of PTSD Symptoms With Combat Exposure, Stress, and Inflammation in American Soldiers. *Biological Research for Nursing*. 2015 May;17(3):303-10. * Groer, M., Murphy, R., Bunnell, W., Salomon, K., Van Eopoel, J., Rankin, B., White, K., Bykowski, C. (2010). Salivary measures of Stress and Immunity in the Police Officers Engaged in Simulated Critical Incident Scenarios. *Journal of Occupational and Environmental Medicine.* 52, 595-602. * Groer, Duffy, Murphy, Hazlett, Salomon, (2017). Physiological Responses of Police Officers to Stressful Lethal Force Virtual Reality Simulation, in review. * Groer, M. (2009). Salivary biomarkers of stress in police officers during a virtual reality stress scenario, Psychoneuroimmunology Research Society meeting, Breckinridge, CO, May 2009. * Groer, M. Relationships between distressful symptoms, hair cortisol, and inflammation in active-duty soldiers, RESTORE LIVES conference, Tampa, Nov. 2012. * Groer, M. et al. (2012). High C-Reactive Protein Levels in Active Duty Soldiers are Associated with Depression, PTSD and Combat Exposure, Psychoneuroimmunology Research Society meeting, San Diego, Ca, 2012 * Virtual Training Systems and Survival Humanistic Factors ILETTA Conferences 2010, 2011, 2012 * Salivary Measure of Stress and Immunity in Police Officers Engage in Simulated Critical Incident Scenarios IITSEC International conference 2010 * Virtual Training Systems and Survival Humanistic Factors Land Warfare Conference London England 2010 * Virtual Training Systems and Survival Humanistic Factors SimTec Conference Brisbane Australia Feb 2011 * Realistic Simulated Training: Virtual simulator provides more realistic training, Law and Order Sept 2011 * Analyzing Perceptions and Misperceptions of Police Officers in Lethal Force Virtual Simulator Scenarios Law Enforcement Executive Forum 2012 (12) (3) * Enhanced Intuitive Decision Making Through Implicit Learning: Isolating and Optimizing Implicit Learning in Decision Making and Training. ONR 2012 * Civil Liability in Criminal Justice 5th edition Darrell Ross/ Randall Murphy contributing author 2018 |
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| **Summary** |
| **Major (Ret.) Randall L. Murphy, MSM,** is the former Director of Advanced Immersion Technologies for Meggitt Training Systems and designed/directed the groundbreaking research on Combat Stress and its impact on police officers in a virtual environment under an IRB with the University of South Florida in 2008. The methodology and process of the research have been peer-reviewed both nationality and internationality presenting papers in Australia, Singapore, England, Canada, Twain, and several conferences in the United States. Major Murphy was subsequently requested to replicate the stress research on soldiers for NATO Forces and U.S. Forces as part of Bold Quest 2011. In 2011, Major Murphy co-founded the Center for Applied Social Science Research at Valdosta State University. The Research Center is designed to provide research opportunities for universities, the private sector, and federal agencies to the team and search for solutions to questions on how humans react to combat stress. During Bold Quest 2012, he assisted the U.S. Army Expeditionary Warrior Experiment Maneuver Battle Lab - Fort Benning, with scientific human observation research of the ASAT program that the Army is reviewing. Major Murphy designed and directed the Human Factors research on soldiers during a live-fire training exercise. The experiment was so successful that the United States Army used the results to modify the Training Doctrine of Firearms training. Major Murphy is the past president of the Kansas Criminal Justice Professors Association and was a college professor for 18 years teaching criminal justice, ethics, management, and constitutional law. Major Murphy instructed at numerous educational institutions including John Jay College, Washburn University, and Kansas University. Major Murphy holds an undergraduate degree in the Administration of Justice with a minor in Public Administration from Avila University and a Master’s of Science Management from Friends University. His law enforcement experience includes service as a police officer with the Kansas City, Kansas Police Department for 30 years retiring in October 2002. Major Murphy received the Good Neighbor Award from the Kansas Attorney General for assistance in writing the victims’ rights constitutional amendment and three Officer of the Year awards. Major Murphy is a lifetime member of the Police Officer’s Hall of Fame as a Surviving Spouse and holds the Purple Heart from the Military Order of Purple Heart. |

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| **Professional Presentations** |
| 1. Co-presented 8 hours of training on Critical Incident Analysis, Officer-Involved Shootings for LE Commanders, Human Factors, and 8 hours of arrest-related Death Investigations for LE Commanders, for Topeka, KS Police Department Command Staff (w/Darrell Ross). 2. Co-presented 8 hours of patrol officer training: Use of Force Liability Issues, Human Factors, and Use of Force Policy and Report Writing, Topeka, KS [275 officers] 3. Co-presented 16 hours of supervisory training: Use of Force Liability and Policy Issues; Topeka, KS Police Command Personnel, Topeka, KS (w/Darrell Ross) 4. Presented 8 hours of Liability Issues Update for LE Administrators and 4 hours of Emerging Leadership Issues for the Police Executive; Region 1, GA Chiefs of Police Association training conference, Valdosta, GA PD (GA POST-certified) 5. Lectured on Police Use of Force (Toronto, Canada) 6. Lectured on The Role of the Expert Witness (Missouri Criminal Defense Lawyers)  * Law enforcement liaison (State of Kansas Department of Emergency Preparedness, Urban Unrest and Weapons of Mass Destruction) * Committee Chairman for Law Enforcement Risk Assessment pertaining to Weapons of Mass Destruction for Wyandotte County Kansas * Chairman of Tabletop Exercise (Kansas National Guard and Wyandotte County Civil Defense) * Keynote Speaker (Koch Crime Commission; School Violence and Violent Student Management)  1. Ethical Issues in Police Use of Force - Panel Member (John Jay College) 2. Ethics Instructor for the Kansas City, Kansas Police and Fire Departments 3. National Park Law Enforcement-Police Ethics – Guest Speaker 4. Course Instructor on Ethics and Use of Force for three International PPCT Training Conferences 5. *Police Defensive Tactics and Knife Defense (Hong Kong Police, Department of Corrections, and Customs)* 6. Instructor for the United States Department of State- Fire Arms pistol and shoulder-fired weapons 7. Instructor for the United States Department of State- Spontaneous Knife Defense  * Instructor for the United States Department of State-Ethical Dilemmas Of International Policing- Trafficking of Humans, Sex Offenses, Narcotics (Haiti) * Instructor for the United States Department of State Ethical Dilemmas Of International Policing- Trafficking of Humans, Sex Offenses, Narcotics (Liberia) * Instructor for the United States Department of State Ethical Dilemmas Of International Policing- Trafficking of Humans, Sex Offenses, Narcotics (Lebanon) * Instructor for the United States Department of State Ethical Dilemmas Of International Policing- Trafficking of Humans, Sex Offenses, Narcotics (Sudan)   Conference Presentations   * October 2014-Presented research on Stress and Lethal Force Decision Making in a Virtual Simulator Training Environment, International Associations of Chiefs of Police (Psychology section and Physicians section), Orlando, FL * September 2014- North Carolina Department of Corrections Firearms Instructors Creating Real World Stress in Firearms Training. * June 2014-Presented research on Stress, Human Factors, and the Intuitive Learning Method for Teaching Responses to Simulated Lethal Force Encounters, at the International Association of Directors of Law Enforcement Standards and Training annual conference, Destin, FL * *May 11-Presented research on Using a Use of Force Stimulator to Measure Human Performance Under Stress in Police Lethal Force Situations, at SimTech conference, Brisbane, Australia* * April 11-Presented research on Stress, Officer Perceptions, and the Use of Virtual Simulators in Lethal Force Police Shooting Encounters at the annual ILEETA annual conference, Chicago, IL * *March 11-Presented two research papers: The Use of Force Simulators Technology for Research Lethal Force Encounters; Officer Perceptions and Memory in a Virtual Simulator Use of Force, Academy of Criminal Justice Sciences Conference, Toronto, Canada* * Nov. 2013 -Presented White Paper BASIC RESEARCH CHALLENGE – ENHANCING INTUITIVE DECISION MAKING THROUGH IMPLICIT LEARNING, *Isolating and Optimizing Implicit Learning in Decision Making and Training,* United States Special Operations Command (SOCOM), Tampa FL * *Nov. 2013 – National Law Enforcement Training Academy-Presented research on Stress, Human Factors, and the Intuitive Learning Method for Teaching Responses to Simulated Lethal Force Encounters Taipei, Taiwan* * *Nov. 2013- WuFeng University Chiayi, Taiwan- The Science of Combat Stress.* * August 2013-West Point Military Academy presented Meggitt Research, The use of Virtual Training for Marksmanship Training under stress. * October 2012-Halo Conference Presented; The Use of Virtual Reality for Treatment of PTSD. Representatives of the National Institute of Health * April 2012- Presented result of the Meggitt Research to the International Law Enforcement Educators and Trainers Association Chicago IL * March 2012-Presented research paper on Human Factors and Law Enforcement Officer in a Virtual Environment. Academy of Criminal Justice Sciences conference * *May 2011- Simulation and Technology Melbourne Australia; Presented a White Paper on the Science of Combat (competitive)* * September 2011-Modern Day Marines Directorate of Less Lethal, Presentation on Human Factors and Combat Stress. * December 2009-International/inter-Service Simulation Conference presented research on Using a Use of Force Stimulator to Measure Human Performance Under Stress in Police Lethal Force Situations, Orlando, FL (competitive) * *May 2010Presented research on Using a Use of Force Stimulator to Measure Human Performance Under Stress in Police Lethal Force Situations, at SimTech conference, London, England* * March 12 Provided 8 hours training on Human Factors, Science, and the Use of Lethal Force for the GA Chiefs of Police Regional Conference, Valdosta, GA (invited, GA POST-certified course) |
| **Additional Law Enforcement Agencies Presentation of the Combat Stress Research from 2009 to present**   |  |  | | --- | --- | | Washington City Police Department | Washington, UT | | Royal Canadian Mounted Police Training Academy | Ottawa, ON | | Michigan State Police | Lansing, MI | | Village of Mount Prospect Police Department | Mount Prospect, IL | | Middle Township Police Department | Cape May, NJ | | Nassau County Police Department | Mineola, NY | | Los Angeles Police Department | Los Angeles, CA | | Regional Public Safety Training Center | Reno, NV | | *Edmonton Police Service* | *Edmonton, Alberta Canada* | | Taser International | Phoenix, AZ | | Center for Defense Reform | Kyiv, UK | | Terrorism Research Center | Burke, VA | | Gloucester Township Police Department | Laurel Springs, NJ | | Metropolitan Community College Public Safety Institute | Independence, MO | | Wayne State University | Detroit, MI | | Afghanistan Justice Sector | United States Department of State INL | | *National Criminal Operations - Royal Canadian Mounted Police* | *Ottawa, ON* | | *Central Police University* | *Taiwan R.O.C* | | *National Fire Academy Ministry of Interior* | *New Taipei City, Taiwan* | | *WuFeng University* | *Chiayi County, Taiwan R.O.C.* | | University of Central Florida Institute for Simulation and Training | Orlando, FL | | National Center for Healthcare Informatics | Butte, MT | | Virtual Academy | Martin, TN | | *Correctional Service Department* | *Hong Kong* | | North Carolina Department of Public Safety | Apex, NC | | Forensic Psychological Consultant Group | Pembroke Pines, FL | | Department of Defense Task Force on Care, Management, and Transition of Recovering Wounded, Ill, and Injured Members of the Armed Forces | Alexandria, VA | | United States Department of Homeland Security Federal Air Marshal Service | College Park, GA | | Walter Reed Army Institute of Research | Silver Spring, MD | | City of La Mesa Police Department | La Mesa, CA | | The University of West Florida - Department of Justice Studies | Pensacola, FL | | *Queensland Police Service Academy* | *Archerfield, Australia* | | Town of Sahuarita Police Department | Sahuarita, AZ | | The Thayer Institute | West Point, NY | | *Ministry of Defense Research and Technology* | *Singapore* | | Homeland Security Federal Law Enforcement Training Center | Glynco, GA | | *Criminal Investigation Bureau* | *Taipei, Taiwan* | | Akron Police Department | Akron, OH | | Applied Science Laboratories | Bedford, MA | | City of Topeka Law Enforcement Center | Topeka, KS | | Kansas City Kansas Police Department | Kansas City, KS | | The United States Marine Corps - Joint Non-Lethal Weapons Directorate | Quantico, VA | | Muscatatuck Center for Complex Operations - United Stated Army | Edinburgh, IN | | IDEAS | Orlando, FL | | Marine Corps Warfighting Laboratory | Quantico, VA | | Ocean Springs Police Department | Ocean Springs, MS | | Valdosta State University | Valdosta, GA | | Hillsborough County Sheriff’s Office | Tampa, FL | | Joint Center of Excellence (JIEDDO) | Fort Irwin, CA | | Washtenaw Community College | Ann Arbor, MI | | Kansas University Police Department | Lawrence, KS | | United States Pentagon - Assistant to the Surgeon General and Director of Training Division | Washington, D | |  |  | |  |  | |  |  | |  |  | |  |  | |  |  | |  |  | |  |  | |  |  | |  |  | |  |  | |  |  | |  |  | |  |  | |  |  | |  |  | |  |  | |  |  | |  |  | |  |  | |