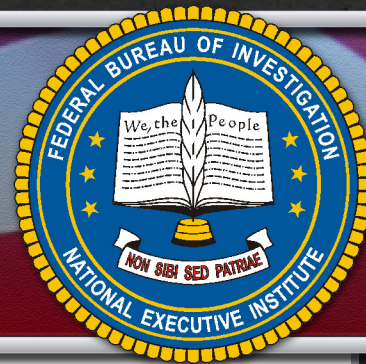




NEIA CONNECTIONS

Volume 1, 2018



SUCCESSFUL NASHVILLE JOINT TRAINING CONFERENCE



POLICE EXECUTIVE
RESEARCH FORUM

The National Executive Institute Associates (NEIA), the Major Cities Chief's Association (MCCA), and the Police Executive Research Forum (PERF) held a joint training conference at the Renaissance Nashville Hotel, Nashville, Tennessee, May 29 to June 1, 2018. The NEIA presentation of "Officer-Involved Shootings: Confronting the Crisis in America" was described by many of the 500 attendees as the highlight of the conference.

The panel of distinguished presenters included:

Heather MacDonald, the Thomas W. Smith Fellow at the Manhattan Institute and author of "The War on Cops: How the New Attack on Law and Order Makes Everyone Less Safe," provided her analysis of data that showed crime, not race, drives police actions and prison rates.

Countering MacDonald' presentation was **Roy Austin**, Partner, Harris, Wiltshire & Grannis, LLP, Washington, DC (formerly Deputy Attorney general, Civil Rights Division, U.S. Department of Justice; and Deputy Assistant to President Obama for the Office of Urban Affairs, Justice and Opportunity) who shared his perspective on police racism and criminal justice bias.

Professors **Geoffrey P. Alpert**, University of South Carolina and **Justin Nix**, University of Nebraska at Omaha discussed what is known and unknown about officer-involved shootings, including the historic lack of national data.

John Miller, Deputy Community, New York Police Department, acted as Moderator for a dynamic panel discussion of Officer-Involved Shootings which proved to be provocative and informative stressing the need for empathy, open communication and cooperation between law enforcement and the communities they serve.

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FBI NEIA PENRITH AWARD

FBI NEIA President Chris Burbank announced that this year's Penrith Award is presented to **Montgomery County Police Chief J. Thomas Manger**. The Penrith Award is a unique honor given to a law enforcement executive who is selected by past recipients of this coveted award. Eligible members are graduates of the FBI National Executive Institute and are nominated by a fellow graduate.

"It is recognition of the best in law enforcement by those previously recognized as the best in law enforcement," said President Burbank. National leadership, courage in the face of adversity, substantial or innovative contributions to the administrative of law enforcement are among the traits that are considered by the selection committee.

Chief, J. Thomas Manger has been the Chief of Police in Montgomery County, Maryland, since February 2004. He began his law enforcement career in 1977 with the Fairfax County (Virginia) Police Department and rose through the ranks to become Chief of Police in 1998. During his tenure in Fairfax County, Chief Manger received numerous awards including the Silver Medal of Valor. He is credited with reorganizing and expanding the police department's Community Policing efforts. His commitment the highest ethical standards for policing and his enactment of new polices to increase departmental accountability earned significant recognition from the community, including the Fairfax County Human Rights Commission Award for outstanding contributions, and the N.A.A.C.P.'s Community Service Leadership Award. Chief Manger is a recipient of the James S. Brady Law Enforcement Award (2007), and the Community Champion Award from the Youth Leadership Foundation (2012), and the Montgomery County Victims' Rights Foundation Public Safety Award (2014). In 2012, he was inducted into the Montgomery County Human Rights Hall of Fame. Chief Manger serves on numerous Boards, including Cardinal Donald Wuerl's Child Protection Advisory Board for the Archdiocese of Washington.

Chief Manger is the President of the Major Cities Chiefs Association (MCCA), representing the largest law enforcement agencies in the United States and Canada. He also serves as the Vice President of the Police Executive Research Forum (PERF). He is a graduate of the FBI National Academy, the National Executive Institute, the Police Executive Leadership School at the University of Richmond, and the Senior Executive Institute at the University of Virginia. Chief Manger has also completed Harvard University's John F. Kennedy School's Program for State and Local Government.

The Penrith Award, first initiated in 1991 by Gary Penrith, now retired FBI Special Agent in Charge and past president of the FBI NEIA, is named in honor of Gary's Father, a prominent Chicago businessman slain during an armed robbery.

Chief Manger received the FBI NEIA Penrith award Thursday, May 31st, 2018, at the Renaissance Nashville Hotel in Nashville, Tennessee at the NEIA's reception at its annual Joint Training Conference with the Major Cities Chiefs Association, and the Police Executive Research Forum.

FBI NEIA LARRY MONROE SCHOLARSHIP AWARD

The Larry Monroe Scholarship Award is presented annually in memory of former FBI Agent Lawrence J. Monroe, one of the founders of the FBI National Executive Institute (NEI). Larry played a crucial role in the initial program design, curriculum development and administration of many NEI programs during his long, distinguished career at the FBI Academy. His untimely death in 1999 led to the creation of this coveted scholarship.

Candidates for this award include all eligible NEI member's children and grandchildren who are enrolled in an accredited two-year or four-year undergraduate program or who are pursuing a master's, or higher, level degree.

The NEIA Scholarship Committee unanimously decided this year Larry Monroe Scholarship, in the amount of \$2500 each, should be granted to **Samuel H. Burbank** and **Miles W. Houser**.

Samuel Burbank is the grandson of Arthur "Mac" Connole, retired Chief, Salt Lake City Police Department and former Executive Director of the NEIA, and graduate of the 22nd NEI session.

Sam Burbank is a senior at Juan Diego Catholic High School in Salt Lake City. He is a member of the National Honor Society, was awarded the National Spanish Examination Award and was selected as Senior and Foreign Exchange Student Mentor. Sam has participated in numerous service projects including, the Art and Soup Fundraiser, Shoeboxes for Soldiers, and has spent long hours collecting clothing and money for the Multiple Sclerosis Foundation. Sam's mother was diagnosed with Multiple Sclerosis the year after he was born. Sam was also the team captain for his high school lacrosse team, which won the state championship this year. He will be attending the University of Utah to study engineering.

Miles W. Houser is the son of Lashinda Stair, Assistant Chief, Detroit Police Department and graduate of the 39th NEI session.

Miles W. Houser is a senior at Rochester Adams High School, Rochester Hills, Michigan. Miles has been a member of the Chamber Choir, wrestling team, the Thespian Society Troupe at his high school. He has performed in dramatic plays and musicals and has found this as a way to give back to the community. Miles has participated in concerts and dramatic plays for young people during this spring and winter breaks. He has been a camp counselor at Detroit City Camp working with children from five to twelve years old. Working at the camp has reinforced with him the lack of arts available in many schools and also the reluctance of many children to participate in arts. Miles will be attending Central Michigan University this fall and is committed to being an English Teacher and Theatre Director, with his ultimate goal of becoming a High School Principal.

Congratulations to Sam Burbank and Miles Houser, recipients of a \$2500 FBI NEIA Larry Monroe Scholarship.

NEIA YOUTH LEADERSHIP PROGRAM PARTICIPANT SELECTED

FBI NEIA President, Chris Burbank, announced that Kierra Steffes, daughter of Mike Steffes, Deputy Administrator of the Wisconsin Department of Justice, graduate of the 40th NEI session, has been selected as the FBI NEIA participant in the Youth Leadership Program (YLP).

The Youth Leadership Program is offered to qualified Students (Ages 14-16) who have demonstrated above average academic standards, as well as good citizenship, to participate in an eight-day program of leadership development at the FBI Academy, Quantico, Virginia, which occurred on June 21 - 29, 2018. Participants in this program, in addition to the one nominated by the NEIA, include those from our sister organizations: the FBINAA, LEEDA, and the Society of Former Special Agents of the FBI.

Congratulations to Kierra Steffes for being selected for the YLP. Kierra responded to her selection by saying: "Thank you for accepting me in the YLP! I am extremely excited to represent the NEIA at the YLP. My dad told me what an amazing experience he had at the NEI so I am humbled and honored to have been accepted."

NEWS ABOUT OUR MEMBERS

Chief Luther Reynolds

The FBI NEIA Board of Directors wish to congratulate board member, **Chief Luther Reynold** upon being named the new Police Chief of Charleston, South Carolina, on Friday, March 9, 2018. We have benefitted greatly from his efforts on our membership committee and look forward to his continued presence on our board, and success in his new endeavor. The new Police Chief for the city of Charleston is a 30- year veteran law enforcement officer.

"He will be the next great Police Chief of Charleston, South Carolina," announced Mayor John Tecklenberg on Friday, March 9 at a press conference. "Luther has a servant's heart, I knew that from the first day I met him and heard his responses to our questions. He is a guardian and will lead Charleston's Police Department in that tradition of guardianship." Reynolds, a thirty-year veteran law enforcement officer is currently an Assistant Chief of Police for the Montgomery County Police Department in Maryland.

Chief Reynolds has a Master of Science degree in Business with a concentration in Information Systems Technology from Johns Hopkins University. He has a Bachelor's degree in Criminology from Florida State University. He is a graduate of the FBI's National Academy and National Executive Institute, the Major Cities Chiefs Association's Police Executive Leadership Institute (PELI), and the Police Executive Research Forum's Senior Management Institute for Police (SMIP). Our congratulations to Luther and we look forward to his continued presence on our Board of Directors.

<http://abcnews4.com/news/crime-news/charleston-hires-luther-reynolds-as-new-police-chief>

Bob Snow

Bob Snow has advised that he is giving in to his wife, Marilyn and retiring for the second time. Bob was with United States Secret Service for 31 years and another 24 years as Director of Law Enforcement Liaison, National Center for Missing & Exploited Children. Bob was a graduate of NEI VI and has been a loyal supporter of the NEIA and regular attendee of our annual conferences. Bob said he and Marilyn had decided to devote their time to gardening, great grand kids, biking and travel. Bob wanted to thank everyone in our law enforcement family for the friendship and help offered him over the years. Thank you, Bob, for your loyal and dedicated service to your country, law enforcement and the NEIA. May you and Marilyn enjoy your well deserve retirement.

Susie Hannigan

We heard that Susie Hannigan, wife of Maury Hannigan, former Commissioner of the California Highway Patrol and graduate of NEI III, has been a bit under the weather. All of Susie's NEIA friends wish her a speedy recovery. Many of us have fond memories of the times spent with Susie and Maury at the NEIA conferences in Sun Valley. Maury - take care of one of our favorite people.

FBI NEIA BOARD OF DIRECTORS ELECTION

President Chris Burbank, at the May NEIA Board of Directors meeting, congratulated **Dave Corderman**, **Bud McKinney**, and **Frank Milstead** on their re-election to the NEIA Board of Directors.

David S. Corderman, PhD is a Senior Partner with Academy Leadership Associates, LLC a leadership consulting firm. His career includes four years as an infantry officer in the U.S.M.C. and twenty four in the FBI as a special agent. Dave retired as the Chief of the Leadership Development Institute responsible for the NEI program. He was also a plank holder member of the FBI's Hostage Rescue Team. Dave is the FBI NEIA Treasurer.

Hugh M. "Bud" McKinney, PhD served 24 years in the FBI as Special Agent, instructor at the FBI Academy, Administrator of the NEI, and on the FBI's Hostage Rescue Team. Bud has been Committee Chairman for the NEIA Elections Committee and Chairman for the Youth Leadership Program. Bud has also served as Senior Advisor for the Major Cities Chiefs.

Colonel Frank L. Milstead is the Director of the Arizona Department of Public Safety (DPS). Frank served as Chief of Police of the Mesa Police Department from 2010-2015 and prior to Mesa PD, he served 25 years with the Phoenix Police Department. Frank is a graduate of the 35th session of the NEI.

Corderman, McKinney and Milstead, as incumbents, ran unopposed for another four year term as Directors on the NEIA Board. They have done a tremendous job in serving our membership and in the past and we are pleased and grateful for their willingness to continue their service on the NEIA Board of Directors.

ARTICLES OF INTEREST

WE'RE ASKING THE WRONG QUESTIONS ABOUT POLICE-MINORITY RELATIONS

By **Retired Dallas Police Chief David Brown** Twitter: @ChiefDavidBrown

<https://www.dallasnews.com/opinion/commentary/2017/06/04/david-brown-asking-wrong-questions-police-minority-relations>

In today's radically and politically charged climate, I often hear a particular question: Are white cops unfairly targeting and killing black citizens? Reporters, residents, colleagues and friends have posed that question to me more times than I can count, and understandably so. In my view, the question, though usually well-intentioned, is divisive. No matter what answer I give, whether it's, "Yes, I believe people of color are unfairly attacked," or, "No, I don't think they are," I will alienate a large percentage of the very groups that desperately need to come together. The way that question is framed is one major reason we remain divided, and the same is true about a question I hear from officers: Is there an organized community effort to ambush and kill cops? In both cases, attempting a response will only lead you down a rabbit hole.

It's not that we need to stop asking questions; it's that we need to pose more thoughtful ones. When someone wonders aloud whether racist cops are targeting unarmed black men, they've skipped over mountains and mountains of issues to get to that one.

In many urban centers where people of color reside, some of the greatest problems are the failing schools, waning or nonexistent mental health and drug treatment resources, the endless cycle of generational poverty and disenfranchisement. None of those is a policing problem. Rather than singling out the community's relationship with law enforcement, I think we'd do far more good by asking the kinds of questions that can lead to solutions.

For example: How can we turn community protesting into actionable change? How can we deliver results that significantly improve the quality of life for residents in all neighborhoods, including the most impoverished ones? Those are questions and conversations that matter. Examining particular cases of police-involved shootings can be a productive part of that larger discussion, as long as we don't use the specifics to claim unproven generalities. If you ask me, for instance, whether an officer should shoot an unarmed man in the back while he is fleeing, I will tell you no. I will also tell you that if he or she does, that officer should be fired, based on the policies in place in law enforcement. I will also tell you that the cop should subsequently stand

If you ask me, for instance, whether an officer should shoot an unarmed man in the back while he is fleeing, I will tell you no. I will also tell you that if he or she does, that officer should be fired, based on the policies in place in law enforcement. I will also tell you that the cop should subsequently stand trial. What I won't tell you is what the outcome of that trial should be, since in our system of government, a judge and jury have the authority to make that determination. Nor would I render the lessons or outcomes of that case universal by concluding that all cops are racist. Each situation is to be judged on its own merits, and for every 10 examples in which a cop has been in the wrong — and without question, there have been many — there are 10 other cases when the officer was doing his or her job by the book. Which of these instances should define a profession as racist or not racist? No one likes being stereotyped, not African-Americans and not cops.

And here's a more important question: What inquiries should drive and frame our society's collective discussion on improving our cities and reaching across racial lines? The answers are complex and nuanced. They cannot be boiled down to a 10-second sound bite, a seven-word headline, or a 140-character tweet, though that is exactly what the public has been trained to expect and what the media often goes in search of. These short answers are costing us. They are further pushing us into our separate corners. The longer answers, the ones I want to spend my energy on, can actually lead us to a better place. They can bring about viable antidotes for societal ills that our law enforcement officials — civil servants who earn an average of \$60,000 a year — were never meant to address, such as mental illness.

It's a fact now acknowledged by many that imprisoning hundreds of thousands of drug offenders and other criminals during the mass incarceration of the 1980s and '90s was not an overall winning strategy for reducing crime, and many of those I imprisoned struggled with mental illness (more than 40 percent of federal prisoners are mentally ill). Once paroled, they returned to the same street corners and apartment buildings and kept right on doing what got them locked up in the first place. Or if they tried to turn their lives around by finding meaningful work or by entering a drug treatment program, they found it impossible to get hired with a record, and they found drug treatment resources scarce, particularly in the most impoverished communities. Most did exactly what makes sense in the world of an addict, a dealer, or a mentally ill person: They went back to selling or using, sometimes both.

With the loss of my son, the issues of mental illness, drug use and gun violence became personal for me. Why is someone with a mental illness allowed to purchase a gun? How did my son even get a gun? I didn't give it to him. The only gun I kept in my house was the one issued by the department, and I did not carry it when I was off duty.

I know barrels of ink have been devoted to the topic of introducing legislation that keeps guns out of the hands of mentally ill people; I also know that powerful lobbies and political forces have often brought us to an impasse. But wherever we stand on the topic of gun ownership and our Second Amendment right to bear arms as American citizens, I hope we can at least come together and agree on this: We need to close the legal loopholes in federal background checks that allow mentally disturbed individuals to purchase guns.

Knowing what I do now, rather than becoming an officer, I might have chosen to become a drug treatment counselor. Incidentally, I could have also studied to become a mental health professional, an early childhood educator, or a policymaker who fights for increased mental health and drug treatment funding. Policing is the back end of the equation. Police are called in when it's time to play cleanup, when an arrest must be made or a terrible situation resolved. But police cannot address what I see as one of the most significant issues in our inner cities: the demand for drugs. When I first joined the force, I thought it was about supply, and to the extent that you could curtail that supply, I reasoned, you could restore some order. That is not entirely untrue, but that approach does not do anything to address the demand for illegal substances. The drug dealers exist only because their customers keep buying.

What first drives people to experiment with drugs, and why do they keep returning? Aside from basic physical addiction, they keep coming back because, on some level, the drugs are working for

them. They are meeting a need. They are blunting a pain that feels too overwhelming to contend with. Or they are medicating a mental illness that, in a world that still stigmatizes mental illness, has gone undiagnosed. There are as many other reasons and factors as there are people.

When we help our family members, our friends and our relatives cope with the extraordinary forces that compel them to use, we simultaneously keep our communities safer. When it comes to drug use and mental health, as well as any of the other problems that plague parts of our country, we don't have all the solutions. In place of answers, it's understandably easy to blame those in the spotlight: cops caught on camera. When officers don't do their jobs, they should face consequences. When they use excessive force on anyone of any racial background, they should be dismissed from the ranks. When their actions have seemingly been driven by racial bias rather than by fear for their lives, they have no place in any department. I know I stand with the thousands of officers in my profession who will always condemn that behavior. And yet as indefensible and horrifying as such behavior is, it's not the source of the ills that afflict urban communities. It's only a symptom.

I do not pretend to know everything about these issues. I'm aware that I have enormous blind spots, that I don't know what I don't know. And yes, there are many things I've done and said that I wish I could do over, such as participating in the mass incarceration of thousands of urban youth earlier in my career. But from where I stand now, I do know far more than I did when I started out on this journey more than three decades ago. And from my place at the intersection of three communities — as an inner-city kid; as a black man, husband and father; and as an officer who has risked my life alongside scores of honorable cops of all races and ethnicities — I am clear about one thing. We will make progress only when we set aside our assumptions and really start listening to each other, now more than ever.

David Brown is the former police chief for Dallas. This column is an excerpt from his new book **CALLED TO RISE: A Life in Faithful Service to the Community That Made Me**.

POLICE AND THE MENTAL HEALTH CRISIS

By **J. Thomas Manger** – Chief of Police, Montgomery County, MD PD and **Linda Rosenberg**

Approximately one in 10 police calls involve a person with mental illness, making police the nation's de facto first responders to mental health crises. Although police are on the front lines, they often do not have the training to recognize and appropriately respond when an emergency involves a mental health crisis. When police officers in Providence, R.I., encountered a distressed young man brandishing a knife, the situation could have gone horribly wrong. The youth ignored officers' commands to drop the knife and began advancing on them.

But the officers didn't draw their weapons. Instead, Lt. Daniel Gannon drew on his training in Mental Health First Aid for Public Safety. He spoke to the young man in a reassuring voice about his desire to help. Eventually, the young man dropped the knife. Instead of being charged with a crime, he agreed to be evaluated at a local hospital. Gannon's Mental Health First Aid training gave him the skills needed to identify, understand and respond to the signs of an emerging mental health crisis. His reaction may well have saved both their lives that day.

One in four people killed by police in 2017 were mentally ill. Police officers join law enforcement to help people and support their communities, but when officers aren't prepared to respond effectively to a behavioral health crisis, they put themselves and the individual who is mentally ill at risk. They need training to help respond to those affected by mental illnesses and addictions. The National Council for Behavioral Health offers Mental Health First Aid, an actionable public safety training program to help officers better understand mental illnesses so they can safely de-escalate crises without compromising safety. The program also focuses on early intervention, diversion and referral to clinical support. Recognizing the effectiveness of this training, the International Association of Chiefs of Police instituted the One Mind Campaign, which includes a commitment to train and certify 100 percent of the agency's sworn officers in Mental Health First Aid for Public Safety. Mental Health First Aid for Public Safety ensures that every officer in the field – even those without specialized crisis intervention team training – has tools to de-escalate potentially dangerous situations. Mental Health First Aid training has also helped many officers in their personal lives by providing strategies to help themselves, their families and their partners. For the last four years, federal funding has supported Mental Health First Aid training for individuals who work with youth. The National Council for Behavioral Health joins with the Major Cities Chiefs Association in thanking Congress for extending its support to the training of police officers and first responders.

Mental Health First Aid for Public Safety gives police additional tools to de-escalate an incident and to connect the person to needed care.

J. Thomas Manger is president of the Major Cities Chiefs Association. Linda Rosenberg is president and CEO of the National Council for Behavioral Health.

NOTE FROM THE INTERIM EDITOR

I have discovered acting as interim editor of the NEIA newsletter that it is a difficult job collecting information, attempting to write objectively and not offend anyone. First lesson learned is in today's world someone will always take issue on what you say or write and that a truly objective person is only a bias person who agrees with me. Second lesson learned was gaining a deep appreciation for the time, effort and commitment that Charlie Connolly devoted to being the editor of "NEIA CONNECTIONS." Charlie while stepping down as editor of the newsletter will still be sharing his wisdom, insights and humor while serving on the NEIA Board of Directors as Past President.

As a proclamation from everyone in the NEIA family: Thanks Charlie, for a job well done!

One final note: Be on the lookout for the next edition of the NEIA Connections newsletter. Dave Weisz, former Motorola executive, and Executive Director of the Major County Sheriff's Association, is the new editor of the NEIA newsletter. Dave is the first Associate Member of the NEIA and is putting together a new format for the newsletter with some fresh ideas. Please welcome Dave as our new editor.

- *Dick Ayres*

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Upcoming Conference & Event Dates

IACP FBI NEIA RECEPTION

Orlando, FL October 7, 2018

IACP Meetings

Orlando, FL October 7-9, 2018

MCCA / Major County Sheriff's Meeting

Washington, DC
February, 12-14, 2019

MCCA Meetings:

October 4 to 6, 2018

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