



BIG IDEAS IN THE BIG EASY

2019 Northern/Southern Regional Conference

Hyatt Centric French Quarter New Orleans
800 Iberville Street, New Orleans, Louisiana 70112

PRESENTER BIOGRAPHIES

ERIC A. ALTPETER, Associate at Flaherty & O’Hara, handles all aspects of alcohol beverage licensing with an emphasis on multi-state transactions involving hotels and restaurants. Prior to joining Flaherty & O’Hara as a full-time attorney, Eric clerked for the firm for one year, providing assistance on numerous multi-state transactions and legal research.

STEVEN BARKER is the Deputy Director and General Counsel of the ABLE Commission, and has served the Commission since 2015. Following two years in private practice, Mr. Barker began his public service career as an Assistant General Counsel for the Oklahoma Tax Commission supervising a team of attorneys focused on the collection of sales, mixed beverage, and withholding taxes. Immediately prior to joining the ABLE Commission, Barker served as an Assistant Attorney General under E. Scott Pruitt providing legal counsel to a variety of state agencies. Steven and his wife Shauna reside in Edmond, Oklahoma with their three children.

HANNAH BECKER is an attorney with GrayRobinson, P.A. and a member of the firm’s Nationwide Alcohol Beverage & Food Law Department. Hannah’s practice concentrates on advising companies and entrepreneurs in the alcohol industry with regard to compliance with federal, state and local statutes and regulations that govern the manufacturing, importation, distribution, marketing, sale and consumption of alcohol beverages. She has worked with various industry members, third-party providers, and companies and individuals from each of America’s three-tier system of alcohol distribution concerning licensing, regulatory, business and trade practice issues.

RICHARD M. BLAU is a shareholder with the law firm of GrayRobinson, P.A. He is chairman of the law firm’s Alcohol Beverage & Food Law Department, and heads up the firm’s *Nationwide Alcohol Industry Team* focusing on the rules and regulations that govern the marketing, sale and consumption of distilled spirits, wine, beer, and other licensed beverages.

Richard has been rated “Band 1” for Alcohol Beverage Law by *Chambers USA* since 2007. He also is listed in *Best Lawyers in America*, and is “AV” rated by *Martindale-Hubbell*. A substantial portion of Richard’s professional efforts are focused on trade regulations, litigation and dispute resolution involving the hospitality industry. He has industry-specific experience in the areas of administrative practice and regulatory compliance, advertising and promotional law, importation matters and supplier/distribution relations. An elected member of The American Law Institute, Richard also is a member of The Florida Bar, The New York Bar, The Bar Association of the District of Columbia, the American Bar Association and the Federal Bar Association. Additionally, Mr. Blau served for over eight years as the Chair of the American Bar Association’s *Committee on Beverage Alcohol Practice*.

Mr. Blau has lectured on Twenty First Amendment issues at meetings of the National Conference of State Liquor Administrators (NCSLA), the National Alcohol Beverage Control Association (NABCA) and the National Liquor Law Enforcement Association (NLLEA). From 1998 through 2006, Mr. Blau authored the chapter on “Beverage



BIG IDEAS IN THE BIG EASY

2019 Northern/Southern Regional Conference

Hyatt Centric French Quarter New Orleans
800 Iberville Street, New Orleans, Louisiana 70112

PRESENTER BIOGRAPHIES

Alcohol Practice” for the annual volume of the longstanding treatise *Developments in Administrative Law and Regulatory Practice* published by the American Bar Association.

Mr. Blau received his B.A. from Brandeis University and his J.D. from the Georgetown University Law Center, where he served as the Associate Editor for Topics of the *Georgetown Law Journal*.

MATTHEW BOTTING was appointed to the position of ABC General Counsel in August, 2008. Mr. Botting has 25 years of state government legal experience. He was ABC’s Chief Legal Counsel from 2000-2004 before he left for a short time to work in private practice. Mr. Botting returned to ABC in 2005, where he served as a Staff Counsel III until his appointment to General Counsel. Prior to joining ABC in 2000, Mr. Botting was a Deputy Attorney General with the California Department of Justice. Mr. Botting also represents the California ABC at the National Conference of State Liquor Administrators (“NCSLA”) and served as President of that organization during 2016-17. He obtained his Bachelor of Laws and Bachelor of Commerce (Economics) degrees from Otago University in New Zealand before relocating to the United States.

CLAYTON BYRD, Special Counsel at Adams and Reese, heads the firm’s Tennessee alcoholic beverage practice, representing clients across the state and the U.S. with matters involving every aspect of alcoholic beverages, from manufacture and sale to licensing.

Clay represents the interests of manufacturers, wholesalers, retailers and other businesses with regard to state and federal liquor licensing and regulatory matters. He draws upon his experience drafting and enforcing legislation to help clients with business challenges related to the production, distribution, sale and regulation of alcoholic beverages.

As former Executive Director of the Tennessee Alcoholic Beverage Commission (ABC), Clay has nearly a decade of experience with policy surrounding alcohol licensing and regulation. In May 2016, he was appointed Executive Director of the ABC and was responsible for implementing the immediate rollout of wine sales in grocery stores in Tennessee, overseeing one of the largest changes in alcoholic beverage law in the state’s history. During Clay’s tenure, the ABC launched the agency’s Regulatory and Licensing Permitting System, an online licensing platform that fundamentally transformed the day-to-day operations of the agency. Additionally, he led the ABC’s programs involving law enforcement, regulatory compliance, and alcohol awareness.

Clay previously served as Assistant General Counsel for the Tennessee Comptroller of the Treasury and as a member of the Comptroller’s legislative team. He also worked as a Legislative Attorney for the Tennessee General Assembly, where he drafted legislation and served as lead counsel to the State Government Committee and the Local Government Committee in the House of Representatives.

WILL CHEEK, with a well-earned reputation as the go-to attorney for alcoholic beverage law in Tennessee, leads Waller’s alcoholic beverage team. Will is the only Tennessee attorney recognized by Chambers and Best Lawyers in America for Food and Beverage Law. Restaurants, bars, hotels, entertainment venues, grocers



BIG IDEAS IN THE BIG EASY

2019 Northern/Southern Regional Conference

Hyatt Centric French Quarter New Orleans
800 Iberville Street, New Orleans, Louisiana 70112

PRESENTER BIOGRAPHIES

and other retailers benefit from Will's insight, experience and enthusiasm with licensing and regulatory compliance issues for liquor, beer, catering and special event licensing throughout Tennessee. Will also counsels Tennessee craft distilleries and breweries, as well as national spirit producers and other suppliers operating in the state. Will authors the firm's Last Call blog, covering Tennessee alcohol, restaurant and hospitality news.

KARI COHEN serves as Vice President and Deputy General Counsel for BSE Global. She is responsible for negotiating and drafting a variety of agreements for the Brooklyn Nets, New York Islanders and Barclays Center, in the areas of suite licenses, ticketing, vendors, sponsorship, and programming, including event license agreements with talent such as Barbra Streisand, Paul McCartney, The Rolling Stones, Elton John, Billy Joel, and Beyoncé. In addition to her legal role, Cohen also oversees governmental affairs for the organization and has led the organization's efforts in securing the rights to move forward with the development of the 61 acres surrounding NYCB Live, known as the Nassau Hub.

Prior to the launching of the Brooklyn Nets brand, Cohen worked tirelessly with the lawyers at the NBA to register the Nets' various and innovative trademarks. Her prior experience at a large corporate law firm provided her with insight as to how best protect the team's valuable intellectual property when drafting and negotiating license agreements.

Cohen has also been involved with the negotiation and drafting of several of the Nets coaches' contracts. She also played a role in Barclays Center developer Forest City Ratner's procurement of the winning bid to renovate and operate Nassau Veterans Memorial Coliseum by participating in negotiation sessions for the Lease Agreement with the County lawyers.

Cohen was hired in June 2011 as Associate Counsel, was promoted to Counsel for Legal & Business Affairs, and then was promoted to Vice President and Assistant General Counsel before reaching her current title. Prior to BSE Global, Cohen worked at Hughes Hubbard & Reed LLP in its New Media, Entertainment, and Technology practice group. As an associate at HHR, she provided transactional support and counseling to media and technology companies in connection with content and software licensing, syndication, and intellectual property issues.

Cohen graduated with honors from The George Washington University, where she was a member of the Dean's List, with degrees in Journalism and Political Science. She went on to attend law school at Benjamin N. Cardozo School of Law where she was the recipient of the Floersheimer Fellowship as well as senior editor for the Journal of Law and Literature. During law school, Cohen interned at Blue Equity and the NHL General Counsel's office.

Cohen, who is a member of the Sports Lawyers Association and a Regional Captain on its Outreach Committee, lives on the Upper East Side of Manhattan with her husband Ben, a Partner in the capital markets practice group at Latham & Watkins LLP, and their two sons.

JOHN H. CORDREY is the Alcoholic Beverage Control Commissioner for the State of Delaware, having been appointed as the first Commissioner in Delaware by Governor Minner and confirmed by the Senate in January 2001. In 1977 he graduated cum laude with a Bachelor of Arts degree in Business Administration from Bridgewater



BIG IDEAS IN THE BIG EASY

2019 Northern/Southern Regional Conference

Hyatt Centric French Quarter New Orleans
800 Iberville Street, New Orleans, Louisiana 70112

PRESENTER BIOGRAPHIES

College in Bridgewater, Virginia. He obtained his Juris Doctorate in 1980 from Delaware Law School of Widener University, Wilmington, Delaware. Mr. Cordrey served as a judicial law clerk for the Superior Court of the State of Delaware and practiced law from 1981 until his appointment as Commissioner. In addition to practicing law at his firm of Cordrey & Clark, P.A., he was appointed as a member of the Delaware Tax Appeal Board, later named as Chairperson, serving for seventeen years. He served as attorney for the majority caucus of the Delaware State Senate from 1991 until becoming Commissioner. He was elected Chairperson of the Northern Region Conference of NCSLA in June 2002. In November 2002 Delaware hosted the Northern Region Conference's regional conference in Rehoboth Beach, Delaware. Mr. Cordrey served as President of NCSLA for 2007/08. Mr. Cordrey lives in Georgetown, Delaware with his wife, Carol.

LIEUTENANT JIM DIANA began his law enforcement career in October 1986 with the City of Wilmington, Delaware Police Department. He then served in the Uniform Patrol Division, Community Policing Unit, Criminal Investigations Division, and the Human Resources Division. In September 2007, Jim obtained the rank of Sergeant. In March 2008, he was transferred to the Human Resources Division where Jim became the Academy and Recruitment Supervisor for the Department. From March 2008 to May 2010, Jim was the Supervisor for three Wilmington Police Academies. He was also a member of the Wilmington Police Department Special Weapons and Tactics (S.W.A.T.) team for seven years. Jim received several departmental awards and citizen letters of commendation including the Delaware Chapter of the American Society for Industrial Security Law Enforcement Officer of the Year Award 1993. Jim retired from the Wilmington Police Department in May 2010 and became an Agent with the State of Delaware, Division of Alcohol and Tobacco Enforcement. In February 2012, he was assigned to the Delaware State Police, Division of Gaming Enforcement as an Investigator and remained there until September 2014 when he was promoted to the rank of Lieutenant where he currently supervises a squad of investigators. In addition to his police work, Jim serves as a law enforcement liaison for the Delaware Special Olympics Summer Games Planning Committee and is a committee member of the Delaware Law Enforcement for Special Olympics. Jim finds most enjoyment when interacting with the athletes during the games, the medal presentation ceremonies, and fund-raising events.

SUSAN DWORAK is a regulatory analyst and legal compliance expert based in Silicon Valley. She has taught legal compliance to officers, directors, managers, attorneys, and staff for more than 50 of the nation's largest law firms and clients across multiple industries from startups to large public companies. As the CEO of Real Identities, Susan leads a team of legal and tech experts dedicated to saving lives and livelihoods. The team built the ID.TRAINING app to teach government agencies and private companies how to avoid legal, financial, and social consequences associated with the use of fake IDs and also how to navigate and comply with the complex legal landscapes that require confirmation of identity. Susan's passions include traveling the globe, hosting non-profit events, and rescuing boxer dogs. Susan has a Bachelor of Arts in Political Science from UCLA and a Juris Doctor from Santa Clara University School of Law.



BIG IDEAS IN THE BIG EASY

2019 Northern/Southern Regional Conference

Hyatt Centric French Quarter New Orleans
800 Iberville Street, New Orleans, Louisiana 70112

PRESENTER BIOGRAPHIES

CALVIN FABRE is the founder and President of Envōc (pronounced: "invoke"), a 25-person mobile software development and hosting firm. He is also co-founder of LA Wallet (lawallet.com), the first legal digital driver's license app in the United States.

Calvin graduated from Southeastern Louisiana University and holds degrees in both Computer Science and Math. He enjoys public speaking and regularly contributes as a guest lecturer at Louisiana State University, and other Louisiana universities. He also speaks about technology, digital identity, public safety, and company culture at technical and non-technical events. Envōc does all of its work in the United States, is a PCI- and HIPAA-compliant software company and made the Best Places to Work in Baton Rouge list for the last six years in a row.

JACQUELINE P. FLUG, prior to joining Drizly, served as the General Counsel and Vice President of Roosevelt Island Operating Corporation, a New York State Public Benefit Corporation from November, 2016 to February, 2019. Prior to her tenure, Ms. Flug was appointed by Governor Andrew Cuomo to serve as General Counsel to the New York State Liquor Authority in 2012. As General Counsel, Ms. Flug oversaw all licensing and regulatory matters for retailers, manufacturers and wholesalers of alcoholic beverages in New York State. Ms. Flug is an expert regarding internet sales of alcoholic beverages.

Prior to her tenure with the Authority, Ms. Flug served in the Office of the Mayor as the Administrator for the Assigned Counsel Plan for the Appellate Division First Department, a program that provides private counsel for indigent criminal defendants. Ms. Flug began her legal career in 2001 as an Assistant District Attorney in Bronx County where she prosecuted violent felonies and vehicular homicides.

Ms. Flug served as the President of the Women's Bar Association of the State of New York from 2016 to 2017 and the President of the Bronx Women's Bar Association from 2007 to 2008. Ms. Flug chaired the Women's Bar Reproductive Rights Committee from 2007 to 2009. She also serves on the Judicial Hearing Officer Screening Committee for the Appellate Division, Second Department and the Central Screening Committee for the Appellate Division, First Department. Ms. Flug proudly served as a coach for Bronx Middle School I.S. 145 in the Thurgood Marshall Junior High School Mock Trial Competition and served on the Board of the National Organization for Women – NYC.

Ms. Flug received her Juris Doctor *cum laude* from New York Law School where she served as Executive Topics Editor of the New York Law School Journal of Human Rights. Ms. Flug received a B.A. in American Studies from SUNY Geneseo.

VIGNESH GANAPATHY is Head of Government Relations with Postmates, an on-demand logistics and delivery company. He manages the company's legislative and regulatory program, focused on the future of work, privacy, robotics, mobility, and how tech intersects with our communities. Through 2018, Vignesh headed policy for the American Civil Liberties Union (ACLU) of Kansas, building a community-focused civil rights agenda in the Midwest.



BIG IDEAS IN THE BIG EASY

2019 Northern/Southern Regional Conference

Hyatt Centric French Quarter New Orleans
800 Iberville Street, New Orleans, Louisiana 70112

PRESENTER BIOGRAPHIES

Vignesh began his career with a deep passion for advocacy. After attending the University of California - Santa Cruz, he joined Kamala Harris's 2010 campaign for California's Attorney General and worked on the case that legalized same sex marriage in California in 2008. He is a graduate of the University of Pacific McGeorge School of Law, where he studied in a program with Supreme Court Justices Anthony Kennedy and Elena Kagan.

PAUL GATZA is the senior vice president of the professional division of the Brewers Association (BA), a not-for-profit trade association whose purpose is to promote and protect American craft brewers, their beers and the community of brewing enthusiasts. Paul is a member of the association's Taprooms, Technical, Market Development, PR & Marketing and Government Affairs Committees. Paul is a key leader in the development of the independent craft brewer seal and the "That's Independence You're Tasting" marketing campaign.

Paul's origin in the beer community started when he took up home brewing in 1990. He worked on the bottling line at Boulder Beer and would sneak over to the brewhouse when opportunity allowed. He owned a pair of homebrew supply shops in Boulder and Longmont, Colorado in the 1990s. He served as director of the American Homebrewers Association for 7 years and is in his 18th year leading the professional side of the BA's work. Paul is ranked as a National Beer Judge by the Beer Judge Certification Program. Paul is also a former judge director of both the Great American Beer Festival and World Beer Cup, before moving to the judge panels for these elite competitions. He lives at 7,200 feet in Sunshine, Colorado with his wife, daughter, cat, snowshoes, hot tub, bears, and mountain lions.

JILL GAUTREAUX is special counsel to the New Orleans office of Kean Miller. She joined the firm in 2015 and practices in the real estate, business, and commercial litigation groups. Jill assists clients with corporate matters, real estate, liquor licensing, and business transactions in the hospitality, technology, retail, and professional services sectors. She handles corporate transactional matters including business formation, buy/sell agreements, mergers and acquisitions, and dissolution/liquidation. Jill also represents individuals and companies in contractual disputes and shareholder litigation in Federal and State courts.

She helps her clients in a wide variety of legal and transactional matters including leases, sales, mortgages, land use applications, and condominium regimes, and she regularly appears on behalf of her clients in litigation and administrative proceedings involving boards and commissions in Louisiana.

J. WESLEY GEISELMAN is currently counsel with the firm of Post Polak specializing in the alcoholic beverage practice.

In his legal career of 44 years he spent 10 years in private practice representing municipal towns and their boards. During his 34 years as a Deputy and Assistant Attorney General with the New Jersey Division of Alcoholic Beverage Control he served as the Chief of the Division's Prosecution Bureau and then 7 years as Chief Counsel to the Director of the ABC. He oversaw more than 2000 investigations and handled charges at every tier of the Industry. He oversaw multiple re-adoptions and promulgations of State regulations.



BIG IDEAS IN THE BIG EASY

2019 Northern/Southern Regional Conference

Hyatt Centric French Quarter New Orleans
800 Iberville Street, New Orleans, Louisiana 70112

PRESENTER BIOGRAPHIES

He has presented classes and trained over 300 police departments in alcoholic beverage procedures and laws as well as given seminars to state, municipal and private attorneys on the practice and procedures of alcoholic beverages.

MICHAEL HALFACRE is Executive Director of the Beer Wholesalers Association of New Jersey as well as President of Credit Compliance Corporation, which is a wholly-owned subsidiary of the Beer Wholesalers Association that assists all New Jersey alcoholic beverage wholesalers in complying with the New Jersey credit regulation with regard to the wholesale distribution of alcohol.

Mr. Halfacre, having served as Director of the New Jersey Division of Alcoholic Beverage Control, has a deep knowledge and understanding of alcohol beverage laws and regulations. This experience, added to Mr. Halfacre's background in financial, real estate and political matters, enables him to provide valuable counsel to the Association Members.

Mr. Halfacre was appointed as Director of the Division of Alcoholic Beverage Control by Governor Chris Christie. He began his work as Acting Director on February 6, 2012 and, after New Jersey Senate confirmation, was sworn in as Director on March 30, 2012. While at the ABC, Mr. Halfacre oversaw the implementation of New Jersey's Direct-to-Consumer wine shipping statute and the expansion of privileges for wineries, craft breweries and craft distilleries. Mr. Halfacre was also responsible for the planning and roll-out of the ABC's electronic licensing system, the first major overhaul in the ABC's technology in over 20 years.

Prior to leading the ABC, Mr. Halfacre served as mayor of Fair Haven. He took office in the Monmouth County borough in 2007 and won reelection in 2010. As mayor of Fair Haven, he lowered property taxes every year from FY2008 to FY2012, the only municipality in the state to accomplish that feat. He was also a candidate for the United States Congress in 2010.

In addition to his role as mayor, Mr. Halfacre ran his own law practice, where he specialized in transactions, including purchases, sales and refinancing of real estate, small business transactions and transfers of ABC licenses. He also served as a municipal attorney for several area municipalities.

Mr. Halfacre is a member of the New Jersey State Bar Association, the Monmouth Bar Association and is a Trustee of the Monmouth Bar Foundation.

Mr. Halfacre attended law school at the University of Dayton, where he was a member of the Mock Trial Team, and received his undergraduate degree from the Florida State University, where he was Captain of the Men's Varsity Swim Team.

JAY HIBBARD currently serves as Vice President of Government Relations for the Distilled Spirits Council of the United States, the national trade association representing America's leading producers and marketers of distilled spirits and importers of wine sold in the U.S.A. In this role he manages state government relations including legislative issue management, regulatory compliance, state policy development and implementation. Jay is a native of Portland, Maine and holds a Masters in Law and Public Policy from the University of Pennsylvania



BIG IDEAS IN THE BIG EASY

2019 Northern/Southern Regional Conference

Hyatt Centric French Quarter New Orleans
800 Iberville Street, New Orleans, Louisiana 70112

PRESENTER BIOGRAPHIES

and a BA in Political Science and Associate Degree in Business Administration from the University of Southern Maine. He has owned his own retail business, served as executive director of two non-profit associations and ran his own public affairs firm for fifteen years. A former elected member of the Portland (Maine) City Council, Jay is now a resident of Florida.

KYLE V. HILL is a partner with Martin Frost & Hill in Austin, Texas. Kyle's practice encompasses licensing and compliance matters for clients in the alcoholic beverage industry at both the state and federal levels. He has handled the licensure of hundreds of retail stores, hotels, restaurants, convenience stores, private clubs, breweries, brewpubs, and other businesses both in and beyond Texas. Martin Frost & Hill's attorneys and staff have years of experience assisting clients involved in the manufacture, distribution, marketing and sale of alcoholic beverages and in complying with the laws and regulations governing these activities.

TRAVIS HILL was appointed as Chief Executive Officer of the Virginia ABC Authority by Governor Ralph Northam in January 2018. As CEO, Travis Hill serves as the head of the ABC Authority and works with the appointed five-member Authority Board to set the course and strategic objectives for the Authority. Prior to his appointment as CEO, Hill served as Virginia ABC's Chief Operating Officer after being appointed to that position by Governor McAuliffe in October 2014. During his time as COO, Hill focused on increased revenue, a modernization of business practices and agency infrastructure and enhancing regulatory service provided by the Bureau of Law Enforcement. He also guided the smooth transition of Virginia ABC from an agency to an authority structure. Before arriving at ABC, Hill previously served as Deputy Secretary of Agriculture and Forestry, having been appointed by Governor McAuliffe in January 2014 after serving in the same capacity under Governor McDonnell since July 2011. Prior to that, Hill worked eight years as an attorney in the Richmond office of Williams Mullen representing a wide variety of clients before the Virginia General Assembly, the State Corporation Commission and other regulatory bodies, including Virginia ABC. Hill received both his Bachelor of Arts and Juris Doctor degrees from the University of North Carolina at Chapel Hill.

JOHN HINMAN is a founding partner (1991) of Hinman & Carmichael, LLP. John has been advising and representing alcoholic beverage industry clients (producer, importer, wholesaler and retail) since 1976 in all phases of industry regulation, including trade practice, distribution and importation, product fulfillment, retail licensing and production. John is a specialist in alcohol regulation in California, and throughout the United States, is a regular speaker and panelist at alcoholic beverage industry conferences throughout the US, has provided testimony in legislative and administrative proceedings in California, New York, New Jersey and Tennessee and has been named one of the Top 50 Wine Industry Leaders.

John represents clients before the TTB, the California ABC and the counterpart agencies of other states. John is also a seasoned administrative hearing practitioner who has defended over 200 administrative accusations and hearings (both TTB and ABC) during the last 30 plus years and has taken industry cases as far as the California Supreme Court.



BIG IDEAS IN THE BIG EASY

2019 Northern/Southern Regional Conference

Hyatt Centric French Quarter New Orleans
800 Iberville Street, New Orleans, Louisiana 70112

PRESENTER BIOGRAPHIES

ANNA HIRAI is the Assistant Administrator at the Honolulu Liquor Commission. She has been with the Commission since 1997, first as Adjudications Deputy Corporation Counsel, then in various capacities to include Special Assistant to the Administrator, Assistant Administrator, and Acting Administrator. Previously, she was in private practice in Honolulu, Hawaii (corporate, healthcare & real estate) and Little Rock, Arkansas (securities regulation & corporate finance). She has been a member of the Hawaii Bar since 1981 and the Arkansas Bar since 1984.

Anna graduated from Punahou School (“a few years” before Punahou’s most famous alumnus); Georgetown University (1977; A.B. American Studies); and Boston College Law School (1981). She is an empty-nester living in Honolulu, with two daughters each successfully pursuing divergent career paths. She has served on the executive committee of the National Conference of State Liquor Administrators representing the Western Region states since 2013, and currently holds the position of President.

TONYA HUCKS-WATKINS is a native of Newport News, Virginia. She has a Bachelor’s Degree and a Master’s Degree from Virginia Tech. In 2006, she completed her law degree at North Carolina Central University. She is licensed to practice law in Virginia, North Carolina, and Washington D.C. During her 13 year legal career she has worked both in private practice and for the state government. Presently, she works for the Department of Alcoholic Beverage Control as a Legal Liaison representing the interests of the Bureau of Law Enforcement in connection with administrative hearings and appeals before the ABC Board. Tonya is also the agency’s Regulatory Coordinator in charge of promulgating regulations and guidance documents for VA ABC. She also frequently lectures the special agents on new laws and changes in the Code of Virginia. She resides in Richmond, Virginia with her husband and two step-children.

ERIN SAYES KENNY is a Partner at Taylor Porter, where she is a key member of the Taylor Porter alcoholic beverage licensing and related enforcement issues practice. Erin represents national and local companies in the hospitality industry, including restaurants, hotels and retail stores, with an emphasis in alcoholic beverage licensing, compliance and enforcement issues. She also maintains a varied state and federal civil litigation and appellate practice, with an emphasis in commercial and tort litigation, including insurance defense and insurance coverage cases.

Recently, Erin became the first Baton Rouge lawyer to receive the honor of “On the Rise – Top 40 Young Lawyers,” bestowed by the American Bar Association Young Lawyers Division. Erin has also been named by her peers among the *Louisiana Super Lawyers* “Rising Stars” and among the *Best Lawyers in America*.

In the Baton Rouge legal community, Erin is the chair-elect of the Baton Rouge Bar Association Young Lawyers Section Council. She is a past board member for the Louisiana Association of Defense Counsel and a member of the LADC Young Lawyers Committee. Erin also serves the community as a board member of the Boys & Girls Club of Greater Baton Rouge.



BIG IDEAS IN THE BIG EASY

2019 Northern/Southern Regional Conference

Hyatt Centric French Quarter New Orleans
800 Iberville Street, New Orleans, Louisiana 70112

PRESENTER BIOGRAPHIES

Erin graduated *cum laude* from the Paul M. Hebert Law Center at Louisiana State University, where she was a member of the *Louisiana Law Review*. Erin is a *summa cum laude* graduate and University Medalist from Louisiana State University.

THOMAS KIRBY serves as Chief Law Enforcement Officer at the Virginia ABC Authority where he provides leadership and oversight for the agency's Bureau of Law Enforcement.

Chief Kirby has served in a law enforcement capacity for nearly 30 years. He began his career as a local police officer in Newport News and Hampton where he worked for nine years before joining Virginia ABC. In 2001, he accepted a position as an ABC Special Agent and worked out of the bureau's Hampton and Richmond regional offices. He was promoted to Assistant Special Agent in Charge for the Richmond region in 2009 and to Special Agent in Charge of a newly created Fredericksburg region in 2012. Chief Kirby also served as the Special Agent in Charge of the Hampton Region. In 2014, he was promoted to Regional Agent in Charge, leading four regional offices and the Bureau's Special Operations Unit. Two years later he was appointed to the position of Deputy Chief of Field Operations, and in 2018 he was named Chief.

Chief Kirby's educational accomplishments include associate and bachelor degrees in criminology from St. Leo University and a graduate certificate from the University of Virginia. He is a graduate of the Federal Bureau of Investigation National Academy (FBINA) and the University of Richmond's Professional Executive Leadership Program (PELS).

JEREMY KRUIDENIER became the Vice Executive Director for Wine and Spirits Distributors of Illinois in 2015. He was appointed General Counsel in January, 2019. He is a licensed attorney and registered lobbyist that advocates for the regulatory and legislative issues of WSDI members in front the Illinois Liquor Control Commission, the Illinois General Assembly, and various units of local government. He came to WSDI after working as a government relations consultant, serving clients from highly regulated industries.

Jeremy, a graduate of the University of Illinois College of Law, served in several positions during the administration of Governor Pat Quinn. In those positions, he was responsible for managing staff and overseeing hundreds of pieces of legislation, while also advising the Governor as a member of his senior staff. Jeremy also received his undergraduate degree from the University of Illinois.

Jeremy is admitted to practice law in the State of Illinois, in the United States District Court – Northern District of Illinois and is a member of the Bar of the Supreme Court of the United States. He is the Chair of the Trade and Professional Associations Committee at the Chicago Bar Association.

BARBARA J. KWON is a Partner with the law firm of Danow, McMullan & Panoff, P.C. in New York City. Ms. Kwon concentrates her practice in Alcohol Beverage Control Law. She represents and counsels owners, operators and franchisors of international hotel groups, retail stores, restaurants, recreational arenas and entertainment venues. Ms. Kwon represents parties in the purchase and sale of licensed businesses and national



BIG IDEAS IN THE BIG EASY

2019 Northern/Southern Regional Conference

Hyatt Centric French Quarter New Orleans
800 Iberville Street, New Orleans, Louisiana 70112

PRESENTER BIOGRAPHIES

chains, drafting and negotiating various agreements and managing regulatory compliance nationwide. She also provides compliance guidance with respect to Alcohol Beverage Control Law to major wine, distilled spirits and malt beverage producers as well as importers and distributors.

Ms. Kwon earned her Juris Doctor from Rutgers School of Law and earned a Bachelor of Science degree from Georgetown University.

ERNEST LEGIER is currently Deputy Commissioner of Louisiana Alcohol and Tobacco Control. He earned a B.A. in Political Science from the University of New Orleans and a J.D from Loyola University (New Orleans). In addition to his work as a regulator, he is a recognized leader in alternative dispute resolution, executive management, federal funding application, grants management and compliance, construction management and asset management. He has more than 20 years of experience practicing law, working to improve organizational performance, managing complex projects and operations, and developing and managing client relationships. Mr. Legier has served as Executive Director of the Orleans Parish Hospital Service District "A" where he recruited and hired all staff, developed a physical headquarters, instituted all required policies and procedures, represented the board in all financial matters including the HUD application process, supervised all contracted professional services and oversaw the construction of a 100 million dollar hospital project. Mr. Legier has worked as Vice President of Business Development for the American Arbitration Association where he was responsible for business development efforts in 6 states. He also served as Deputy Director of the Road Home Program which was the program designed to aid homeowners following Hurricanes Rita and Katrina. Mr. Legier is active in his community and serves on the board for several organizations. He has been married for 27 years to Kelly M. Legier and has 3 adult sons, Trey, Jonathan and Nicholas.

MARBET LEWIS has focused her practice on the laws governing the alcohol industry and the manufacture, importation, and sale of alcohol beverage products since 2004. She represents clients in all aspects of alcohol and business licensing, alcohol licensee mergers and acquisitions, negotiation of asset purchase agreements and required alcohol use provisions, license transfers and licensing due diligence, trade practices, alcohol product advertising and review of marketing agreements, importation agreements, label approvals, and regulatory compliance guidance. Her experience also includes enforcement action defense and administrative litigation, zoning and land use due diligence and approval processes, and state and local government regulatory compliance, which includes drafting municipal code ordinances and amendments as well as assisting with redistricting and development of entertainment overlay districts.

Marbet also assists clients with additional business permitting including obtaining business tax receipts, building permitting, certificates of use and occupancy and other related operational permits, as well as representing various entertainment, hospitality, and alcohol industry clients during the zoning approval process, including representation before zoning boards for approval of variances, special exceptions, and use nonconformity issues as well as representation for zoning appeals cases. She has assisted with transfer of business and operational permits required



BIG IDEAS IN THE BIG EASY

2019 Northern/Southern Regional Conference

Hyatt Centric French Quarter New Orleans
800 Iberville Street, New Orleans, Louisiana 70112

PRESENTER BIOGRAPHIES

as part of large asset acquisition transactions and merger of national retailers including hotels and entertainments venues such as movie-theaters.

She works with domestic and foreign suppliers, wholesalers, manufacturers and a broad range of retailers, including nightclubs, bars, movie theater operators, hotels, restaurants, supermarkets, and pharmacy chains. Mrs. Lewis is proficient in Spanish and has been a featured guest on *Nuestro Mundo* and *A Fondo*.

L. HUNTER LIMBAUGH was born, raised, and educated in Florida. He received his B.A degree from Stetson University in 1979 and his J.D. from Stetson University College of Law in 1982. He practiced law in Central Florida until his marriage to Nell Quarles took him to South Carolina.

After practicing law in South Carolina for five years, Hunter was elected to the South Carolina House of Representatives. He served on the Judiciary Committee and Chaired the General Laws and Constitutional Laws Subcommittees and served on the Joint Legislative Committee for Judicial Screening. In 1997 Hunter became Chief Legal Counsel to Governor David Beasley. He also served on the Sentencing Guidelines Commission and the Juvenile Justice Task Force.

Following his service to the Governor, Hunter returned to practicing law and began doing government relations work (lobbying) for a variety of clients.

Since 2004 Hunter has been Southeastern Counsel for Wine Institute, the trade association for California winegrowers. In that role Hunter is responsible for legislative and regulatory relations in nine states (FL, GA, SC, TN, KY, AL, AR, MS, LA) in the Southeast.

When Hunter's daughter, Leah, was diagnosed with diabetes on March 16, 2001, Hunter became an active volunteer for the American Diabetes Association. Hunter served two terms on the National Board of Directors and was Chair of the Board in 2012. He has served on the Advocacy Committee (Past Chair), Finance Committee and Legal Advocacy Subcommittee, in addition to numerous Task Forces and Work Groups. Hunter now serves on the Board of Directors of the National Diabetes Volunteer Leadership Council.

Hunter is the proud father of Benjamin (27), an Assistant Attorney General in South Carolina, and Leah (25), a Graduate student at Harvard Divinity School, and is the usually obedient husband of Nell.

RYAN MALKIN focusses on serving the legal needs of the alcohol beverage industry. Malkin Law, based in Miami Beach, FL, regularly assists alcohol beverage suppliers, wholesalers, and unlicensed third parties in navigating the intricacies of federal and state alcohol beverage laws. Prior to forming Malkin Law, Ryan was an attorney at Pernod Ricard USA and an Assistant District Attorney in Manhattan. His passion for the alcohol beverage industry began as a journalist specializing in writing about the alcohol and hospitality industries, with



BIG IDEAS IN THE BIG EASY

2019 Northern/Southern Regional Conference

Hyatt Centric French Quarter New Orleans
800 Iberville Street, New Orleans, Louisiana 70112

PRESENTER BIOGRAPHIES

articles appearing in such publications as *The Wall Street Journal*, *Beverage Media*, *The New York Post*, and *Esquire*, to name a few. Ryan is also of counsel to Hoban Law Group, a leading national cannabis law firm.

JUANA MARINE-LOMBARD was appointed by Governor John Bel Edwards to serve as Commissioner of the Louisiana Office of Alcohol and Tobacco Control in December of 2015.

Commissioner Marine-Lombard, a native of New Orleans LA is both an attorney and has an MBA from Loyola University. Prior to her appointment as Commissioner, Marine-Lombard served as a criminal magistrate commissioner for Orleans Parish for five years. Additionally, Marine-Lombard served four years on the New Orleans city Alcohol Beverage Control Board. Commissioner Marine-Lombard is married and has five children.

ALVA C. MATHER is a business lawyer and litigator with more than a decade of experience representing clients ranging from startups to Fortune 50 companies. Her areas of concentration include regulatory counseling, commercial contracting, as well as investigatory and litigation support for clients in the food and beverage, particularly alcoholic beverages, hemp-based products (CBD) and franchise and distribution industries. Alva combines extensive knowledge of the regulatory and litigation landscape as well as her deep understanding of the food and beverage industry to help clients mitigate risk, respond to challenges and capture opportunities. She represents and provides business counsel, regulatory advice and litigation support to companies along the food and beverage spectrum, among them manufacturers, suppliers, grocery stores and restaurants. Alva is nationally recognized for her support of clients in the alcoholic beverages and hemp industries and is frequently asked to write and speak on matters affecting these highly regulated industries.

ANGELA MINCKLER is Compliance Counsel for Instacart, a San Francisco-based technology company that provides a grocery and alcohol delivery platform, where she leads Instacart's alcohol delivery compliance program.

Before joining Instacart, Angela was an associate in the San Francisco office of the Buchman Law Firm and Senior Legal Counsel at Treasury Wine Estates in Napa, CA. She received her J.D. from the University of California, Hastings College of the Law and received her B.A. in History from the University of California, Davis.

CAROLINE O'CONNELL is a partner in the firm's corporate department. Her practice consists of a broad range of corporate matters including mergers and acquisitions, corporate governance matters, and professional licensure compliance. Caroline represents clients in the design and alcoholic beverage industries focusing on regulatory compliance, negotiating and drafting distribution agreements, and brand acquisitions. Prior to joining Conn Kavanaugh, she was a partner at Lawson & Weitzen, LLP, where she practiced general business law, mergers and acquisitions, and alcoholic beverage law.

SEAN O'LEARY is the President of O'Leary Law and Policy Group, LLC where he specializes in providing legal and consulting services to businesses in heavily regulated industries such as liquor and cannabis.



BIG IDEAS IN THE BIG EASY

2019 Northern/Southern Regional Conference

Hyatt Centric French Quarter New Orleans
800 Iberville Street, New Orleans, Louisiana 70112

PRESENTER BIOGRAPHIES

Mr. O’Leary is a frequent speaker at liquor conferences and is a regular contributor to national publications on liquor issues. Further, he started a blog called irishliquorlawyer.com that is well regarded by the liquor industry and has an international following.

Previously, Mr. O’Leary was a Senior Public Administrator for the Illinois Liquor Control Commission where he played an important role in setting the direction and policy of the Illinois Liquor Control Commission. He acted as the policy liaison for the governor’s office and drafted regulations and statutes. Mr. O’Leary’s advice was sought by many individuals including political leaders of both parties, legislators, local government officials, industry members, and representatives from other state alcohol enforcement agencies.

LINDA PHAM serves an attorney with the Louisiana Office of Alcohol and Tobacco Control since 2014. Her responsibilities include overseeing administrative prosecution and has expanded to licensing of alcohol and tobacco licenses as well as new CBD retail permits. She works with a team of attorneys who assist in advising the commissioner on policy, regulatory, and legislative matters concerning the ever changing landscape related to the alcoholic beverage, tobacco, and hemp CBD industries. More recently, she has assisted in implementing new permitting processes for the issuance of hemp CBD retail permits and alcoholic beverage delivery permits. Ms. Pham received her Bachelor of Arts from Louisiana State University and her Juris Doctorate from Southern University Law Center.

PAUL E. PISANO is Senior Vice President of Industry Affairs and General Counsel at the National Beer Wholesalers Association. He leads the association’s efforts in industry, legal and state governmental affairs and serves as a liaison to state distributor associations and outside groups.

Prior to joining NBWA, he served at the Department of Commerce most recently as Director of Congressional Affairs at the U.S. Census Bureau. He also spent six years working in senior positions on Capitol Hill.

Mr. Pisano holds a B.A. degree from Hampden-Sydney College and earned his J.D. from Catholic University’s Columbus School of Law.

HARLAN POWELL has spent his legal career focusing exclusively on beverage alcohol and hospitality issues and regularly appears before state and local liquor control commissions, appellate bodies, and other regulatory agencies. He is the lead attorney with respect to the firm’s litigation matters and represents hospitality clients in franchise litigation, administrative law actions, appellate matters, and other business disputes. Harlan’s Illinois Alcohol Regulation Overview was recently published by Thomson Reuters and is available on Westlaw. Harlan earned his J.D. from the University of the Pacific, McGeorge School of Law and his B.A. from Northwestern University.

TERI L. QUIMBY, appointed by the Governor of Michigan, previously served as a Commissioner of the Michigan Liquor Control Commission from 2011-2019. She frequently chaired the almost daily public meetings



BIG IDEAS IN THE BIG EASY

2019 Northern/Southern Regional Conference

Hyatt Centric French Quarter New Orleans
800 Iberville Street, New Orleans, Louisiana 70112

PRESENTER BIOGRAPHIES

to vote on Commission decisions such as licensing applications, hearings and appeals (hundreds annually), declaratory rulings, rulemaking and the wholesaling of spirit products. Teri is an attorney licensed to practice in Michigan and Illinois; holds certification for general civil, domestic relations, and special education mediations; and also holds several regulatory education certificates concerning public utilities and the environment. In elected and appointed positions, she has served on several boards, including as Past President of NCSLA. Further, in 2017, she was listed among Crain's Business Detroit's "Notable Women Lawyers in Michigan" and received the Best Practices Award from the National Association of Licensing and Compliance Professionals (NALCP).

ALLISON U. ROVIRA has over eighteen years of law practice with emphasis on representation in areas of gaming, alcohol and tobacco, governmental relations, and administrative and business law.

In her practice, she provides legal advice to clients on regulatory, licensing, contract and administrative matters as well as litigation in these areas, particularly before the Gaming Hearing Office and the Office of Alcohol and Tobacco Control. She assists clients in all aspects of the video gaming and alcohol/tobacco business from licensing and permitting, to contracts and leases, to any regulatory issues that may arise. In addition to regulatory representation, she also assists with acquisitions of licensed video gaming entities and permitted alcohol establishments. She compiles the video gaming applications and all pertinent documents and follows them through submission and approval by the Louisiana Gaming Control Board. She likewise provides the same services for alcohol and tobacco applications to the Louisiana Office of Alcohol and Tobacco Control.

Ms. Rovira is very familiar with the legislative process and drafts and tracks legislation important to the gaming and alcohol industries. Ms. Rovira has previously served as counsel to the Louisiana Amusement and Music Operators Association and now serves as counsel to the Louisiana Video Gaming Association and the Beer Industry League of Louisiana.

Ms. Rovira was born in Alexandria, Louisiana and admitted to the Louisiana bar in 2001. She is licensed to practice before the United States District Courts for the Eastern, Middle, and Western Districts of Louisiana; and the United States Court of Appeals for the First Circuit.

ADENA SANTIAGO, Senior Counsel, Husch Blackwell LLP, based in Washington D.C. Adena completed her undergraduate degree at Brandeis University and received her JD from California Western School of Law.

For more than a decade, Adena has counseled clients on all three tiers of the alcohol beverage industry on State and Federal liquor licensing and regulatory compliance. Adena represents hotels, restaurants, distillers, brewers, wineries and distributors and has industry experience in all 50 states. She also advises clients on marketing and advertising compliance, franchise protection, labeling regulations and trademark applications. She has extensive knowledge concerning licensing violations and all matters involving beverage formulas.



BIG IDEAS IN THE BIG EASY

2019 Northern/Southern Regional Conference

Hyatt Centric French Quarter New Orleans
800 Iberville Street, New Orleans, Louisiana 70112

PRESENTER BIOGRAPHIES

ROBERT SHAFFER is the General Counsel and Senior Vice President of Total Wine & More, based in Bethesda, Maryland. Bob also serves as a member of the executive management team. Total Wine & More is the nation's largest independent retailer of fine wine, beer and spirits, with over 200 stores in 23 states (and counting). Prior to joining Total Wine in 2016, Bob was a partner in the law firm of Zuckerman Spaeder LLP, based in Washington, D.C., where he specialized in complex commercial litigation.

CLARK SMITH joined the Texas Alcoholic Beverage Commission in 2017 as General Counsel. Prior to joining the Commission, he worked in private practice representing clients in administrative proceedings, appellate litigation, and public policy matters. His most recent public sector service was at the Texas Health & Human Services Commission, where he served as a senior deputy to the Chief Counsel and Executive Commissioner. At HHSC, Clark managed an overhaul of the agency's legal services system and rewrote agency administrative processes. Clark practiced commercial and employment litigation in Houston before joining HHSC in 2015. He graduated from the University of Texas with a Bachelor of Arts in 2004 and a J.D. in 2008.

ALAN STEEN is VP of Government affairs for Southern Glazers Wine and Spirits and has served in this capacity for the past 6 years. Mr. Steen manages the regulatory and legislative matters for twenty open and control states nationally. The majority of these states are centrally located with a few control states scattered from Southeast to the Northwest. Alan began his work with Glazers and took on wider areas of responsibility upon the merger with Southern just over three years ago.

As the Director of the second largest alcohol consuming state in the US, Alan led over 600 employees, \$40 million budget, and over 700 million gallons of alcohol regulation annually. Alan was the fourth longest serving Administrator in the 75 year history of the Texas Alcoholic Beverage Commission. He holds a Masters of Science degree from the University of North Texas and a Bachelors degree from Tarleton State University.

As the defendant in lawsuits that have changed the regulatory structure of the three tier system in Texas, Alan has a unique perspective related to the Alcohol Beverage Industry. He has been a leader during historical change to the three tier system for Texas, and his footprint can be seen from the Courthouse, through the State Capital, and back to the TABC Board Room.

TOM STEIN is the Deputy General Counsel of CLEAR, the secure biometric identity platform, where he oversees CLEAR's new verticals from a legal perspective, including its simpler and more secure solution for verifying alcohol sales. Prior to CLEAR, Tom spent ten years at American Express, in both business and legal roles, most recently as General Manager of Travel Partnerships and Programs. A graduate of NYU School of Law, he also previously worked for the law firms Proskauer Rose and Wilson Sonsini Goodrich & Rosati.

KRISTEN TECHEL is a founding partner of Strike & Techel, a law firm in California and North Carolina dedicated to the practice of alcoholic beverage law. Kristen represents industry members on all types of alcoholic beverage law issues, but is especially interested in the legal issues surrounding internet sales models, direct



BIG IDEAS IN THE BIG EASY

2019 Northern/Southern Regional Conference

Hyatt Centric French Quarter New Orleans
800 Iberville Street, New Orleans, Louisiana 70112

PRESENTER BIOGRAPHIES

shipment of alcohol, and emerging business models. Other areas of expertise include M&A, advertising, promotions, marketing, social media, licensing, regulatory compliance, tied-house issues, alternating proprietorships, and more.

RUSSELL F. THOMAS is the Executive Director of the Tennessee Alcoholic Beverage Commission. Before joining the agency, he worked as an attorney representing clients in a variety of matters in Nashville and throughout Middle Tennessee. Prior to starting his private law practice, he served as an Assistant District Attorney in Nashville where he prosecuted hundreds of misdemeanor and felony cases, including DUI, drug offenses, white collar offenses, and murder. Russell holds an AV Preeminent rating from Martindale-Hubbell and had over 14 years of trial experience before joining the commission. He attended college and law school at the University of Tennessee and has lived in Nashville for over 15 years. He and his wife, Mary Beth, have three young children. They enjoy spending time outdoors and cheering on the Tennessee Vols.

DAVID TOOMEY, based in San Francisco, California, is Head of Legal for Shipt, Inc. An experienced in-house and law firm veteran, David runs legal and compliance for Shipt. In addition to being Head of Legal for Shipt, David is also the General Manager of Alcohol, leading all third-party last-mile delivery expansion efforts.

David has extensive experience in the legal challenges and hurdles surrounding alcohol delivery and working with state regulators to overcome those challenges and hurdles in a compliant and thoughtful way. David is a graduate and former football player at the University of Oregon, and a law school graduate from Santa Clara University School of Law. David is an active member of the State Bar of California in good standing.

Shipt, Inc. is an e-commerce technology platform connecting grocery and general merchandise retailers with customers who would like to have their purchases delivered to their door, and individuals who are willing to shop and deliver those orders. Shipt is headquartered in Birmingham, Alabama.

WENDY TURK is the Director of Regulatory Affairs for Fintech. In her role she maintains relationships with alcohol regulators across the country, keeps current on legislative changes, maintains involvement in state wholesaler organizations, and provides regulatory insight for Fintech and its customers. Wendy has also spent eight years working for a large wine & spirits distributor where she managed Accounts Receivable, Collections, and Call Center Operations for five states. Wendy is based in Denver, CO and holds a Bachelor's of Business Administration with a concentration in Economics.

JOHN YEOMANS was appointed as Director of the Division of Alcohol & Tobacco Enforcement (DATE) in January of 2011. Prior to his appointment, Director Yeomans retired as a Captain from the Delaware State Police in 2007, after 25 years of service. During his tenure with the Delaware State Police, Director Yeomans served in a number of different units including, Troop Commander, Director of Human Resources, Director of Public Information Office, Internal Affairs, Homicide, Executive Staff Support, Criminal Investigations and Patrol. Director Yeomans also founded and was team coordinator for the State Police Critical Incident Stress Management



BIG IDEAS IN THE BIG EASY

2019 Northern/Southern Regional Conference

Hyatt Centric French Quarter New Orleans
800 Iberville Street, New Orleans, Louisiana 70112

PRESENTER BIOGRAPHIES

Team, which provides support for both sworn and civilian personnel who are involved in a traumatic job related episodes.

Following his retirement from the Delaware State Police Director Yeomans served as Business Development officer and National Sales Director for the Government Services Division of Appriss Inc. from January 2008 to December 2010. Appriss is a technology company that supports Criminal Justice organizations with a series of software solutions. During his tenure as Business Development officer and National Sales Director John worked with law enforcement, courts, corrections and victims' advocacy groups across the United States with developing and managing offender tracking systems.

Director Yeomans has received a Bachelor of Arts Degree in Criminal Justice from the University of Delaware, and a Master of Science Degree in Human Resource Management from Wilmington University. Director Yeomans is a graduate of the Senior Management in Policing Institute at Boston University and Southern Police Institute Leadership and Command College where he received the Dean's Scholar Award for academic excellence. Director Yeomans also serves as an adjunct professor at Wilmington University and has done so since 1990. Director Yeomans instructs Graduate level courses in Organizational Leadership, Organizational Development and Change, Group Processes and Decision Making. Director Yeomans also serves as a consultant for Compass Leadership Solutions LLC.

Director Yeomans has strong ties to Delaware's law enforcement community and the community at large by maintaining membership and involvement in the International Association of Chiefs of Police, Delaware Police Chiefs Council, Delaware Police Chiefs Council Secretary-Treasurer, National Liquor Law Enforcement Association Executive Board Member, National Conference of State Liquor Administrators, Bail Enforcement Agent Committee, and serves as Chairman of the Relief from Disabilities Board. Director Yeomans works daily with Federal, State and local law enforcement agencies to address a multitude of public safety concerns.