

JOEL KISNER

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SUMMARY

Highly organized and results-driven corporate security professional with a longstanding history of excellence in corporate ethics, compliance, regulatory investigations, high-level internal investigations, and gaming security. Proven capabilities liaising with regulatory bodies and law enforcement as needed. Experienced in complex investigations relating to suitability backgrounds and ethics and compliance matters. Develops and implements policies and standard operating procedures and serves as a strategic advisor to senior management during key domestic and international decisions. Top-performing and motivational forward-thinker who provides industry-leading levels of service.

**Executive Management • Ethics, Compliance & Regulatory Investigations • Report Writing • High-Level Presentations & Public Speaking
Policy and Standard Operating Procedures Creation and Assessment • Project Manager • Liaison Officer • Criminal Investigations
Crime Scene Management • Computer Forensic Examinations • Computer/Technology-Related Investigations
Interview and Interrogations • Evidence Collection • Security/Surveillance Operations • Officer and Civilian Training
Case Management • Case Presentations • Testifying in Court • Cell Phone and Social Media-Related Investigations**

CORE COMPETENCIES

- Experienced in consulting and technical advising on issues relating to government affairs and relations, compliance, ethics, regulatory and legal matters, law enforcement, security, and investigative matters.
- Possesses law enforcement leadership experience, including overseeing critical investigations, working as a federal task force officer, investigating state and federal criminal offenses, and computer-related crimes involving computer forensics.
- Strong problem-solving and decision-making skills, with the ability to develop and implement effective action plans.
- Provides motivation and training through leadership by example.
- Resolves conflicts and remains focused under high-stress, ever-changing conditions.
- Reputation for strong work ethic and uncompromising devotion to service.

CONSULTING EXPERIENCE

PINNACLE CONSULTING & ADVISORS, **CEO**, 2020 to Present. Provides strategic-level consulting in the areas of ethics and compliance, investigative support and guidance, security expert, security policy and procedure design, internal audit, OSHA, HSE design, workers' compensation, unemployment, due diligence, and suitability. Offers pandemic response plans and project management.

OUR BOND, INC., **Committee Board Member for Committee of Law Enforcement Agent Representatives (CLEAR)**, January 2021 to Present. Enhanced company role to serve as a board/committee member and advise the Company's senior leadership and CEO regarding security trends, government relations liaison and advisor and law enforcement consultant, technical advisor for Our Bond, Inc.

OUR BOND, INC., **Consultant, Law Enforcement and Technical Advisor**, 2020 to 2021. Consultant for government relations liaison and advisor and law enforcement consultant, technical advisor, and liaison for Our Bond, Inc.

TG-17, INC., **Law Enforcement Consultant & Technical Advisor**, 2017-2019. Served as consultant for TG-17 as law enforcement advisor, technical consultant, and government relations liaison for guidance related to start-up ventures.

EXPERIENCE

CAESARS ENTERTAINMENT, Las Vegas, Nevada
Director of Corporate Special Investigations, 2018-2020

Served in executive management position, overseeing compliance and regulatory investigations for company both domestically and internationally. Worked closely with internal business groups—such as anti-money laundering, human resources, fraud controls, internal audit, analytics, marketing, security, and surveillance—to identify and manage ethics, compliance, and regulatory matters both domestically and internationally. Managed and oversaw Ethics and Compliance Hotline system for company as required by Sarbanes-Oxley Act and reported to company's audit committee.

Reviewed and assisted in matters pertaining to Foreign Corrupt Practices Act (FCPA), FCRA, GDPR, cybersecurity incidents, gaming regulatory issues, and financial filings for SEC matters. Reviewed and assessed training and best practices on ongoing basis. Acted as company liaison with regulators and law enforcement. Conducted internal suitability investigations of companies, business partners, joint ventures, development projects, high-level executives, and personnel. Conducted internal investigations into possible suitability issues and legal/regulatory violations. Documented findings in reports and presented to senior management and committees when necessary.

- Led Know Your Customer (KYC) due diligence reviews, assisting company's anti-money laundering section.
- Developed process to provide independent assessments and strategic decisions related to suitability and investigative processes on global level to maintain and foster more complete compliance culture.
- Created, reviewed, and updated policies and standard operating procedures.
- Provided high-level presentations to senior management and committees as needed.
- Assisted company legal teams with investigative support in matters relating to compliance, regulation, human relations, and special projects as needed.
- Assisted with human resources-related investigations.
- Trained business groups on compliance standards and processes for company.

Compliance and Regulatory Investigator, 2017-2020

Conducted complex suitability reviews globally on business partners, gaming-related projects, strategic alliances, and major business associations. Worked regularly with various gaming control bodies and other regulatory agencies. Routinely conducted interviews related to investigative processes and fact-finding during review process. Compiled information and presented detailed reports on findings and investigations to senior management and compliance committee. Assisted senior management in identifying and controlling regulatory risk areas for business suitability department and improving compliance culture. Coordinated with senior management to provide status and progress of new initiatives and potential issues relating to regulatory compliance and standards.

- Regularly provided independent assessments and strategic decisions related to suitability and investigative processes on global level to maintain and foster more complete compliance culture.
- Operated and improved regulatory compliance programs for business suitability.
- Established global regulatory standards and strategic policies for variety of business partners, ensuring management of exposure to current and emerging risks.
- Updated and improved compliance department documents, forms, and training materials.
- Trained and assisted various business groups in proper compliance documentation and reviews to foster more complete compliance program exposure globally.
- Developed standardized new compliance investigator manual and system for more streamlined and effective onboarding experience for new investigators.
- Assisted management in identifying and implementing streamlined case management process and caseload monitoring system.
- Improved and maintained business suitability processes and assisted management in developing and implementing sustainable process for project and property development projects that assisted with improved compliance processes and lowered regulatory areas of risk.

CRIMINAL JUSTICE EXPERIENCE

LAS VEGAS METROPOLITAN POLICE DEPARTMENT Police Detective, 1998-2017

Worked in numerous departments, including Homicide, 2007-2017; Internet Crimes Against Children, Federal Bureau of Investigation Innocent Images Federal Task Force Officer, 2002-2007; Sexual Assault, 2001-2002; and General Assignment, Major Crimes, 1998-2001. Served as team leader, project manager, and case agent in charge of local, cross-functional, and multi-jurisdictional teams and investigations. Led and directed crime scene investigations. Performed case and incident presentations. Organized and directed crime scene searches and collection of evidence.

Conducted, directed, and documented investigations of homicides, suicides, suspicious deaths, fire deaths, accidents, sexual assaults, child abuse, child sexual abuse, domestic violence, hostage situations, kidnappings, extortion, and computer-related and -facilitated crimes. Conducted interviews and interrogations. Prepared extensive reports, affidavits, search warrants, court orders, wiretap orders, and other legal documents to present for prosecution and review. Responded to and worked with other agencies and countries in joint investigations. Conducted briefings to disseminate information to other agencies, departments, and entities. Testified in state and federal court. Qualified with all department weapons and high-speed driving and pursuit driving. Dictated and wrote reports, memos, letters, correspondence, and other legal paperwork.

- Identified training, policy, and legal issues and prepared presentations to management on issues.
- Trained officers and civilians on legal matters and investigative techniques.
- Established standardization and provided training regarding proper legal processes for technology-related investigations.
- Assisted with management of federal grants.
- Investigated use of force incidents and documented incidents for evaluation of department policy and state law.
- Investigated employee-related sexual assaults and other criminal and policy violations and documented incidents for review or prosecution.
- Gained experience in social media investigations and in cellular phone investigation and documentation of data.
- Instructed students on proper procedures and documentation techniques for online and computer-facilitated criminal investigations.
- Traveled extensively teaching law enforcement and civilians for Fox Valley Technical College on topics regarding online and Internet-related investigations for Office of Juvenile Justice and Delinquency Prevention of the Department of Justice.
- Traveled and taught law enforcement officers on-scene, real-time computer evidence preservation, review, and forensics.
- Assigned to Federal Bureau of Investigation's International Innocent Images Task Force and worked in Maryland on task force with several other international police officers and prosecutors.
- Received certification in undercover computer investigations and countersurveillance.
- Trained, certified, and experienced in computer forensics, using multiple forensic tools in Windows, macOS, and UNIX environments.
- Trained, certified, and experienced in computer network intrusion investigations techniques using both UNIX and Windows platforms.

ADDITIONAL EXPERIENCE

LAS VEGAS POLICE DEPARTMENT, Federal Task Force Officer, Law Enforcement Instructor, Internet Crimes Against Children Task Force, Innocent Images Task Force, Office of Juvenile Justice and Delinquency Prevention, 2002-2007 (Concurrent). Served as project/case manager on local, state, federal, and international cases. Managed and implemented grants. Received certification as computer forensic examiner. Trained in intrusion detection and network traffic analysis in both Windows and Linux environments. Developed lesson plans based on Department of Justice Internet Crimes Against Children Task Force, Innocent Images Task Force, and Office of Juvenile Justice and Delinquency Prevention criteria and instructed classes for law enforcement and civilian personnel.

Major Crimes/Sexual Assault Detective, 1998-2002. Served as a project/case manager on local sexual assault investigations. Arrested violators and executed search warrants and arrest warrants. Coordinated investigations, assembled reports, and testified in court as necessary.

Field Training Officer, 1997-1998. Performed various aspects of law enforcement activities. Supervised, motivated, and evaluated trainee officers and trainee civilian employees performing various aspects of law enforcement activities. Evaluated performance and competency of employees and completed evaluation reports. Conducted investigation of all criminal and noncriminal events as first responder and supervised trainees. Ensured adherence to safety practices, as well as state law and department policy. Supervised and taught proper collection and compilation of department reports. Taught proper policing, department policy, case decisions, and state and federal law. Testified in court.

Police Officer, First Responder, Las Vegas Metropolitan Police Department, 1994-1998. Coachella Police Department, 1993-1994. Clovis Police Department, 1991-1992. Reedley Police Department, 1990-1991. Performed various aspects of law enforcement activities. Patrolled assigned areas. Ensured law and order, cited and arrested violators, and executed search warrants and arrest warrants. Maintained peace in disorderly civil situations. Conducted preliminary and follow-up investigations. Coordinated and investigated simple and major traffic accidents, including fatal accidents. Testified in court. Dictated and wrote reports, memos, letters, correspondence, and other legal paperwork. Ensured adherence to safety practices. Collected and compiled information for department reports.

EDUCATION AND TRAINING

CALIFORNIA STATE UNIVERSITY, FRESNO, Fresno, California
Bachelor's in Public Relations with Criminology and Business Administration Coursework, 1991

PROFESSIONAL TRAINING

Crime Prevention Through Environmental Design (CPTED), 2021
Nevada Peace Officer Standards and Training, Las Vegas Metropolitan Police Department, 1994
BASIC Police Academy, 1991
Fresno City College, California Peace Officer and Standards Training, 1990
Reserve Peace Officer Training, Levels 1-3, 1989-1990

PROFESSIONAL DEVELOPMENT

System Security and Exploitation
Interview/Interrogation Techniques
Basic and Advanced Homicide Investigation
Instructor Development
Advanced Data Recovery and Analysis
Live Forensic Response Training
Family Violence

CERTIFICATIONS

Basic CPTED Certification
Basic Peace Officer Certification
Intermediate Peace Officer Certification
Advanced Peace Officer Certification
Numerous Computer Certifications in Computer-Related Investigations, Computer Hardware, Networking Systems, Programming, and Forensic Examinations, 2002-2007

AFFILIATIONS

Las Vegas Chamber of Commerce
International Association of Chiefs of Police (IACP)
LeTip International
Made In Nevada
Southern Nevada Better Business Bureau
ASIS International
Society of Corporate Compliance and Ethics
Las Vegas Metropolitan Police Officers Association

COMPUTER SKILLS

Microsoft Office Suite, Google Docs, Computer Forensics, FileMaker, Claris, NAVEX Global EthicsPoint, Numerous background databases and search tools