

Exhibit A
Curriculum Vitae of R. Leslie Nichols, MSSA, CPP, CSC, CPG

R. L. Nichols & Associates, LLC
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R. Leslie Nichols has been active in the field of child protection for over 30 years. From 1994 to 2016 he served as the National Director, Vice President, and National Vice President over child safety and facilities for Boys & Girls Clubs of America’s National Headquarters. In these roles he oversaw the development of new policies and practices for protecting over 4 million youth served at thousands local Boys & Girls Club facilities. Since 2016, he has served as an expert witness in a wide variety of cases involving national and/or local youth-serving organizations, and as a child protection and security consultant to youth-serving organizations.

Mr. Nichols is a thought leader in the area of child protection and has authored or contributed to over 40 publications addressing child protection within organizations including: *Extreme Violence: Understanding & Protecting People from Active Assailants, Hate Crimes & Terrorist Attacks*; *Recommended Guidelines and Practices: Background Screening in Youth Serving Organizations, 3rd Ed*; *Maryland Guidelines and Best Practices for the Design, Assessment and Modification of Physical Facilities and Spaces to Reduce Opportunities for Child Sexual Abuse*; *Staff Screening Toolkit, 3rd Ed*; and *Preventing Child Sexual Abuse within Youth-Serving Organizations: Getting Started with Policies and Procedures*.

Mr. Nichols is a member of the National Coalition for the Prevention of Child Sexual Abuse & Exploitation, The American Professional Society on the Abuse of Children, The International Association of Professional Security Consultants, ASIS International, The International CPTED Association, and The Partner Alliance for Safer Schools (PASS), where he serves as secretary for the PASS Technical Committee and Emerging Technologies Roundtable. He is a board certified security expert through two international organizations, holds a Master of Science in Security Administration, and received graduate certificates in Enterprise Risk Management and Emergency Response Planning.

A. Employment

2016-Pres. R.L. Nichols & Associates, LLC
1994-2016 National Vice President Child & Club Safety (also Vice President, Nat. Director)
Boys & Girls Clubs of America, National Headquarters, Atlanta, GA
1978-1994 Architect, practicing in Texas, Massachusetts, Mississippi and Georgia

B. Education

Master of Science in Enterprise Risk Management, Wake Forest University, Prof. Studies
(estimated completion, Spring 2026)
Master of Science in Security Administration, Southwestern College Prof. Studies, (2015)
Bachelor of Architecture, University of Texas at Austin (1977)

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C. Certifications

Certified Praesidium Guardian (CPG), Praesidium, Inc.
Certified Protection Professional (CPP), ASIS International
Certified Security Consultant (CSC), International Assoc. of Prof. Security Consultants
Graduate Certificate in Enterprise Risk Management, Southwestern College, KS
Graduate Certificate in Emergency Response Planning, Southwestern College, KS

D. Professional Associations

The National Coalition to Prevent Child Sexual Abuse & Exploitation
States Policy Exchange to Prevent Child Sexual Abuse
Partner Alliance for Safer Schools, Advisory Council
ASIS International

E. Child Protection Projects via R.L Nichols & Associates (2016-Present)

1. Youth-Serving Organizations:

The Roman Catholic Diocese of Altoona-Johnstown, Hollidaysburg, PA
St. James Sports, Wellness & Entertainment Complex, Springfield, VA
Maryland State Council on Child Abuse, Baltimore, MD
Joe DiMaggio Children's Hospital, Athletic Trainer Program, Hollywood, FL
Big Brothers & Big Sisters of Greater Miami, Miami, FL
National Council of Youth Sports, Atlanta, GA
Boys & Girls Club of Colquitt County, Colquitt, GA
Civil Air Patrol, Maxwell AFB, Montgomery, AL
Boys & Girls Clubs of the Tennessee Valley, Knoxville, TN
Boys & Girls Club of South Logan County, West Helena, AR
Boys & Girls Clubs of Wichita Falls, Wichita Falls, TX
Boys & Girls Clubs of Beloit, Beloit, WI
Boys & Girls Clubs of Janesville, Janesville WI
Boys & Girls Clubs of Southeastern Michigan, Detroit, MI
Front Row Emergency Notification, Petaluma, CA
Boys & Girls Clubs of Carson, Carson, CA
Boys & Girls Clubs of Greater Ventura, Ventura, CA

2. K-12 Schools:

School Administrative Unit 39, Amherst (NH)
Medford High School, Medford (MA)
St. Patrick's Episcopal Day School (D.C.)
The Woods Academy, Bethesda (MD)
Broward County Public Schools (FL)
School District of Indian River (FL)
Orange County Public Schools (FL)
Lafayette Elementary School (MS)
Lee County Schools (MS)

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Pearl River County Schools (MS)
Littleton Public Schools (CO)
Eagle County School District (CO)
Cache County School District (UT)
Grand County School District (UT)
West Jordan High School (UT)
Tooele County Schools (UT)
Grantsville Elementary School (UT)
Taylor High School, Weber County (UT)
Park City High School and Middle School (UT)
Horace Mann Elementary School, Ogden (UT)
West Lake Jr. High School, West Lake (UT)
Moraga School District (CA)

F. Child Protection Activities via Boys & Girls Clubs of America (1994-2016)

1. National Child Protection Projects

U.S. Protect Act Background Check Pilot (2003 – 2007).
Staff Screening Initiative (2003 – 2016).
Organizational Membership Requirement Initiative (2003 – 2016).
Public Trust Forum (2009 – 2012).
The Boys & Girls Club Way Initiative (2006-2007).
Situational Prevention Approach, Pilot Study with Portland State University (2011).
Safety Committee Initiative (2014).
Critical Incident Management System (2014).
Online Safety Assessment Tool (2013).
Child Safety Hotline (2012).
NAPBS Ban-the-Box Legislation Initiative (2012).
BGCA National Insurance Program (2011 – 2013).
Online Sex Abuse Prevention Training Pilot with Praesidium, Inc. (2011 – 2012).
Five-Prong Bullying Prevention Project (2010 – 2016)
CDC Guidelines for Preventing Child Sexual Abuse (2004 – 2006)
Safe on All Sides Risk Management Initiative (2003 – 2004)
CPTED/Safe Spaces Initiative (1995 – 2010).

2. Consultations with Boys & Girls Club Organizations

Boys & Girls Clubs of America Domestic Affiliates. Conducted thousands of safety and facility consultations with local BGC organizations located in 50 states, the District of Columbia and Puerto Rico.

Boys & Girls Clubs of America Military Affiliates. Conducted numerous safety and facility consultations at U.S. Army, Air Force and Navy Youth facilities located in the U.S. domestic and overseas military bases, including:

- Ft. Mead, MD
- West Point, NY
- Offutt AFB, NE
- Warner-Robins AFB, GA

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- Bad Kreutznach Army Base, Germany
- Baden-Wurttemberg Garrison, Heidelberg, Germany
- Bamberg Army Base, Germany
- Darmstadt Army Base, Germany
- Edelweiss Armed Forces Recreation Center, Garmish, Germany
- Garmisch Elementary & Middle School, Germany
- Giessen Army Base, Germany
- Argonner Kasern (Hannau), Germany
- Kaiserslautern Military Community, Germany
- Katterbach Kaserne, Ansbach, Germany
- Panzer Kaserne, Stuttgart, Germany
- Patch Barracks, Stuttgart, Germany
- Sembach Army Base, Kaiserslautern, Germany
- Shades of Green Armed Forces Recreation Center, Orlando, FL
- Wiesbaden Army Base, Germany
- Wurtzburg Kasern, Germany
- Mildenhall RAF Base, Mildenhall, England
- Lakenheath RAF Base, Lakenheath, England
- NSA Naples, Italy
- Aviano AFB, Italy

3. Consultations with Outside Youth-Serving Organizations:

Boys & Girls Clubs of Canada (Niagara, Ontario, and Quebec affiliates)
Club de Ninos y Ninas de Mexico (Tijuana, Baja, and Mexico, F.D. affiliates)
Boys & Girls Clubs of South Africa, Pimville and Protea Glen sites
City of Johannesburg, Community Development: Sport & Recreation Department,
Johannesburg, South Africa
The Professional Golfers Association of America, Palm Beach Gardens, FL
The Nature Conservancy, Great Barrington, MA
The Sisters of Mercy, New York, NY
The Civil Air Patrol, Huntsville, AL
Bolton Lads & Girls Club, Bolton, England

G. Publications

(Reviewer) (2024) *Emergency Action Plan and Template*, National Council for Youth Sports.
Grace, G., Lord, S. & Nichols, L. (2024) *Funding for School Security*, PASSK12.org.
Timm, P., Wren, K. & Nichols, L. (2024) *Leadership – Achieving Clarity in Your Comprehensive School Safety Plan*, PASSK12.org.
Nichols, R. Leslie (2022), "Flagging Foul Play: Preventing the Sexual Grooming of Young Athletes," *News & Blog*, National Council of Youth Sports website.
Nichols, R. Leslie (2021), "4 Ways to Address Child Sexual Abuse in Schools," *Campus Safety Magazine*.
(Advisor) *Recommended Guidelines and Best Practices: Background Screening in Youth-Serving Organizations*, 3rd Ed. (2021) National Council for Youth Sports.
Dorn, M., Nguyen, P. & Nichols, R. (2021), *Extreme violence: Understanding and Protecting People from Active Assailants, Hate Crimes and Terrorism*, San Diego, CA: Cognella Academic Publishing.
(Advisor) *Maryland Guidelines and Best Practices for the Design, Assessment and Modification of Physical Facilities and Spaces to Reduce Opportunities for Child*

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- Sexual Abuse* (2020), Maryland
- Nichols, L. (2015), "From a United Movement to a Collaborative Network." *Child & Club Safety Newsletter*, Issue 10, Boys & Girls Clubs of America
- Nichols, L. (2015), "Planning for Safety, *Child & Club Safety Newsletter*," Issue 9, Boys & Girls Clubs of America.
- Nichols, L. (2014), "Business Continuity Planning for Safety," *Child & Club Safety Newsletter*, Issue 8, Boys & Girls Clubs of America.
- Nichols, L. (2014), "Stand Up Against Bullying," *Child & Club Safety Newsletter*, Issue 7, Boys & Girls Clubs of America.
- Nichols, L. (2014), "Smart Steps to Security: Part 2," *Child & Club Safety Newsletter*, Issue 6, Boys & Girls Clubs of America.
- Nichols, L. (2014), "Smart Steps to Security: Part 1," *Child & Club Safety Newsletter*, Issue 5, Boys & Girls Clubs of America.
- Nichols, L. (2014), "Summer Safety: Part 2," *Child & Club Safety Newsletter*, Issue 4, Boys & Girls Clubs of America.
- Nichols, L. (2014), "Summer Safety: Part 1," *Child & Club Safety Newsletter*, Issue 3, Boys & Girls Clubs of America.
- Nichols, L. (2014), "What is Safety Leadership?" *Child & Club Safety Newsletter*, Issue 2, Boys & Girls Clubs of America.
- Nichols, L. (2014), Keeping Kids Safe Starts at the Top, *Connections*, Winter, pp. 20-21, Boys & Girls Clubs of America.
- Nichols, L. (2014), "Taking a Business Approach to Child Safety," *Child & Club Safety Newsletter*, Issue 1, Boys & Girls Clubs of America.
- Forward by Nichols, R.L. in Dorn, M. (2014), *Staying Alive: How to Act Fast and Survive Deadly Encounters*, Hauppauge, NY: Barron's, Boys & Girls Clubs of America.
- Forward by Nichols, R.L. in Anderson, K & Daly, D. (2013), *What You Need to Know About Background Screening*, Community Oriented Policing Services, Community Oriented Policing Services and The National Center for Missing & Exploited Children, Washington, D.C.: U.S. Department of Justice.
- Nichols, L. (2013), "Making Safe Places Safer," *Connections*, Spring, pp. 20-21, Boys & Girls Clubs of America.
- Nichols, L. (2013), "Staying Alert to Near Misses," *Connections*, Summer, pp. 16-17, Boys & Girls Clubs of America.
- Kaufman, K., Nichols, L. & Ciarlante, M. (Winter 2012), "Bringing Sustainable Prevention to Community-Based Organization," *ATSA Forum: Association for the Treatment of Sexual Abusers*, Vol. XXIV, No. 1.
- Kaufman, K., Nichols, R.L. & Ciarlante, M. (2012), "Bringing Sustainable Prevention to Community-Based Organizations," *The Resource: The National Sexual Violence Resource Center's Newsletter*, spring-summer, pp. 20-21 & 34.
- Nichols, L. (2011), "Managing Risk: The Cost of Blurred Boundaries," *Connections*, Winter, pp. 26-27, Boys & Girls Clubs of America.
- Nichols, L. (2011), "Managing Risk: Is Bullying Happening Right Under Your Nose?" *Connections*, Summer 2011, pp. 26-27, Boys & Girls Clubs of America.
- Nichols, L. (2010), "Managing Risk: A Social Networking Program Proves Precarious," *Connections*, Summer, pp. 28-29, Boys & Girls Clubs of America.
- Nichols, L. (2010), *Keep Safe: The Child Safety Desk Reference*, Boys & Girls Clubs of America.
- Nichols, L. (2009), Managing Risk: An Abduction Averted, *Connections*, Winter, pp. 28-29, Boys & Girls Clubs of America.

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- Nichols, L. (2008), "A Deadly Chain of Events," *Managing Risk*, Boys & Girls Clubs of America.
- Nichols, L. (2007), "Seven New Developments in Child Safety," *Connections*, Winter, pp. 20-21.
- Nichols, L. (2007), "Second Chances," *Managing Risk*, Boys & Girls Clubs of America.
- Nichols, L. (2007), "Boys & Girls Club Voluntary Standards Released," *Risk Management News*, Vol 2, 2007, Markel Insurance Company.
- Nichols, L. (2007), *Standard Practices for Child Safety: The Boys & Girls Club Way*.
- Subject Matter Advisor in Saul, J. & Audage, N. (2007), *Preventing Child Sex Abuse within Youth Serving Organizations: Getting Started with Policies and Procedures*, (Nichols, R. L., contributor), Atlanta (GA): Centers for Disease Control and Prevention/National Center for Injury Prevention and Control, Atlanta, GA.
- Subject Matter Advisor in Department of Defense (2006), *UFC 4-740-06: Unified Facilities Criteria: Youth Centers*, Washington, D.C.: U.S. Department of Defense.
- Nichols, R. L. (2006). "CPTED Basics," *Campus Safety Journal*.
- Nichols, L. (2006), "Beyond Background Checks: A Screening Process That Works," *Connections*, spring, pp. 22-23.
- Nichols, L. (2006), "A Welcoming Front Door: Front Desk Basics," *Connections*, Summer, pp. 22-23.
- Nichols, R.L. and Fielden, N. (2006). *Standard Practices for Hiring Staff and Selecting Volunteers of High Character: The Boys & Girls Club Way*.
- Carter, S., Fueredi, S., Nichols, R.L., Plaster-Carter, S. & The Media Kitchen. (2005). *Safe Spaces: Crime Prevention through Environmental Design* (CD-ROM).
- Nichols, L. & Somellian, R. (2004). "Vehicular Safety: Staying Ahead of the Curve," *Connections*, Fall, pp. 16-17.
- (Advisor) Patterson, J. (2004), *Staff Screening Toolkit 3rd Edition*, Washington, D.C.: Nonprofit Risk Management Center.
- Subject Matter Advisor and Contributor in Oliver, B. (2004), *Managing Facility Risks: 10 Steps to Safety*, Washington, D.C.: Nonprofit Risk Management Center.
- Nichols, R.L., Cox, J., Evans, W, Sanchez, F. & The Media Kitchen. (2003). *Safe on All Sides: A 360 Approach to Risk Management* (CD-ROM).
- Nichols, L. (2002), "The Culture of Safety: How to Secure Your Club without Creating an Unfriendly Fortress," *Connections*, Summer, pp. 20-21.
- Dorn, M, Trump, K, Nichols, R.L. (2001) "Improving School Safety," *School Planning & Management*, v. 40, No. 11, pp. 19-35.
- Nichols, R.L. (2001), "Fun Place, Safe Place," *School Planning & Management*, pp.28-29, 32-33.
- (Advisor), *Crisis Readiness & Response: A Resource Guide for Club Professionals* (2000), Boys & Girls Clubs of America.
- Nichols, L. & Sanchez, F. (1997), "Staying in Charge of Your Turf: Having the Last Word on Graffiti," *Connections*, Summer, pp. 20-23.
- Nichols, L., Cox, J. & Sanchez, F. (1995), "Making Clubs Safer," *Connections*, Fall, pp. 2-5.

H. Citations and Quotes

Cited in Interagency Commission on School Construction and The Maryland State Council on Child Abuse and Neglect (February 2020), *Maryland Guidelines and Best Practices for the Design, Assessment and Modification of Physical Facilities and Spaces to Reduce Opportunities for Child Sexual Abuse*.

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Quoted in Sparks, C. (December 2019), "The Inevitability of Sexual Abuse in Horse Sports," HorseNetwork.com.

Quoted in Gissendaner, A. (July 2019), "Culture Shock!" *School Transportation News*.

Quoted in Moore, W. (28 March 2018), "School Leaders Discuss Campus Security and Safety," *The Northeast Mississippi Daily Journal*.

Quoted in Walker, M. (20 February 2018), "Statistics often don't tell whole story on school bullying," *MyAJC, The Atlanta Journal-Constitution*.

Quoted in Bologna, G. & Riley, C. (2017), "Predators Follow Patterns of Exploiting Children, Expert Says," *The Springfield, Missouri News-Leader*.

Cited in Department of Justice (2017), "U.S. Attorney's Office and Diocese of Altoona-Johnstown Announce Reforms to Protect Children from Sexual Abuse, Provide Counseling and Support for Victims," Western District of Pennsylvania.

Cited in Hurst, D. (2017), "Diocese, Federal Prosecutor Announce Reform They Say Will Protect Victims, Prevent Future Abuse," *The Tribune-Democrat*.

Quoted in Beck, E. (2016), "Preventing Child Sexual Abuse Requires Acknowledging the Problem, Advocates Say," *Charleston Gazette-Mail*.

Cited in Dorn, M. (November 2016), "Building Safer Schools: Are You Literate in Crime Prevention Through Environmental Design?," *School Planning & Management*.

Quoted in (2012, updated 2015) "Major Youth Groups Make Headway against Sex Abuse," *Associated Press*.

Cited in Kaufman, K. (2013), "Identifying & Addressing Risks to Create Safer Youth Sports Organizations" [online seminar], United States Olympic Committee.

Cited in Safe Havens International (2013), "The Library: Learning Resources Review Special Edition," *The Safety Net: The Electronic Journal of Safe Havens International*.

Quoted in Erooga, M. (2012), *Creating Safer Organisations: Practical Steps to Prevent the Abuse of Children by Those Working with Them*, Wiley-Blackwell, p. 165.

Broadcast interview in CNN Evening Edition (2012), "What Parents Should Ask about Summer Programs," *Cable News Network*.

Quoted in Slaven, R. (2012), "What the Sandusky Case Has Taught Us: Six Keys to Creating an Effective Child Protection Policy," *Juvenile Justice Information Exchange*, Center for Sustainable Journalism, Kennesaw State University.

Quoted in Reuters (2012), "LexisNexis Nonprofit Audit Delivers Industry Leading Background Screening Insights, Trends and Best Practices," *Reuters.com*.

Quoted in Bailey, L. (2012), "Girl Says Boys & Girls Club Hired Molester," *Courthouse News Service*.

Quoted in FADV.com (2012), "Success Stories in the Screening Industry," First Advantage Screening Solutions, Inc.

Cited in Dorn, M. (2010), "Problem 'Seeking' Rather Than Solving," *Campus Safety and College Planning & Management*.

Quoted in Law, J. (2010), "Building for the Future," *Niagara Falls [Canada] Review*, 25 March.

Quoted in Boyle, P. (2010), "Do Youth Groups Need Volunteer Blacklists?" *Youth Today*.

Cited in Dorn, M. (2010), "Through a Different Lens," *School Planning & Management*.

Quoted in Choice Point (2008), *Criminal Background Checks: What Nonprofits Need to Know about Criminal Records*, September, pp. 4-7.

Quoted in Saul, J. (2008), "Research and Action for Bridging Science, Practice and Prevention," *American Journal of Psychology*.

Cited in Dorn, M. (2006), *Let None Learn in Fear: Michael Dorn on School Safety* [e-book], Macon, GA: Safe Havens International.

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Quoted in Wallace, N. (2006), "Building with a Mission," *The Chronicle of Philanthropy*.
Quoted in Strawn, S. (2005), "Groups Expanding Background Checks," *The New York Times*.
Quoted in Boyle, P. (2005), "False Charges Haunt Youth Workers," *Youth Today*.
Quoted in Biden, Sen. J. (2005), "Statement on Introduced Bills and Joint Resolutions," [SB 1961], S12401, *The Congressional Record – Senate*.
Quoted in Lang, S. (Spring 2004), "Custom Creations: Cornell Students Design with Clubs in Mind," *Cornell Science News*.
Cited in Dorn, M. (2004), "Acceptable Losses," *School Planning & Management*.
Quoted in Shabman, M. (2004), "The Price of Protection," *Aquatics International*.
Quoted in Dorn, M. (2003), *Weakfish: Bullying through the Eyes of a Child*, Dorn, M., Macon, GA: Safe Havens International.

I. Presentations

Presenter (2024), "A Student-Centered Strategy for School District Safety & Security, EdSpaces, Houston, TX
Moderator/Presenter (2024), PASS Summer Webinar Series.
Presenter (2022), "Developing Safe and Supportive Learning Environments for Students and Staff," Delta State University, MS
Presenter (2022), "Developing Safe and Supportive Learning Environments for Students and Staff," Leadership Skills Academy, Northeast Mississippi Educational Consortium, University of Mississippi
Presenter (2021), "Preventing Sex Abuse in Schools," CampusSafety at EdSpaces, Pittsburgh, PA.
Presenter (2021), "Hot Topics in Safety," CampusSafety at EdSpaces, Pittsburgh, PA.
Co-presenter with Remington, C. et al. (2021), "Sexual Abuse Prevention in Maryland Schools – Legislative Mandates, Guidelines & Best Practices for Plan Development," Maryland-D.C. Association of School Business Officials, online seminar.
Co-presenter with Remington, C. et al. (2021), "Sexual Abuse Prevention in Maryland Schools – Best Practices in School Facility Design & Modifications," Maryland-D.C. Association of School Business Officials, online seminar.
Keynote Speaker (2019), School Transportation News, Conference and Trade Show, Reno, NV.
Presenter (2019), Pacific Youth Foundation, 2019 Leaders in Training Conference, Palm Springs, CA.
Presenter (2018), "Developing a School Security Plan," Mississippi Association of School Superintendents, Annual Conference, Biloxi, MS
Presenter (2018), S4-School Security & Safety Summit, Tupelo, MS.
Presenter (2018), "Sex Abuse Prevention for Out-of-School Programs: Developing a Standard That Works for You," Disabled Sports USA, Adapt 2 Achieve Leadership Conference, Denver, CO.
Co-presenter with Erooga, M. (2017), "A Practical View of the Role That Youth Serving Organizations Can Play in Preventing Child Sexual Abuse," California Coalition Against Sexual Abuse (Webinar).
Presider (2016), Annual Meeting, The National Coalition to Prevent Child Sexual Abuse & Exploitation.
Advisor (2016), Professional Studies Advisory Council Program Review, Southwestern College (KS).
Presenter (2016), "Protecting Youth in Out-of-School Time Settings," PSY 410: Preventing

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Sexual Violence, Portland State University.

Presenter (2016), "Protecting Youth in Out-of-School Time Settings," Youth Protection in Higher Education Network, Washington, D.C.

Advisor (2005-2015), Customer Advisory Board, First Advantage Screening Solutions, Inc, Atlanta, GA, Orlando, FL and San Diego, CA.

Presenter (2014), "Preventing Sexual Abuse in Youth Serving Organizations," PSY 410: Preventing Sexual Violence, Portland State University. (Presenter via Skype)

Panelist (2014), "Engaging Community Leadership and Humanitarian Organizations on Resilience," Resilient America Roundtable, National Academies of Science, Engineering & Medicine, Washington, D.C.

Co-Presenter with Kaufman, K. (2014), "Creating Sustainable Tailored Prevention Strategies for Youth Serving Organizations," National Child Advocacy Centers National Conference, Huntsville, AL.

Presider (2014), Strategic Safety Roundtable for Major Metro Organizations, Boys & Girls Clubs of America, Atlanta, GA.

Presider (2014), Strategic Safety Roundtable for Los Angeles County Boys & Girls Clubs, Boys & Girls Clubs of America, Santa Monica, CA.

Panelist (2013), "Cadet Protection Program Review," Civil Air Patrol Advisory Board, Atlanta, GA.

Presenter (2013), "Preventing Sexual Abuse in Youth-Serving Organizations," PSY 410: Preventing Sexual Violence, Portland State University.

Presenter (1998-2012), 25+ presentations at U.S. Department of Defense conferences in Germany, Italy, England, and the U.S. Topics and themes include: "Child Safety," "Risk Management," "Planning Safe Facilities for Youth," and "Bullying Prevention," at U.S. Department of Defense European Youth Development Conferences (2000-20). Training venues include Edelweiss Lodge and Resort, Ramstein Air Force Base, Sauerland-Stern Conference Center, Stuttgart International Conference Center; RAF Mildenhall, RAF Lakenheath, Aviano Air Base and Naples Naval Support Activity. (Presenter)

Presenter (2012), "The BGCA Child Protection Program, Protect the Children Conference, University of North Florida.

Panelist and Presenter (2012), "The Dangers of Not Using Background Checks, Due Diligence, Background Checks and Employment Conference," U.S. Chamber of Commerce, Washington, D.C.

Focus Group Participant (2012), Situation Abuse in Youth-Serving Organizations, John Jay College of Criminal Justice, New York, NY.

Presenter (2012), Creating Safe Spaces for Children, World Day of Prevention of Child Abuse, The Children's Advocacy Center of Georgia, Kennesaw State University.

Co-Presenter with Classen, N., Jones, L. & Turnstall N. (2012), Preventing Child Sex Abuse within Child Serving Organizations, Missing and Exploited Children Program, Office of Juvenile Justice Delinquency Programs, U.S. Department of Justice (online seminar).

Facilitator in partnership with Robert Franklin, Sexual & Domestic Violence Community Outreach Coordinator, Virginia Department of Health (2012), "Preventing Statutory Sexual Incidents," Virginia-Area Boys & Girls Clubs, Richmond, VA.

Presider in partnership with ADT-Tyco Security (2011), Boys & Girls Club South Texas-Border Area Security Roundtable, McAllen, TX.

Panelist (2011), "Youth Respond to Bullying in School," Alabama Statewide Anti-Bullying Summit, Auburn University College of Education, Mobile, AL

Panelist (2011), "Protecting Children from Digital Threats," Ms. Foundation for Women

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- Annual Conference, Atlanta, GA.
- Co-Presenter with Metzger, K. (2010), "Top 10 Volunteer Risk Management Challenges, Risk Management and Finance Summit," Nonprofit Risk Management Center, Philadelphia, PA.
- Panelist (2009), "An Evidence-Based Screen for Child Sexual Abusers," 17th National Conference on Child Abuse and Neglect, Atlanta, GA.
- Co-Presenter with Abel, G., Filley, R., Rider, D. & Wiegel, M. (2008), "Preventing Child Sexual Abusers from Entering Institutions Working with Children," 27th Annual Conference of the American Society for the Treatment of Sexual Abusers, Atlanta, GA.
- Presenter (2008), Making Places Safer, 12th Annual Youth Gang Symposium, Office of Juvenile Justice Delinquency Programs, Atlanta, GA.
- Presenter (2005), "Safe on All Sides: A 360 Degree Approach to Risk Management, Boys & Girls Clubs of Canada National Conference, Halifax, Nova Scotia.
- Panelist (2005), Using Criminal Background Screening for Volunteers, Nonprofit Risk Management Center National Conference, Washington, D.C.
- Co-Presenter with Fueredi, S. (2002-2004), "Designing Youth-Friendly Environments," Special Projects Studio, DEA 3301: The Environment and Social Behavior, Cornell, University.
- Presenter (2004), "Safe on All Sides: A 360 Degree Approach to Risk Management," Boys & Girls Clubs of Canada National Conference, Montreal, Quebec.
- Advisor (2004), "Organizational Prevention of Child Sexual Abuse Expert Meeting," Centers for Disease Control and Prevention, Atlanta, GA.
- Presenter (1998), "The Latest in Security Mechanisms," 4th Annual Youth Gang Symposium, The Office of Juvenile Justice Delinquency Programs, St. Paul, MN.
- Presenter (1996), "CPTED: Crime Prevention through Environmental Design," 2nd Annual Youth Gang Symposium, Office of Juvenile Justice Delinquency Programs, Atlanta, GA.
- Presenter at Boys & Girls Club of America's national and regional conferences (1994 - 2016) on various aspects of safety and protection, including:
- Child Sexual Abuse Prevention
 - Physical Security
 - Risk Management
 - Staff and Volunteer Screening
 - Bullying Prevention
 - Crime Prevention through Environmental Design (CPTED)
 - Active Shooter Response
 - Crisis Communications Planning
 - Emergency Response Planning
 - Developing Effective Policies and Procedures
 - Safe Facility Planning and Design and Management

J. Conferences and Continuing Education

Praesidium Guardian Academy (2024), Praesidium, Inc., Arlington, TX
Praesidium Impact Summit on Child Sexual Abuse Prevention (2023), Arlington, TX
International CPTED Association Annual Meeting (2023), virtual

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National Coalition to Prevent Child Sexual Abuse and Exploitation Annual Meeting (2023) virtual
ASIS International Global Security Exchange (2023), Dallas, TX
National Coalition to Prevent Child Sexual Abuse and Exploitation Annual Meeting (2022) virtual
ASIS International Global Security Exchange (2022), virtual
National Coalition to Prevent Child Sexual Abuse and Exploitation Annual Meeting (2021), virtual
ASIS International Global Security Exchange (2021), virtual
National Coalition to Prevent Child Sexual Abuse and Exploitation Annual Meeting (2020) virtual
ASIS International Global Security Exchange (2020), virtual
Campus Safety Online Summit (2020), virtual
Keys to Safety: Virtual School Safety Summit (2020)
National Coalition to Prevent Child Sexual Abuse and Exploitation Annual Meeting (2019), virtual
ASIS International Global Security Exchange (2019), Chicago, IL
School Transportation Network Conference and Trade Show (2019), Reno, NV
School Transportation Network Conference and Trade Show (2019), Frisco, TX
Security Center/BICSI (2019), "Security Center System Design Training (IP Video and Card Access) SC-SDT-001," Orlando, FL.
National Coalition to Prevent Child Sexual Abuse and Exploitation Annual Meeting (2018) virtual
ASIS International Global Security Exchange (2018), Las Vegas, NV
ASIS International (2018), "Security Policy Writing Workshop," Las Vegas, NV.
ASIS International and International Association of Professional Security Consultants (2017), "Successful Security Consulting," Dallas, TX.
National Coalition to Prevent Child Sexual Abuse and Exploitation (2017) Executive Committee Planning Meeting, Atlanta, GA.
ASIS International National Conference and Expo (2017), Dallas, TX.
International Assn. of Professional Security Consultants (2017), Annual Conf., Austin, TX.
Boy Scouts of America (2016), National Youth Protection Symposium, Alexandria, VA.
The National Coalition to Prevent Child Sexual Abuse & Exploitation (2016), Annual Meeting, Alexandria, VA.
Crisis Prevention Institute (2016), Nonviolent Crisis Intervention Training, Atlanta, GA.
ASIS International (2015), National Conference and Expo, Anaheim, CA.
The National Coalition to Prevent Child Sexual Abuse & Exploitation (2015) Annual Meeting, Atlanta, GA.
Axis Communications AB (2015), Axis Boot Camp: Network Video Design, Atlanta, GA
ASIS International National Conference and Expo (2014), Atlanta, GA
Boys Scouts of America (2013) National Youth Protection Symposium, Irving, TX.
National Child Advocacy Center (2013) National Conference, Huntsville, AL.
Boy Scouts of America (2012) National Child Protection Symposium, Atlanta, GA.
Pennsylvania State University (2012) Penn State Conference on Child Protection, State College, PA.
Nonprofit Risk Management Center (2012), Risk Management & Finance Summit, Philadelphia, PA.
ASIS International (2010), Physical Security: Planning & Design, Boston, MA.
University of Michigan (2009), Leadership Judgment Program, Ross School of Business, Ann

Exhibit A
Curriculum Vitae of R. Leslie Nichols, MSSA, CPP, CSC, CPG

Arbor, MI.

U.S. Department of Justice (2006), Project Safe Childhood National Conference, Washington, DC.

Nonprofit Risk Management Center (2005), National Conference, Washington, D.C.

Federal Bureau of Investigation, (2004), "Scientific Basics of Fingerprint: Classifying, Recording and Comparing," Criminal Justice Information Center, Clarksburg, WV.

American Institute of Architects (2002), Building Security through Design: Protective Environments in an Open Society, Albuquerque, NM.

Nonprofit Risk Management Center (2000) National Conference, Georgetown University.

Learning Dynamics (1998), "Safe & Sound: Workplace Violence Prevention," Wallingford, CT.

Florida Crime Prevention Association (1996), Crime Prevention through Environmental Design, Sarasota, FL.

National Crime Prevention Institute (1995), Crime Prevention through Environmental Design. St. Petersburg Junior College Criminal Justice Institute, St. Petersburg, FL.

Expert Not Yet Retained