

S. Melia Consulting, LLC, Roanoke, TX 76262, May 2015-Present

Premises Safety and Security Consultant

Working knowledge concerning operations and procedures that are considered standard in the industry as it relates to security, safety, investigations, premises liability, threat management, accident/injury prevention, crisis response and security event planning. Provides litigation support, expert witness consultation and testimony in matters related to premises safety and security to include but not limited to premises liability, negligent security, and accident/injury claims.

Gatekeepers Security Services, Aubrey, TX July 2021-Present

Contract Armed Security Officer

Performs contracted armed security services as various Gateway Church locations in the DFW area.

Bank of Texas, Grapevine, TX 76051, Sept. 2020-May 2021

Armed Security Officer

Secure premises and personnel by patrolling property, monitoring surveillance systems, and controlling access points for associates/non-associates. Provide first responder services to all emergency incidents to include medical, security, and fire related incidents.

Gateway Church, Southlake, TX, October 2015-July 2019

Executive Director, Safety Services, August 2017-July 2019

Responsible for safety and security of all Gateway Church locations and facilities to include The Kings University located in Southlake, Texas. The church consists of multiple campuses across the Dallas/Fort Worth area. Responsible for the development of policy and procedures related to creating a safe and secure environment for members and guests to worship and serve at Gateway Church. Licensed by the State of Texas Private Security Board as the qualified manager for Gateway Church in-house security team consisting of armed and unarmed security officers. Developed the volunteer medical teams to support the campus locations during weekend services and special events.

Director, Safety Services, October 2015-August 2017

Responsible for hiring, training, and supervision of the in-house security teams to include scheduling, post assignments, and standard operating procedures for officers. Managed the 3rd party security contract and hiring of off duty police officers to provide traffic control at the church locations.

Walmart Stores, Inc., Bentonville, AR, 1984 - 2015

Senior Director Asset Protection, Safety and Compliance, Sam's Club 2010-2015

Directed corporate asset protection initiatives for over 300 Sam's Clubs located in Western Division of United States. Prepared budgets and delivered financial results in loss reduction, accident cost mitigation and regulatory compliance. Led a team of 4 field based regional directors and 21 market asset protection managers that provided safety and security support to their respective markets.

Regional Director of Asset Protection, Safety and Compliance, Sam's Club 2003-2010

Responsible for 113 Sam's Clubs, with 11 direct reports. Led initiatives including shrinkage reduction, accident prevention, food safety and compliance, as well as additional asset protection functions to ensure clubs operated at safe and profitable levels.

Director of Security and Alarm Services, Walmart Stores, Inc., 2001-2003

Directed initiatives for the Alarm Division that consisted of a 24-hour dispatch center and 120 field technicians who installed and serviced alarm systems for Walmart and Sam's locations throughout the United States. Created budgets, managed P&L statements, and procured CCTV and alarm equipment.

Security Services Director, Walmart Stores, Inc., 1999-2001

Developed corporate security initiatives, procedures, and training documentation for CCTV and parking lot security patrols. Worked closely with legal department on discovery request for premises liability lawsuits and served as corporate representative at depositions and trials. Consulted with internal real estate department to evaluate and implement security measures for new Walmart and Sam's locations.

Regional Loss Prevention Director, Walmart Stores, Inc., 1995-1999

Directed Loss Prevention initiatives and accident reduction for a region of stores in Northeast U.S. Led and developed talent for 12 market level direct reports. Developed training initiatives for market and store associates on reduction of shrinkage and accidents.

District Loss Prevention Training Supervisor, Walmart Stores, Inc., 1990-1995

Performed all aspects of safety and loss prevention functions for a district of stores. Served as training supervisor for new loss prevention managers teaching them the role and responsibility of leading a district.

District Loss Prevention Supervisor, Walmart Stores, Inc., 1987-1990

Performed various aspects of safety and loss prevention functions within district to include store visits, safety inspections, security reviews, procedural audits, internal and external investigations, accident reviews, training and development of store managers and associates on policy and procedure related to safety and security.

Assistant Store Manager, Walmart Stores, Inc. 1986-1987

Responsible for leading department managers and managing the overall functions of store to include customer service, merchandising, sales, operating procedures, safety, and loss prevention.

Store Associate, Walmart Stores, Inc., 1984-1986

Held numerous positions in the store to include stocker, sales floor associate, customer service manager, department manager, and support team leader prior to being promoted to an assistant store manager.

SECURITY:

- Conducted hundreds of interviews and investigations related to criminal activity such as internal theft, embezzlement, and external theft which led to criminal charges being filed, prosecution, and recovery of assets.
- Conducted high shrink store audits and site inspections to review procedures and implement solutions to mitigate future losses.
- Developed new store site surveys to guide local security managers on the assessment of risk related to criminal activity later used to determine the security measures needed. This included site visits, reviewing the surrounding area to include other retail businesses, and meeting with police departments to evaluate crime trends occurring in the area.
- Revised corporate training documents related to the apprehension and detention of shoplifters, use of force, and use of handcuffs.
- Conducted security risk and vulnerability assessments for corporate buildings to include review of access control, alarm, CCTV, and parking lot patrol.
- Attended first coalition meeting with directors of security from Walmart, Target, Kmart, and Venture stores to address Organized Retail Crime (ORC) impacting multiple retailers.
- Designed and developed various security measures to be implemented at stores across the country. This included parking lot lighting, parking lot security cameras, parking lot patrol, placement of security cameras within the store, hiring 3rd party security guards, and hiring off-duty police officers to provide security as needed.
- Integrated the use of CAP Index analytics to rate each site (over 3000 locations) across the country. Provided training and support to the field district and regional security managers related to the use and evaluation of CAP index statistics and methodology.
- Worked closely with real estate on new site security survey, design, and budget for new store security measures.
- Provided instruction and support to field security managers on the decisions related to adding security measures based on increasing crime trends at stores within their area of responsibility.
- Development of the standards for the parking lot CCTV systems to include placement of cameras as well as signing to alert the public that cameras were in use on the parking lot.
- Created budget and implemented security measures (Access Control, Alarms, and CCTV) for data center in Bentonville, AR.
- Led and directed the security teams and managed all regulated guard services to include serving as the qualified manager in the State of Texas for Gateway Church.
- Organized an active shooter training drill with local law enforcement to enhance preparedness of law enforcement officers and church security teams.
- Provided support and insight to in-house and external counsel related to discovery request on matters of security, premises liability, store procedures, accident investigations and shoplifting apprehensions.

- Attended monthly executive real estate meetings to provide insight on security related matters concerning new sites being considered by the real estate committee.
- Worked with the corporate real estate team and local loss prevention directors to place police substations at various stores across the country.
- Directed and led the security and alarm division to include the oversight of Alarm and CCTV technicians that installed and maintained security systems.
- Created corporate tracking and procedures related to post September 11, 2001, bomb threat protocol.
- Procurement of CCTV equipment to include the integration of new technology such as digital recording, mini-dome cameras, and the development of door cameras to improve facial images when identifying potential criminal suspects.
- Negotiation and management of 3rd party security contracts to include establishing post orders and standard operating procedures.
- Responsible for multimillion-dollar budgets related to security and alarm equipment, personnel, and operations of security and alarm division.
- Developed the parking lot patrol manual and established the training requirements for Walmart's in-house parking lot security program.
- Served as the licensed manager for the State of Texas Private Security while at Walmart from 2001 to 2003.
- Collaborated with retail security leaders from Lowe's, Home Depot, Kmart, Target, Best Buy, and Publix Grocery Stores in an effort with Dr. Read Hayes of the University of Florida to serve on the first advisory board for the Loss Prevention Research Council in 2001. This council contributed insight on a variety of loss prevention issues that were impacting the retail industry.
- Served as the qualified manager for Texas Private Security license while at Gateway Church from 2017 to 2019. Currently hold a Level 3, Armed Security Officer license as well as Level 4 PPO license.
- Evaluated security measures and the effectiveness of those measures at the time of a criminal incident and recommended adjustments to security schedules, post assignments, or to increase the level of security up to and including hiring off-duty police officers.

SAFETY AND COMPLIANCE:

- Conducted regular visits to Walmart Stores and Sam's Clubs to inspect procedures related to safety standards that included slip/fall prevention, falling merchandise, OSHA compliance, accident reviews, and employee safe work practices to educate management and mitigate the risk of customer and employee accidents.
- Visited stores and met with safety teams to review accident trends and provide solutions on reducing same or similar risks in the future.
- Development and implementation of Asset Protection Manager position for Sam's Club that included a store level focus on safety, security, and compliance related procedures.

- Creation of corporate safety and security guidelines to inform employees of personal safety during the holiday season.
- Conducted high accident audits and site inspections at locations where a high number of incidents occurred to address performance, implement solutions, and reduce accident frequency.
- Analysis of weekly and monthly accident trends to address consistent procedural or behavioral concerns with local district and regional leadership.
- Conducted employee and customer accident investigations to determine root cause and establish new processes or enforce existing procedures to mitigate future risk.
- Conducted regional safety meetings to focus on the development of managers to ensure safe practices and OSHA guidelines were followed at their respective locations.

EMERGENCY RESPONSE AND SECURITY EVENT PLANNING:

- Directed emergency command centers in gulf coast region during hurricane season to ensure safe evacuation of staff, protection of property, and community support of supply needs during post hurricane recovery effort.
- Planned and led corporate security functions for annual corporate meetings held at various convention centers across the country. Responsibility included management of internal security team post orders, assignment locations as well as working with the convention center private security and local police departments for the duration of the event.
- Developed guidelines and procedures for special in-store events such as book signings and celebrity appearances. Functions included crowd management, security checkpoints, working with the tour company, local police, and secret service as needed to ensure a safe and secure event for all parties involved.
- Coordinated and led efforts on numerous disaster relief and response assignments to include hurricane, tornado, wildfire response, and building fire response and recovery.

TRAINING AND DEVELOPMENT:

- Worked with a cross functional team to provide instruction at various training academies across the country for new Asset Protection Managers. Training included policy and procedures related to safety audits, accident prevention and investigation, security audits, security measures, internal investigations, shoplifting procedures, compliance audits related to OSHA, EPA and FDA on guidelines related to the operation of a Sam's Club.
- Provided instruction at the Loss Prevention Security Training Academy for new district level security managers. Topics included but were not limited to; accident prevention and investigation, OSHA general guidelines, store safety audits, internal and external investigations, interview techniques, evaluating, and implementing security measures, and shoplifting procedures to include apprehension and detention.
- Authored and revised various corporate training documents related to security procedures, shoplifting apprehension, security and risk analysis, accident investigation, parking lot patrol procedures, bomb threat procedures as well as a variety of revisions and training

documents based on changing trends and environments.

- Served as a training supervisor from 1990 to 1995 teaching and developing new district loss prevention managers on the role and responsibility of leading the safety and security initiatives within their respective areas.
- Provided individual training for international security directors from Canada, India, UK, and Mexico educating them on corporate policy and procedures related to safety and security functions.
- Presented safety and security training seminars to store managers during semi-annual corporate leadership meetings.

Texas Private Security Certification Level III & Level IV

Texas Private Security Qualified Manager, Gateway Church 2017-2019

American Heart Association Basic Life Safety and First Aid Certification

Occupational Safety and Health Administration Certification, 2009

Wicklander-Zulawski Interview and Interrogation Techniques

Loss Prevention Certification, 2015

District Loss Prevention Supervisor of the Year

Safety Region of the Year

Regional Director of the Year

Asset Protection Award of Excellence

Annual Safety and Security Conferences, Retail Industry Leaders Association (RILA)

Dale Carnegie Leadership Course

Walton Institute of Retailing I and II

Loss Prevention Training Academy

Advanced Leadership Development

Management Development Seminar

Leadership Foundation

Lead First

Situational Leadership

IAPSC - International Association of Professional Security Consultants

ASIS – American Society for Industrial Security

Loss Prevention Foundation

Loss Prevention Research Council, Board of Advisors, 2007-2009