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TIMOTHY A. DIMOFF - CURRICULUM VITAE

Human Resources • Security • Training

Timothy A Dimoff, CPP, founder and president of SACS Consulting and Training Center, is a nationally recognized expert in high-risk corporate security and human resource issues. He has over 40 years of combined experience in law enforcement, security, labor issues and human resource consulting to corporations, associations, religious entities, educational facilities, non-profit organizations and others. Mr. Dimoff consults trains and develops total package solutions relating to employee issues, including substance abuse in the workplace, management training, sexual harassment, documentation procedures, liability reduction, hiring/firing and pre-employment screening procedures, employee motivation, workplace violence, bullying, corporate investigations, internal theft, security analysis/vulnerability assessment and security measures. Dimoff frequently serves as an expert witness in corporate security and human resource litigation – for both defendants and plaintiffs. Additionally, he has provided commentary and profiling analysis for television, radio and print media worldwide. His firm is also nationally recognized in its field as one of the nation's most respected corporate security, human resource services and training firms.

HIGHLIGHTS

- Consults and trains businesses on high-risk security and employee issues and develops total package solutions including substance abuse in the workplace, management training, sexual harassment, documentation procedures, liability reduction, hiring/firing and pre-employment screening procedures, employee motivation, workplace violence, bullying, corporate investigations, internal theft, security analysis/vulnerability assessment and security measures.
- Provides private investigation services for workers' compensation issues, as well as civil, domestic and criminal issues for corporations, industry, insurance, medical, non-profits, houses of worship and other businesses.
- An integral part of the success of the 2016 National Republican Convention, Dimoff's expertise was widely utilized providing security for dignitaries including Dr. Ben Carson and other VIPs; developing security plans for and transporting over 400 people into or near the security zone; training workers and volunteers, providing security for special events; and broadcasting daily live convention security updates on numerous radio and TV channels. He also provided security for over a dozen national TV crews working the protests and special events.
- Expert witness testimony on Law Enforcement Procedures in more than twenty state and federal courts.

LICENSING & CERTIFICATIONS

- Internationally Board-Certified Protection Professional (CPP)
- Registered expert with Technical Advisory Service for Attorneys (TASA), testifying in numerous cases throughout the United States in local, county, state and federal courts since 1993
- American Society for Industrial Security (ASIS), Executive Board Member 1993-present; Board Member and Chairperson, 2006 - 2012
- InfraGard, a joint professional organization between the FBI and security professionals to work collectively against crime, terrorism and to improve educational abilities and knowledge for the private sector, 2010 - present
- NOITR: Joint professional organization between the Secret Service and IT security professionals to work collectively against crime, terrorism and improve educational abilities and knowledge for the private sector with emphases in the IT and internet areas
- OASIS, Ohio Association of Security & Investigative Services
- NCISS, National Council of Investigation & Security Services
- Licensed Private Investigator, State of Ohio
- Nationally Certified ALICE (Alert, Lockdown, Inform, Counter, Evacuate) Training instructor
- The National Association for Missing and Exploited Children

CORPORATE AREAS OF EXPERTISE

- Hiring/Firing Issues
- Labor Disputes & Strikes
- Drug & Alcohol Policies and Testing
- Theft and Internal Investigations
- FMLA/Discrimination
- Policies and Procedures
- Security Assessments and Vulnerability Issues
- Workers Compensation Disputes

- Management Training / Employee Education & Development

- Pre-Employment Screening & Background Checks

- Sexual Harassment/Harassment/Discrimination

- Workplace Violence/Bullying

- Litigation Prevention & Expert Testimony

- Policies and Procedures Services

- Crisis Management

- Executive Security

- Corporate Security

- Law Enforcement Duty to Intervene
- Techniques and Mechanics of Arrest

- Defensive Tactics
- Mace / Pepper Spray
- Unarmed Self-Defense
- Civil Disorders
- Criminal Law and Procedures
- Laws of Arrest
- Testifying in Court
- Rules of Evidence

PRIVATE SECURITY EXPERTISE

- Private Security Procedures and Training
- Private Security Training
- Private Security Detaining Procedures
- Private Security Use of Force/Self Defense/Escalation of Force
- Private Security Narcotics Investigations
- Private Security Patrol Procedures
- Private Security Investigation Procedures
- Private Security Internal Investigation Procedures
- Private Security Alternative Weapon Use
- Techniques and Mechanics of Arrest
- Defensive Tactics
- Mace / Pepper Spray
- Unarmed Self-Defense
- Civil Disorders
- Criminal Law and Procedures
- Laws of Arrest
- Testifying in Court
- Rules of Evidence

WORK RELATED EXPERIENCE

SACS Consulting and Training Center, Inc. Founder and President

1991 - Present

- Consults and trains businesses on high-risk issues and development of total package solutions encompassing all aspects of employee concerns, including substance abuse in the workplace, management training, sexual harassment, documentation procedures, liability reduction, human resource issues, hiring/firing and pre-employment screening procedures, workplace violence, bullying, management training, corporate investigations, internal theft, security analysis/vulnerability assessment and security measures
- Provides private investigation services for workers compensation issues, civil, domestic and criminal issues for corporations, industry, insurance, medical, non-profits, houses of worship and other businesses
- Security Division provides armed and unarmed security personnel including undercover officers, executive protection, and bodyguards

- Security analysis/vulnerability assessment for private corporations

EDUCATIONAL FACILITIES CONSULTANT, SPEAKER AND TRAINER

- Aggressive Behavior & Active Shooter
- ALICE Program
- Substance-abuse training seminars for teachers and administrators
- Drug/alcohol testing and policy development
- Identification of current popular substances, packaging methods and paraphernalia
- In-depth explanation of the signs of substance abuse
- Design substance-abuse programs or assist in expanding current programs
- Training programs for parents, conferences, P.T.A. meetings, etc.
- Presentations to students on *Truths & Myths of Drug/Alcohol Abuse*

TRAINING VIDEOS DEVELOPED

- *Drug Free Workplace* (Video), 2004
- *Self-Defense for Women* (Video), 1996

PUBLICATIONS / ARTICLES (Partial List)

- *Life Rage* (Book), published 2003 – updated 2015
- *How to Recognize Substance Abuse* (Book), 1999
- *The YOU In Business* (Book), 1997
- *Hikuta-Self Defense for Executives* (Book), 1993
- *How to Tell If Your Kids Are Using Drugs* (Book), 1990
- *How to Identify a Substance Abuser* (Book), 1987
- Contributor to blogs, 2013 to present
- Presenter of webinars, 2013 to present
- *Preventing Corporate Fraud*, Article, Timothy Dimoff, TASA, 2015
- [*Are You Prepared to Deal With Marijuana in the Workplace?*](#), Article, Timothy Dimoff, TASA, The Legal Intelligencer's and The New Jersey Law Journal, 2016
- *What You Need to Know About Workplace Violence*, Article, Timothy Dimoff, American Business Owner Magazine, 2012
- *Security Measures for Small Business*, Article, Timothy Dimoff, New York Enterprise Magazine, 2010

CORPORATE TRAINING PROGRAMS DEVELOPED

- *Workplace Issues and Employee Confrontations*
- *Active Shooters: New Trends and New Solutions*
- *Violence In the Workplace*
- *Close Encounter Self-Defense & Liability Reduction*
- *Sexual Harassment in the Workplace*
- *Mandatory D.O.T. Supervisory Training Program*

- *Self-Defense for Women Only*
- *Drug and Alcohol Abuse Employee Education Program*
- *Dock and Warehouse Theft*
- *Personality Profiling for Workplace Hiring*
- *Handling the Difficult Person in the Workplace*
- *Defusing and Dealing with Difficult Persons*
- *Bureau of Workers Compensation Drug Free Workplace Training*
- *Security in Corporate America...Are you Prepared?*
- *Fraud Investigations*
- *Robbery Prevention*
- *Medical Facilities Violence and Prevention*
- *School Violence and Prevention*
- *Medical Facilities Violence and Prevention*
- *Trucking and Terrorism*

PRESENTATIONS

- *Aggressive Behavior/Active Shooter Recognition, Prevention and Response, presented to Regional Faith-Based Security Conference*
- *Developed a Close Encounter Self-Defense and Liability Reduction © course utilized by various law enforcement and private security organizations nationally*
- *Consultant / trainer, substance abuse & high-risk workplace issues*
- *Keynote speaker/trainer, business meetings, conventions and seminars*
- *Substance-abuse training seminars for teachers and administrators*
- *Identification of current popular substances, packaging methods, various paraphernalia*
- *Truths & Myths of Drug/Alcohol Abuse, presentations to teachers, faculty, parents and students*
- *Providing Security for Your House of Worship*
- *Safety for the Individual at Home, In Public, at Work and Back*
- *Parameters to Determine Proper Use of Force*
- *Private Investigator Rules, Investigation, protocols and E-Surveillance issues*
- *Expert Witness Documentation*

EDUCATION

Denison University, Bachelor of Arts in Sociology with emphasis in Criminology, 1977

CURRENT CONTINUING AND SPECIALIZED EDUCATION / TRAINING (Partial List)

- *Facial Recognition Biometrics for The Security Practitioner (ASIS International) 2022*
- *Cybersecurity for Work and Home (Infragard National) 2023*
- *Soft Targets Protections (Infragard National) 2023*
- *Real World De-Escalation (Blue to Gold, LLC) 2023*
- *Drugs & Alcohol Testing-A Better Understanding (Dr. Walter Vieweg, DO, MRO, Medical Director, Occupational Health University Hospitals) 2023*
- *Legal Terminations (Business Daily Management Daily) 2023*
- *Emerging Legal Trends (Blue to Gold, LLC) 2023*
- *Suicide: Signs & Prevention (Chad Dunlap, President UpShift) 2023*
- *Verbal Cues v. Body Language: The Truth About "Lie Signs" and Why We Miss Them! (Legal and Liability Risk Management Institute) 2023*
- *Understanding Garrity and Gigilio: How They Impact Your Career (Legal and Liability Risk Management Institute) 2023*

ADDITIONAL PERTINENT INFORMATION

- SHRM, National and State of Ohio member
- Past member, "Tallmadge C.A.R.E. Organization", a joint effort by the schools, community and businesses working to nurture its young people and provide a positive environment wherever possible.
- Past member, The Ohio Department of Education's Division of Vocational and Adult Education OCAP (Occupational Competency Analysis Profile) committee formed to help identify necessary entry-level occupational competencies and applied academic skills needed for the state's Law Enforcement program curricula.
- Involved in the delegation selection process for the "White House Conference on Small Business".
- Featured in or written articles for newspapers and magazines throughout the United States, including *The New York Times*, *The Wall Street Journal*, *The Washington Post*, *The L.A. Times*, *The Toronto Star*, *The Chicago Tribune*, *USA Today*, *The San Francisco Chronicle*, *The Cleveland Plain Dealer* and the *National SHRM Magazine*.
- Provided expert commentary on national TV including Dateline NBC, CNN and FOX TV
- Co-chair, Sales & Marketing International Conference, 2006
- Chairman, Council of Smaller Enterprises (COSE) Regional Business Convention, 2013 and 2014
- Contributor to Geraldo In Cleveland, iHeart Radio, Cleveland, Ohio, 2021

RECOGNITIONS AND AWARDS

- **Safety Citizen of the Year**, Summit County Safety Council, 1993
- **Distinguished Sales and Marketing Award**, Sales & Marketing Executives Association, 1995
- **Who to Look for In 1996**, Small Business News, 1996
- **Entrepreneur of the Year**, Greater Akron Chamber Board Small Business Council, 1996
- **Weatherhead 100**, Enterprise Development Institute (EDI), 1997
- **COSE Business Volunteer**, Council of Smaller Enterprises, 2000 and 2014
- **Bronze Mentor**, International Sales and Marketing Association, 2006
- **Celebrating Success**, NEO Business Conference 2006
- **Best Speaker in Northeast Ohio**, Inside Business Magazine, 2011
- **Ohio's Top Police Officer**, State of Ohio Distinguished Law Enforcement Service Award, 1989
- **International Narcotics Special Award of Honor**, International Narcotic Enforcement Officers Association, Montreal, Canada, 1991

PROFESSIONAL MEMBERSHIPS (Past & Present)

- TASA, Technical Advisory Service for Attorneys, Registered Expert,
- ASIS, American Society for Industrial Security, Executive Board Member 1993-present; Board Member and Chairperson, 2006 - 2012

- InfraGard, a joint professional organization between the FBI and security professionals to work collectively against crime, terrorism and to improve educational abilities and knowledge for the private sector, 2010 - present
- NOITR: Joint professional organization between the Secret Service and IT security professionals to work collectively against crime, terrorism and improve educational abilities and knowledge for the private sector with emphases in the IT and internet areas
- OASIS, Ohio Association of Security & Investigative Services
- NCISS, National Council of Investigation & Security Services
- Summit County Safety Council, Past Executive Board Member
- Small Business Council Association, Executive Board Member
- SHRM, Society for Human Resource Management
- University of Akron Community & Technical College Advisory,
Board Committee Past Member
- Cascade Capital Corporation, Past Member, Board of Trustees
- Greater Akron Chamber, Executive Board Member
- Greater Akron Chamber Small Business Council, Chairperson, 2001 – 2003, Executive Board Member
- COSE Small Business Development Center, Advisory Member
- American Association of Correctional Training Personnel, Past Member
- National Association of Prevention Professionals and Advocates, Past Member
- Ohio Association of Chiefs of Police, Past Member
- BBB, Better Business Bureau
- ERC, Employee Resource Council
- NSME, National Sales & Marketing Executives, Board Member 2000-Present
- Law Enforcement Alliance of America, Lifetime Member
- COSE, Council of Smaller Enterprises, Executive Board Member
- National Advisory Board for Witness Justice (Victims of Crime), Washington D.C., Executive Board Member and Chairperson
- National Speakers Association, Member 1995-Present
- Leadership Akron, Member
- Summitt County Crime Stoppers, Board Member
- Greater Cleveland Partnership, Board Member

TRAINING PROGRAMS AND SEMINAR CLIENTS (Partial List)

- National Recreation & Parks Association
 - Regional Conference: Minneapolis, Minnesota
 - State Conference: Cincinnati, Ohio
 - National Conference: San Antonio, Texas
- American Society of Industrial Security
- Ohio Association of Security Investigators and Investigative Services
- Summit County Safety Council
- Akron Regional Development Board and Small Business Council
- Akron Public School System and 10 other school systems
- Ohio Council of Retail Merchants Association
- The Ohio Glass Association
- Building Owners Management Association
- United Steel Workers of America
- American Foundrymen's Society, Inc.
- Northern Ohio EAPA Organization
- American Society of Safety Engineers
- The Ohio Society of Certified Public Accountants
- The Institute of Management Accountants
- Greater Cleveland Association of Nurse Recruiters
- National Association of the Remodeling Industry
- The American Society of Safety Engineers (A.S.S.E.)
- Occupational, Safety & Health Administration (O.S.H.A.)
- Bureau of Worker' Compensation Division of Safety and Hygiene
- Northwestern Ohio Self-Insurers Association
- Northeastern Ohio University College of Medicine
- All Ohio Safety & Health Congress
- National Tooling and Machining Association
- Ohio County Coordinators Association
- Cuyahoga County Metropolitan Crime Bureau
- Akron Regional Hospital Association

- County Commissioners and Engineers Association of Ohio & Affiliates
- Association of Facilities Managers
- Miami Valley Risk Management Association
- Women in Business Association
- American Marketing Association
- Greater Cleveland Safety Council Association
- The Ohio Trucking Association
- The Ohio Golf Owners Association
- Case Western Reserve University
- Kent State University
- University of Akron
- Northeastern Ohio Association of Human Resources
- Association of Ohio Philanthropic Homes/Housing for the Aging
- National Recreation and Park Association
- County Commissioners and Engineers Association of Ohio
- American Restaurant Association
- National Recreation and Parks Association
- Association of Facilities Managers
- American Marketing Association
- Greater Cleveland Safety Council
- Ohio Trucking Association
- Workplace Resources
- Association of Records Managers & Administrators
- Independent Insurance Agents Association
- American Society of Safety Engineers (Penn-Ohio)
- CYO (Christian Youth Organization)
- Mid-states Hearth, Patio and Barbecue Association's Annual Meeting
- The Society of Ohio Occupational Health Professionals
- Southeastern Ohio Human Resource Association
- Ohio Safety Congress and Expo
- International Management Council
- Ohio School Boards Association
- International Angels Investors, Keynote speaker
- (SIGO) Self-Insured Group of Ohio
- Northern Ohio Human Resource Council
- Ohio Bar Association
- Society of Ohio Occupational Health Professionals (SOOHP)
- Health, Safety and Freedom Symposium
- Greater Cleveland Society of Association Executives
- National Hearth, Patio and Barbecue Association's Annual Meeting
- MTD Products National Managers Conference
- COSE Small Business Conference

