



Peter M. German

O.O.M., B.A.(H), M.A., LL.B., LL.M., Ph.D.

SUMMARY

- Former Regional Deputy Commissioner (Pacific), Correctional Service Canada
- Former RCMP Deputy Commissioner, responsible for Western and Northern Canada
- President, International Center for Criminal Law Reform
- Member of BC and Ontario Bars – practiced criminal, civil, banking & commercial
- Author of legal text devoted to proceeds of crime / money laundering / civil forfeiture
- Graduate degrees in political science and law
- Former university lecturer – U. Fraser Valley, UBC Law, U Fla. Law
- Canadian team commander – North Africa kidnapping of diplomats (2008)
- Responsible for RCMP Urban Domain – Winter Olympics (2010)
- Former Vice-President, Canadian Association of Chiefs of Police
- Former Commander, Lower Mainland District Regional Police Service, RCMP
- Former Director General Financial Crime, RCMP

CAREER HIGHLIGHTS (since 1981)

- President – International Center for Criminal Law Reform – 2017 to present

The Center is a United Nations affiliate, located within Allard Law School at the University of British Columbia. It is dedicated to non-profit legal studies on an international basis, and is funded by the federal government.

- Principal – Peter German & Assocs. Inc. – 2015 to present

Consulting firm, specializing in anti-money laundering and corruption; policing and corrections; public and private sector leadership and workplace issues. Services have been provided to municipalities and to oversight agencies with the provincial government of BC, as well as to the Canadian Police College and Justice Education Services.

- Regional Deputy Commissioner (Pacific), CSC – 2012/16

The Regional Deputy Commissioner is a member of CSC's Executive Committee, with responsibility for all federal prisons and parole offices in British Columbia and the Yukon. This includes 10 correctional facilities, over 2,000 employees, and responsibility for over 2,100 inmates and 1,500 offenders on parole in the community.

The position requires a strong knowledge of the *Corrections and Conditional Release Act (CCRA)*, as well as the *Criminal Code*. It has delegated responsibility under numerous provisions of the *CCRA*. In addition, it carries responsibility for the resolution of all legal claims within the Pacific Region, working closely with the federal Department of Justice (DOJ). At any time, there are approximately thirty lawyers within DOJ's Vancouver Regional Office who handle CSC cases. Legal opinions are reviewed and decisions made on settlements and quantum.

- Deputy Commissioner West, RCMP – 2011/12

The Deputy Commissioner West is a member of the RCMP's Senior Executive Committee, with responsibility for all RCMP operations and resources in the four Western provinces and the three Northern territories. This includes two of the Force's four regions, the Pacific and Northwest. They comprise seven divisions, approximately 15,000 employees, and a budget in excess of \$1.2 billion.

The position requires maintaining strong relationships with provincial and territorial governments, acting as a mentor and supervisor to commanding officers and other senior officers, being involved in executive staffing, contract management, and liaison with numerous policy centers in Ottawa. The incumbent must remain current on all high profile and newsworthy issues within the seven divisions, and

report on a daily basis via video or telephonic link to the Commissioner's morning briefing.

An Organizational Review team examined all aspects of the current regional structure, with an eye to creating efficiencies, spreading best practices, and reducing artificial barriers in human resources, corporate management, and informatics.

As an elected Vice-President and Board Member of the CACP, I co-chaired its Working Group on Governance. Recommendations for constitutional and electoral reform were made (and adopted). I also chaired the CACP's Regional Order of Merit Committee, and sat on the Membership Committee.

- Assistant Commissioner – District Commander, Lower Mainland District RPS– 2007/11

The District Commander is responsible for policing the Lower Mainland of British Columbia. The District provides police services to 1.6 million people in 29 communities and more than 40 Aboriginal communities. With a combined force of approximately 2,600 RCMP members and over 600 civilian staff, the business of policing this dynamic and diverse region is complicated and challenging. It includes the largest municipalities policed by the RCMP – Surrey, Burnaby, and Richmond. The District Commander is responsible for maintaining relations with the Mayors and Administrators of all the communities policed, as well as numerous partner agencies. I co-chaired the semi-annual Mayors' Forum with the Mayor of the City of Langley.

Highlights included:

- Responsibility for the RCMP's Urban Domain during the Olympic Games - 2010
 - Responsibility for World Police Fire Games – 2009 security
 - Combating the 'gang war' of 2008, in which rival drug gangs were responsible for an unprecedented spike in homicides
 - Oversaw the investigation into B.C.'s largest mass murder, of 5 persons in Surrey
 - Numerous media appearances to deal with operational matters and to respond to calls for a regional police force
 - Creation of a Regional Police Service within the RCMP
 - Creation of a Regional Duty Officer program, operating 24/7/365
 - Creation of a District Communications Strategy
 - Deployed to North Africa as Canadian Team Commander in search of kidnapped UN Envoy and Canadian diplomat
 - Member of RCMP Foundation grants committee
- Chief Superintendent - Operations Officer and Assistant District Commander, Lower Mainland District – 2005/06

The Operations Officer is responsible for all operations within the Lower Mainland District, with line responsibility for the integrated homicide, gang, forensic

identification, service dog and emergency response teams. Each of these teams is the largest such team in the RCMP. The position is also responsible for all serious operational issues arising from the RCMP detachments, and is the RCMP's Crime Reduction champion within the District. In the absence of the District Commander, the Operations Officer acts in that capacity. Highlights included development of a Kidnap Protocol to deal with an unprecedented wave of drug related kidnappings, resulting in a strong decline.

- Chief Superintendent – Director General Financial Crime, Ottawa – 2002/05

The DG Financial Crime has national responsibility for the RCMP's commercial crime, corporate governance, corruption and proceeds of crime (money laundering) programs. The Proceeds of Crime Branch is the principal recipient of suspicious and other transaction reports, from Fintrac. The position required frequent travel, interaction with domestic and international law enforcement partners (including at senior levels of the Metropolitan Police (London), FBI, US Secret Service, Drug Enforcement Administration, and the US Postal Inspection Agency), and a need to remain abreast of the latest in information technology and security. The DG is also responsible for managing, at the Headquarters level, all high risk political corruption files in the country, and was Canadian Co-Chair of the Mass Marketing Working Group of the Canada-US Cross-Border Crime Forum. Line responsibility extends over approx. 150 employees, and functional responsibility for 750 employees. Highlights included:

- The Proceeds of Crime program was stabilized through permanent funding and debt resolution.
- Post-Enron, a criminal enforcement response was developed to deal with corporate fraud in Canada. Integrated Market Enforcement Teams were created in four cities.
- The National Counterfeit Program was revitalized through a partnership with the Governor and Bank of Canada.
- Substantial funding was obtained in order to meet Canada's obligations to combat international corruption under the UN Convention on Corruption.
- Appearances before both the Senate Banking Committee and the House of Commons Public Accounts Committee and its Standing Committee on Government Operations and Estimates.

- Superintendent - Administrative Services Officer, RCMP Vancouver – 2000/02

Responsible for a staff in excess of 100, in numerous units and programs in a Division of 6,500 employees; including internal investigations, grievances, discipline, pay and compensation, health services, alternate dispute resolution and civil litigation, as follows. On an annual basis, approximately 900 public complaints are managed, as are Code of Conduct and internal criminal investigations. All grievances received from employees are processed. Discipline sanctions are reviewed. Pay, overtime and all other compensation services are managed for the Division. The

RCMP is responsible for its members' health services. Personnel disputes are managed for the Division through conflict resolution. The position carries authority to settle civil litigation up to \$500,000 and is chair of the Division's Health and Safety Committee.

- Operations Officer - Richmond Detachment – 1999/2000

The Operations Officer is responsible for first response and community policing in the City of Richmond and the Vancouver International Airport. Richmond is the southern suburb of Vancouver, a multi-ethnic city of approx. 200,000. Line responsibility includes over 100 police officers. The position requires working on four levels – Federal, provincial, municipal and private (Vancouver Airport Authority). Richmond is the RCMP's third largest detachment and is known for its diverse workforce, represented by over 30 languages being spoken by members. The Operations Officer liaises with Mayor and Council, as well as municipal staff.

- Detective Inspector – “A” Division Commercial Crime Section, Ottawa – 1996/9

The Detective Inspector is the senior investigator for all major federal government fraud and corruption investigations in the National Capital Region. Investigations included Cabinet leaks, frauds involving senior government officials, and the destruction of documents in the 'tainted blood' scandal. These investigations were often international in scope. Responsibility included managing teams of investigators; utilizing state of the art investigative techniques, including major case management; liaising with senior managers, media and Crown prosecutors; developing court briefs; and making disclosure.

- Staff Sergeant - Commercial Crime Section, Vancouver – 1992/6

Between 1992 and 1994, in charge of Special Projects Group - senior investigators tasked with investigating money laundering and tax evasion by organized criminals. This included the Enterprise Crime Unit, created under Canada's proceeds of crime legislation, and the Tax Unit, created under authority of an agreement with Revenue Canada. Highlights included:

- Public Service language training (six months), resulting in achieving bilingual status (1994/5)
- Team leader of Project Enigma (Bingogate), a criminal investigation of political fundraising, which resulted in 88 criminal charges (1995/6)
- Tactical Team member in the Stanley Cup Riot (1994)
- VIP duties with President Clinton during the Clinton-Yeltsin summit (1993).

- Professional Standards Directorate, Ottawa – 1988/92

Prosecutor and Member Representative (including unit head) within the RCMP's internal discipline and discharge/demotion system. Acted as an Appropriate Officer's

Representative and a Member Representative in 77 service court trials and adjudication board hearings, in every province and territory. These involved the prosecution and defence of police officers accused of all manner of wrongdoing, and facing sanctions ranging from admonishment to dismissal. Also appeared before the RCMP External Review Committee. Seconded to the Toronto Economic Summit (1988), the Mohawk crisis in Chateaugay, P.Q. (1990); and VIP duties during the Kuwait War (1991). During off hours, completed M.A. and LL.M. theses.

- Burnaby Detachment – 1986/8

Employed on uniform police duties in the City of Burnaby, B.C., and responded to or investigated all manner of crime, from murder to regulatory violations. Field trainer for a recruit and a sub-representative in the RCMP's division representative system. During off hours, attended graduate school at Simon Fraser University and represented members of the Force at internal hearings within Western Canada.

- Hope Heinrich, Barristers and Solicitors, Prince George - Lawyer – 1981/5

Articled to W. Glen Parrett, Q.C. (now of the Supreme Court of British Columbia) and called to the Bar in July 1982. Practice concentrated on solicitor's work, including commercial and banking law, acting as counsel to major chartered banks, insurance companies and other corporate entities. Managed the firm's office in Fort St. James, B.C. Approximately thirty per cent of time was engaged on criminal and civil litigation, including acting as counsel in approximately 50 trials in Supreme, County, and Provincial court. This included acting as an *ad hoc* Federal and Provincial Crown prosecutor (handling murder, narcotics, conspiracy and wiretap cases), and a criminal defence lawyer.

UNIVERSITY EDUCATION

DOCTOR OF PHILOSOPHY (Ph.D.), in Law (2010)

University of London (Institute of Advanced Legal Studies), England

Dissertation topic – Recovery of the Proceeds of Grand Corruption

MASTER OF LAWS (LL.M.) (1990)

University of British Columbia, Vancouver, B.C.

Thesis - Proceeds of Crime

MASTER OF ARTS (M.A.) in Political Science (1990)

Simon Fraser University, Burnaby, B.C.

Thesis - Contracting for RCMP Services.

BACHELOR OF LAWS (LL.B.) (1981)

University of New Brunswick, Fredericton, N.B.

BACHELOR OF ARTS (Honours) (B.A.) (Hon.) (1973)¹

Mount Allison University

(included courses taken at Dalhousie University and St. Mary's University, Halifax)

PUBLICATIONS (BOOK)

- ***Proceeds of Crime (Toronto: Carswell, 1998) – 2 Volumes*** - updated 6 times/year

Described as the definitive guide to this specialized area of law, the text is designed for Crown prosecutors, defence counsel and police investigators involved with proceeds of crime and money laundering. It now includes an Annual Review. The text has been quoted with approval on a number of occasions by the Supreme Court of Canada, and at appellate and trial levels, across Canada.

The text is updated 6 times per year and covers topics including proceeds of crime, offence related property, the financing of terrorism, civil forfeiture, safe streets legislation, money laundering and tax consequences.

- ***Canadian Law of Bribery and Corruption***

Signed contract with Thomson Reuters (Carswell) for delivery of a manuscript, which is near completion.

¹ Member of the University Senate and Academic Matters Committee

SELECTED PUBLICATIONS (OTHER)

- “Internationalization of Crime and Technology”, chapter in *Handbook on International Financial Crimes* (London, Edward Elgar, 2015)
- “For Great Bravery: Supt. H.M.C. “Bullets” Johnstone, G.M.”, *The Quarterly* 79/1 (Winter 2014)
- “The Original Three Hundred”, *The Quarterly* 77/2 (Spring 2012)
- “Money Laundering and Corporate Governance from a Canadian Perspective”, *Florida Journal of International Law* 16 / 1 (2004)
- "To Bribe or Not to Bribe - a less than ethical dilemma, resolved?", in *Journal of Financial Crime* 9 / 3 (Feb. 2002)
- “Organized Crime and Money Laundering in the Americas – Canada”, in *Florida Journal of International Law* 14 / 1 (Fall 2001)
- "Canada's Response to the International Money Laundering Threat", in *Money Laundering, Asset Forfeiture and International Financial Crimes* (New York: Oceana Pubs., April 1999)
- “The Management of Electronic Crime: Prevention and Containment”, in *Journal of Financial Crime* 6 / 3 (Jan. 1999)
- “Cops and Cons: Penal and Police Administrative Laws”, in DeLloyd J. Guth, ed., *Brian Dickson at the Supreme Court of Canada 1973-1990* (Winnipeg: Univ. of Manitoba, 1998)
- “Red Coats on the Prairies” (Book Review), *RCMP Gazette* (1998)
- “Information Technologies and Transborder Criminal Activities”, Dept. of Foreign Affairs and International Trade, in *Policy Staff Paper No. 95 / 06*
- “The Prince Edward Island Provincial Police” (with Alan McIvor), *RCMP Quarterly* (1981)

UNIVERSITY AND COLLEGE APPOINTMENTS

UNIVERSITY COLLEGE OF THE FRASER VALLEY

Abbotsford, B.C.

Adjunct Lecturer in Criminal Justice/Criminology (1996-1999, 2000-2002, 2005-2010, 2016) – in excess of 25 undergrad and grad courses on criminal law, criminal evidence and procedure, organized crime and policing, criminal justice ethics:

UNIVERSITY OF FLORIDA, LEVIN SCHOOL OF LAW

Gainesville, Florida

Enrichment Professor – 2003, 2005 and 2007

UNIVERSITY OF BRITISH COLUMBIA, FACULTY OF LAW

Vancouver, B.C.

Legal Writing Instructor (1989-90) and Adjunct Professor of Criminal Law (2008-09):

COLLEGE OF NEW CALEDONIA, SCHOOL OF BUSINESS

Prince George, B.C.

Business Law Instructor - 1982-85

CURRENT AND PAST BOARD APPOINTMENTS AND PROFESSIONAL MEMBERSHIPS

- Member, Law Society of British Columbia (called in 1982)
- Member, Law Society of Upper Canada (since 1989)
- Vice-President and Director, Canadian Association of Chiefs of Police (2009-2012)
Life Member (2012-current)
- Director, Canadian Institute for the Administration of Justice (2006-2012)
- Director, International Society for the Reform of Criminal Law (current)
- Director, Vancouver Maritime Museum (current)
- Director, *The Quarterly* Editorial Management Board (current)
- Member, British Columbia Association of Chiefs of Police (former chair of ctt.s.)
- Senior Fellow, Centre for International Financial Crimes Studies, Levin College of Law, University of Florida (current)
- Member, Southeast B.C. Transit Authority Police Service Board (2007-2011)
- Member, Forensic Laboratory Service Advisory Group (2006-2009)
- Steering Committee (Crisis Cell) – 2010 Olympics (2009-2010)
- Board of Advisors, Utica College (N.Y.) Financial Crime Program (2003-2006)
- Member, Combined Forces Special Enforcement Unit Board of Govern. (2009-2011)
- POBC Deputy Minister's Committee on 2010 Olympics (2009-2010)
- PRIME BC Governing Council (2005-2007)
- Regional Executive, National Joint Council (2006-2009)

HONOURS AND AWARDS

- Outstanding Service Award – Province of British Columbia (2012)
- Queen Elizabeth II Diamond Jubilee Commemorative Medal (2012)
- Society Gold Medal – International Society for the Reform of Criminal Law (2011)
- Officer of the Order of Merit of Police Forces (2008)
- Queen Elizabeth II Golden Jubilee Commemorative Medal (2002)
- RCMP Long Service and Good Conduct Medal (2001), with 25 and 30 year clasps

DELEGATIONS

• The Hague	Pearls in Policing international program	2008
• Ottawa	Pearls in Policing international program	2008
• Canberra	Pearls in Policing international program	2007
• England	Crime Reduction (City of Surrey and Province of B.C.)	2006
• London	OECD Examination of Great Britain	2005
• Paris	OECD Plenary	2004
• Los Angeles	International Assoc. Chiefs of Police (IACP)	2004
• London	OECD Phase II Review of the United Kingdom	2004
• Ottawa	Cross-Border Crime Forum	2004
• Paris	FATF Plenary	2004
• Vienna	UNCAC Negotiation	2003
• Seoul	XI IACC& Global Forum III on Corruption	2003
• Berlin	FATF Plenary	2003
• Minneapolis	IACP	2002

SELECTED SPEAKING ENGAGEMENTS

In addition to the following, I have chaired meetings of senior municipal and provincial officials, appeared before many municipal and aboriginal councils, lectured at numerous internal courses, and spoken at award presentations and graduations, retirement and transfer functions, town hall meetings, veterans groups, celebrations of life, and at regimental dinners and balls. I have chaired joint management teams, promotion boards, and awards committees; adjudicated and mediated grievances; acted as master of ceremonies at functions and conferences, acted as a reviewing officer, and participated in many parades, changes of command, groundbreaking ceremonies, and other formal occasions. I was also a member of numerous internal RCMP policy, steering, and management committees, participated in mediations, and chaired Compstat meetings. I have also appeared in print and on television and radio, including CBC, CTV, Global, Fairchild television and various radio talk shows.

- International Symposium on Economic Crime
Jesus College, Cambridge, England
Conference speaker for 18 consecutive years (1997-2015)
- Antigua 6th AML/CFT Anti-Fraud & Financial Crimes Conference 2014
- Toronto Osgoode’s 10th Annual National Symposium on Money L 2014
- Vancouver National Judicial Institute Criminal Law Seminar 2014
- Vancouver Blue Ribbon Panel on Crime Reduction Roundtable 2014
- Vancouver Money Laundering in Canada Conference 2013
- Victoria Criminal Law in a Marine Environment 2013
- Ottawa Inter. Society Reform of Criminal Law – corruption 2011
- Detroit, Mich. Border Security Summit 2011
- Victoria RCMP Veterans (Victoria Officers) – lunch speaker 2010
- Burnaby Regimental Dining In – guest speaker 2010
- Toronto US Federal Trade Commission Workshop lunch speaker 2010
- Abbotsford RCMP Veterans (Vancouver Chapter) Fall dinner – speaker 2010
- Vancouver Board of Trade Metro Forum – panel on crime and security 2010
- Vancouver Pearls in Policing Dinner – speaker 2009
- Toronto Fintrac Workshop – keynote ‘Report from the Coalface’ 2009
- Surrey 10th Annual Realty Watch Police Breakfast 2009
- Vancouver Inter. Society Reform Criminal Law (organized crime) 2009
- Ottawa CSIS Conference (corporate security) 2009
- Hollywood, Fla. Asset Forfeiture 2009 – Global Conference 2009
- Chilliwack Chamber of Commerce Luncheon 2009
- Abbotsford Drugs, Gangs and Org. Crime in FN Communities Conf. 2009
- Edmonton CACP ‘Psychiatrists in Blue’ Conference (keynote) 2008
- Sao Paulo, Br. ACREFI 3rd Inter. Seminar – “Fraud in the Credit Process” 2008
- Montreal ‘Bear Pit’ on Reasonable Accommodation at CACP Conf. 2008
- Dublin, Ireland ISRCL Conference – Dangerous & Persistent Offenders 2008
- Vancouver ISRCL International Identity Theft Conference 2008
- Rio de Janeiro, Br Conf. on Legal and Policy Issues in the Americas 2008

- Abbotsford Prolific and Dangerous Offender Conference 2008
- Vancouver Board of Trade Public Safety Task Force (region. policing) 2008
- Chilliwack RCMP Management training (dinner speaker) 2008
- Coquitlam RCMP Leadership Conference (luncheon speaker) 2008
- Gainesville, Fla. Adjunct Lecturer – corruption and international fin. crime 2007
- Victoria, BC Marine Operations law lecture 2007
- Vitoria, Brazil Inter. Forum of Judges and Representatives from Justice 2006
- Richmond, BC Luncheon Speaker, Community Policing Forum 2006
- Abbotsford, BC Chamber of Commerce - integration of policing 2006
- Lima, Peru Conf. on Legal and Policy Issues in the Americas – corrupt. 2006
- Toronto, Ont. Osgoode Professional Development Program – proceeds 2005
- Washington, D.C. Multi National Mass Marketing Fraud Country Review 2005
- Gainesville, Fla. 2005 Conf. on Legal and Policy Issues in the Americas 2005
- Vienna, Austria UN ODC Expert WG - Confiscation and Forfeiture 2005
- Toronto, Ont. Deloitte & Touche - Corporate Vulnerability to Crime 2005
- Columbia, S.C. US DOJ Inter. White Collar and Telemarketing Conference 2004
- Toronto Law Society UC - Proceeds of Crime and Money Launder. 2004
- Washington US Postal Insp./FTC - Consumer Fraud Forum 2004
- Washington Economic Crime Institute -16th Annual Conference 2004
- Toronto CAIC – 6th Investigative and Forensic Acc. Conference 2004
- North Bay Phonebusters National Call Center Appreciation Dinner 2004
- Toronto OSC Conference on Corporate Governance 2004
- Toronto U of Toronto (Rotman) Forensic Accounting Program 2004
- Montreal Conference - International Soc. Reform of Criminal Law 2004
- San Jose, C. Rica 5th Annual Legal & Policy Issues in Americas 2004
- Washington IMF Conference on Offshore Financial Centers 2004
- Niagara Falls Niagara International Counterfeit Conference 2004
- Toronto Certified Fraud Examiners - 10th Annual Cdn. Fraud Conf. 2004
- Toronto Certified Fraud Investigators - 6th Annual Cdn. Fraud Conf. 2004
- Vienna UNCITRAL - International Commercial Fraud Colloquium 2004
- Toronto Canadian Institute Securities Superconference 2004
- Toronto Canadian Institute of Chartered Accountants (for.acc.) 2003
- Toronto Money Laundering in Canada Conference 2003
- Toronto Univ. of Toronto – Rotman College (for. acc.) 2003
- Collingwood Kroll Forensic Accounting Conference 2003
- Toronto Certified Fraud Examiners Annual Conf. (financial crime) 2003
- Ottawa Transparency International Annual Cdn. Conf. (corrupt.) 2003
- Gainesville, Fla. 4th Ann. Legal & Policy Issues in Americas (integ. polic.) 2003
- Ottawa RCMP Officers’ Mess Luncheon (integrated policing) 2003
- Bangkok Pacific Rim Money Laundering Conference 2003
- Ottawa Rotary Club of Ottawa (financial crime) 2003
- Ottawa International Forum of Financial Consumer Protection 2003
- Tokyo, Japan National Police Agency 15th Seminar on Organized Crime 2003
- Toronto Infonex Proceeds of Crime Conference 2003

• North Bay	Integrated Policing Workshop	2003
• Vancouver	FATF Asia Pacific Group, Typologies Workshop	2002
• Toronto	IQPC Corporate Governance Conference	2002
• Victoria	RCMP Armed Shipboarding course (marine law)	2002
• Winnipeg	Univ. of Winnipeg Access to Information Symposium	2002
• Victoria	Custom House Currency Exchange (money laundering)	2002
• Gainesville, Fla.	3rd Ann. Legal & Policy Issues in Americas (ml)	2002
• Seattle	American Bar Assoc. – ADR Conference (conflict resol.)	2002
• Regina	RCMP Academy (inter. investigations & MLATs)	2002
• Chilliwack	RCMP Fraud Seminar (mutual legal assistance treaties)	2002
• Victoria	Major Project Supvr. (conflict resol.), Royal Roads Univ.	2001-2
• Toronto	Corporate Governance Conference	2002
• Atlanta	ACR Organizational Conflict Mgmt (conflict resol.)	2001
• Vancouver	UBC Law School guest lecturer (proceeds of crime)	2001
• Vancouver	Green College Thematic Lecture Series (dispute resol.)	2001
• Regina	RCMP Academy (international investigations & treaties)	2001
• Pretoria	South Africa -National Intell. Academy	2001
• Gainesville, Fla.	2 nd Ann. Legal & Policy Issues in Americas (ml)	2001
• Miami	Money Laundering Alert's 6th Ann. Conference	2001
• Vancouver	KPMG Money Laundering Symposium	2000
• Vancouver	Pacific Rim ML and Financial Crimes Conference	2000
• Victoria	RCMP Armed Shipboarding course (marine law)	2000
• Miami	Money Laundering Alert's 5th Annual Conference	2000
• Vancouver	UBC Law School guest lecturer (money laundering)	1999
• Orillia	OPP Money Laundering Conference	1999
• Toronto	CICA Inves. & Forensic Account. (foreign bribery)	1999
• Ottawa	RCMP Commercial Crime course (international investig.)	1999
• Ottawa	Joint CFE, CMA, IIA workshop (fraud, due diligence)	1999
• Miami	Inter. Conf. On Money Laundering & Financial Crime (ml)	1999
• Vancouver	Transparency Inter. Seminar (foreign bribery)	1999
• Montreal	Inter. Money Laundering Conference (Canadian ml)	1998
• Ottawa	U. of Ottawa Law School guest lecturer (fraud inv.)	1998
• Victoria	Armed Shipboarding course (marine law)	1998
• Ottawa	Certified Management Accountants (forensic accounting)	1998
• Ottawa	Certified Fraud Examiners Workshop (gov't. fraud)	1997
• Oranjestad, Aruba	Interpol Conference (mutual legal assistance)	1997
• Ottawa	Justice Dept. - School for Prosecutors (guest faculty)	1997
• Victoria	Armed Shipboarding course (marine law)	1996
• Vancouver	RCMP Referral Psychologists workshop (legal issues)	1996
• Beijing, China	Supreme Procurate (ml & corruption)	1996
• Ottawa	Certified Fraud Examiners (fraud investigations)	1996
• Ottawa	Dept. of Foreign Affairs (transnational crime)	1995
• Seattle	US Inspectors-General (mutual legal assistance)	1994
• Delhi, India	Academy of Narcotics and Customs (money laundering)	1993

SELECTED PROFESSIONAL DEVELOPMENT HIGHLIGHTS

I have completed training and, or received certification in Major Case Management (Canadian Police College); Critical Incident Command (Canadian Police College and Justice Incident of British Columbia); Emergency Preparedness (Palm Springs), and have attended numerous workshops related to leadership and supervision, analytical investigation, harassment training, organizational design, analytical investigative techniques, and business case development. I obtained designation as a Certified Fraud Examiner, and bilingual designation from the Public Service of Canada.

• Vancouver	ICRCL	Guatemala Corruption Workshop	2016
• Coronado, Pan.	JES	Major Case Management Workshop	2016
• Victoria	CPC	Executive Leadership Course (Briefing)	2016
• Ottawa	CSC	Assistant Deputy Minister Forum	2015
• Victoria	CACP	Annual Conference	2014
• Ottawa	CSC	Executive Strategic Leadership Forum	2014
• Ottawa	CSC	Assistant Deputy Minister Forum	2014
• Surrey, B.C.	RCMP	Cross-Border Law Enforcement Forum	2013
• Winnipeg	CACP	Annual Conference	2013
• Ottawa	FLSC	40 th National Criminal Law Program	2013
• Ottawa	GOC	Orientation for Assistant Deputy Ministers	2013
• Sydney, N.S.	CACP	Annual Conference	2012
• Windsor, Ont.	CACP	Annual Conference	2011
• Kelowna	CACP	Police Executive Leadership Conference	2011
• Chilliwack	RCMP	CO's Leadership Conference	2011
• Vancouver	RCMP, etc.	Police Leadership Conference	2011
• Vancouver	CIAJ	Conference on Sentencing	2010
• Edmonton	CACP	Annual Conference	2010
• Chilliwack	RCMP	CO's Leadership Conference	2010
• Vancouver	CIAJ	Annual Conference	2009
• Charlottetown	CACP	Annual Conference	2009
• Chilliwack	RCMP	CO's Leadership Conference	2009
• Quebec City	CIAJ	Annual Conference	2008
• Vancouver	RCMP	National Security in the New Millennium	2008
• Montreal	CACP	Police Executive Leadership Conference	2008
• Chilliwack	RCMP	CO's Leadership Conference	2008
• Vancouver	RCMP, etc.	Police Leadership Conference	2008
• Vancouver	SFU/POBC	Regionalization Forum	2008
• Halifax	CIAJ	Annual Conference	2007
• Vancouver	ISRCL	Annual Conference	2007
• Vancouver	First Nations	First Nations Justice Forum	2007
• Chilliwack	RCMP	CO's Leadership Conference	2007

• New Westminster	BCAPB	B.C. Police Boards Annual Conference	2007
• Richmond	RCMP	National Crime Reduction Workshop	2007
• Ottawa	CSIS	National Police & Security Terrorism Conf.	2007
• Quebec City, P.Q.	CACP	Financial Crime Workshop	2002
• New West., B.C.	JIBC	Building a Leadership Organization	2000
• New West	JIBC	Incident Command Training 200/300	1999
• Ottawa, Ont.	RCMP	Senior Executive Qualifying Process	1999
• Palm Springs, Ca.		Calif Emerg Preparedness Conference	1999
• Halifax, N.S.	RCMP	Commercial Crime Org. Workshop	1998
• Ottawa	Deloitte&Tou	Business Crime Seminar	1998
• Ottawa	CPC	Major Case Management Course	1998
• [Dallas, Tx.]	CFE	Certified Fraud Examiner designation	1997
• Vancouver, B.C.	RCMP	National Commercial Crime Workshop	1997
• Vancouver	Price Water	Technology Forecast	1996
• Vancouver	PSC	French Language Training	1994-95
• Vancouver	RCMP	Police Managers Course	1994
• Vancouver	RCMP	Harassment Workshop	1994
• Vancouver	CLEU	Yakuza Study Committee	1993-94
• Vancouver	RCMP	Analytical Investigative Methods	1993
• Vancouver	CLE	Proceeds of Crime	1993
• Toronto, Ont.	TLA	Trial Advocacy	1991
• Alexandria, Va.	Private	Money Laundering Enforcement	1990
• Prince George	CLE	Criminal Evidence	1985
• Prince George	CLE	Preparing & Presenting a Civil Case	1984
• Prince George	CLE	Update on Damages – 1984	1984
• Prince George	CLE	Loss Prevention Seminar	1983
• Vancouver	CLE	Conduct of a Personal Injury Action	1982
• Prince George	LSBC	Bar Admission Course	1981-82