

Bob VandePol, MSW
President
Crisis Care Network

Bob VandePol joined Crisis Care Network (CCN) in 2000 and currently serves as its President. With more than 20 years of training and experience in the delivery of critical incident response services, Mr. VandePol works with CCN's CEO in developing the organization's strategic vision and guides the development and delivery of services for CCN's customers. Extensively experienced in developing critical incident response delivery solutions for EAPs, corporations, insurers, schools, clinical groups, and other organizations, Mr. VandePol equips organizations with the resources for meeting their critical incident response needs.

Mr. VandePol has led hundreds of on-site interventions following murders, robberies, assaults, suicides, sexual abuse by clergy, industrial and construction accidents, school-based tragedies, and other traumatic events. Following the terrorist attack on the World Trade Center he was involved in both management and direct clinical service delivery to companies near Ground Zero. Active as a keynote speaker, he has published and been quoted in clinical and business-related periodicals, co-authored a chapter in Jane's Information Group's Workplace Security Handbook, and was featured in the video training series Critical Incident Response.

Mr. VandePol obtained his Masters Degree in Social Work from the University of Iowa in 1980 and received his initial training in critical incident response services through the ICISF's Basic, Advanced and Train-The-Trainer courses.

Paul Michael Viollis, Sr., PhD
CEO
Risk Control Strategies

Prior to assuming his current position, Dr. Viollis' professional business resume includes President & CEO of Corporate Risk Consulting, Senior Managing Director for Citigate Global Intelligence & Security and Vice President at Kroll where he served on their post September 11th Threat Assessment Team.

Over Dr. Viollis' storied career in both law enforcement and security, he developed a diverse base of expertise in various areas of the criminal justice system ranging from the court system, felony parole system, counter terrorism security, and private sector investigations. He is a renowned public speaker and has served as an expert witness and subject matter expert in workplace security, counter terrorism threat assessment, workplace violence, private client security, police training, exam validity, school violence and domestic violence. Dr. Viollis has been involved in thousands of investigations and specializes in workplace violence behavioral analysis of which he is currently recognized as one of the foremost experts in the world. He has authored books on avoiding violence in the workplace and schools, avoiding domestic violence at work, conflict resolution,

and bridging cross cultural communications. He is also the author and lead editor for Jane's Publishing's book "Workplace Security" and most recently co-authored "Safe & Sound...Security Solutions for the Affluent." In addition, he tours yearly on the speaking circuit presenting on issues ranging from workplace violence, Private Client Security and workplace security to counter terrorism and reengineering America's corporate culture post 9-11. Dr. Viollis has appeared and been quoted in media outlets including CNN, FOX NEWS, MSNBC, CNBC, CBS, ESPN, Wall Street Journal Radio, The New York Times, National Public Radio, CSO, Forbes, Worth, Business Insurance, CFO, Reuters.

Dr. Viollis serves on the Board of Directors for the Society of Federal Workers Compensation and the Advisory Board for the Florida Partnership of Safety & Health. He is a regular speaker for Risk Insurance Management Society and Public Risk Insurance Management Association and has served as an adjunct professor at Barry University. His professional affiliations have included National Criminal Justice Honor Society, Fraternal Order of Police, Business Executives for National Security and the National Safety Council. Dr. Viollis was recognized by the Universal Who's Who of Outstanding Business Executives and was bestowed the distinction of Honorary Assistant Attorney General for the State of Louisiana. He received his Bachelor's Degree in Criminal Justice from John Jay College, an MPA from the University of Central Florida and earned a Ph.D. in Philosophy with a major in Business Administration from Madison University.

Rich Paul, MSW, CEAP
Vice President, Health & Performance Solutions
ValueOptions

Rich Paul serves as vice president of health and performance solutions within the commercial division of ValueOptions. Mr. Paul is responsible for strategy and implementation of company-wide EAP best practice initiatives, product development, as well as quality practices and standards. He has over 15 years experience within the EAP and behavioral health field.

Mr. Paul is current President of the Employee Assistance Society of North America (EASNA) and has authored dozens of articles and is co-author of a book titled *Workplace Disaster, Preparedness, Response and Management*. He is also a frequent speaker on a variety of issues that impact upon productivity and organizational performance. He obtained his Master of Social Work from the University of Illinois in Chicago, with a concentration in Occupational Social Work and Organizational Development services.