

Appendix G: Monitoring Team Members' Biographies

Michael G. Cherkasky - Chief Executive Officer, US Investigations Services, Inc. (USIS)

Michael G. Cherkasky was appointed the Independent Monitor of the Los Angeles Police Department along with Kroll Inc. in June of 2001. In that role, Mr. Cherkasky oversaw the selection of team members, team assignments and has been responsible for the overall operation of the Monitoring team over its eight years.

Mr. Cherkasky is currently the Chief Executive Officer (CEO) for US Investigations Services, Inc., (USIS) and its subsidiaries. In 1994, Mr. Cherkasky joined Kroll, Inc., and founded and led Kroll Monitoring Services. His success in this role allowed him to attain progressive leadership positions. While in charge of Kroll Monitoring Services, he was appointed by various U.S. Federal Courts to oversee Federal Consent decrees with organizations such as the Long Island Carting industry and the International Brotherhood of Teamsters. Mr. Cherkasky was named President of Kroll in 1997 and served in that capacity until 2004 when Kroll was acquired MMC Companies. Immediately after that acquisition, Mr. Cherkasky was appointed President of MMC.

Prior to joining Kroll, Mr. Cherkasky was an Assistant District Attorney in New York County. While in the District Attorney's office, Mr. Cherkasky served as a trial attorney, Trial Bureau Chief, Chief of the Rackets Bureau, and Chief of the Investigations Division. In this capacity, he led the division's investigations on fraud, corruption, money laundering, organized crime figures such as John Gotti, and the state investigation of the 1993 bombing of the World Trade Center.

In May 2009, Mr. Cherkasky was appointed Chairman of the New York State Commission on Public Integrity by the governor of New York. The commission is charged with overseeing the enforcement of New York state ethics and lobbying laws while also helping restore public confidence in government.

Mr. Cherkasky earned his Bachelor of Arts degree in History from Case Western Reserve University in Cleveland, Ohio, in 1972 and his Juris Doctorate from Case Western Reserve University in 1975.

Jeff Schlanger – President and CEO, KeyPoint Government Solutions (formerly known as Kroll Government Services)

Jeff Schlanger has served as the Deputy Primary Independent Monitor for the LAPD from the inception of the Monitorship and as such has been responsible over the last eight years for the day to day operation of the Monitor's team.

Mr. Schlanger is currently the President and CEO of KeyPoint Government Solutions, formerly known as Kroll Government Services. Prior to his current position, which he has held for the past six years, Mr. Schlanger was the Chief Operating Officer of Kroll's Security Services Group. In these two capacities Mr. Schlanger has been directly responsible for Kroll monitorships with both the LAPD and the Detroit Police Department as well as Kroll's other work for federal, state and local governments. Mr. Schlanger has personally led independent police practice inquiries conducted on behalf of the San Francisco Police Department, the Austin Police Department and the Tennessee Highway Patrol.

Prior to joining Kroll, Mr. Schlanger was in the private practice of law and owned and operated a private investigation firm which was purchased by Kroll in 1998. Before that, Mr. Schlanger was an Assistant District Attorney in New York County. While in the District Attorney's office, Mr. Schlanger served as a trial attorney, and a Senior Trial and Senior Investigative Counsel in both the Narcotics and Rackets Bureaus. In this capacity, among other notable cases Mr. Schlanger investigated and prosecuted the Westies, a notorious Irish American organized crime family operating out of Manhattan's west side. In addition, Mr. Schlanger, along with Michael Cherkasky, led the state investigation and prosecution of John Gotti.

Mr. Schlanger graduated from the State University of New York at Binghamton and New York University School of Law.

Joseph S. Buczek, CPA, CFE, CFF – Chief Compliance Officer, Kroll (New York)

Mr. Buczek, an original team leader since 2001, was responsible for the review and assessment of the complaint investigation and use of force requirements of the Consent Decree. Mr. Buczek and his team regularly worked closely with the LAPD's CRID, AD, Use of Force Review Division, Professional Standards Bureau and Office of the Inspector General, reviewing complaint and use of force investigations, and observing and meeting with sworn personnel.

Mr. Buczek is the currently Kroll's Chief Compliance Officer and is responsible for ensuring that it operates in accordance with laws, regulations, and self-mandated policies and procedures as well as conducting internal investigations. Mr. Buczek is also an original team leader of the Detroit Police Department monitoring team, responsible for the review and assessment of arrest and detention requirements. Previously, he was a Managing Director in Kroll's Consulting Services Group responsible for managing complex investigations involving fraud, financial misconduct, employee misconduct, inventory theft, kickback schemes, and procurement and bid-rigging schemes. Prior to joining Kroll, Mr. Buczek served as a Special Agent in the New York office of the Federal Bureau of Investigation. There, he gained broad experience in federal white-collar criminal investigations and trials. Mr. Buczek was successful in infiltrating the spot foreign currency market and investigating "bucket" shops, Ponzi schemes, and trader and broker collusion. He developed and managed a major undercover foreign currency and money laundering investigation. Prior to being a Special Agent, Mr. Buczek worked as an auditor in the FBI's Inspection Division and assisted with investigations completed by the Office of Professional Responsibility. Before joining the FBI, Mr. Buczek worked in public accounting, auditing casinos, financial institutions, real estate development companies and utility companies.

Penny Cookson, CA.IFA, CFE – Director, Kroll (Toronto)

Penny Cookson first started reviewing the LAPD's and OIG's audits in November 2003. In September 2005, Ms. Cookson assumed responsibility for the day-to-day management of the Kroll audit team that reviewed the various Consent Decree required audits/reviews. She also supervised the review of the use of these audits by the Police Commission and the Department's system for tracking the audit recommendations to ensure each recommendation was either implemented or appropriately closed. Ms. Cookson actively coached members of AD and the OIG to ensure their audits continued to improve. Ms. Cookson also provided feedback to management of the LAPD areas subject to the audits to assist them in achieving compliance.

Ms. Cookson is a member of the Detroit Police Department's Monitor's team reviewing their audits. Her career involving the Police started in 1991 when she provided forensic accounting expertise to the Ontario Provincial Police fraud investigators on a three year secondment. In addition to her Monitoring experience, Ms. Cookson has extensive experience in providing investigative and litigation support for criminal and white-collar investigations on behalf of corporations and governments and has testified as an expert witness on some of these investigations. Ms. Cookson has developed and led numerous presentations on forensic accounting and investigations to corporate clients, the Institute of Chartered Accountants of Ontario, the Ontario Police College and the Jamaican Constabulary Force. Ms. Cookson obtained her CA in 1988, her CFE in 1995 and the Canadian Institute of Chartered Accountant's designation as a specialist in Investigative and Forensic accounting in 2002.

Hazel de Burgh, CA.IFA – Managing Director, Kroll (Toronto)

Starting in early 2002, Hazel de Burgh became responsible for independent oversight of the audit functions mandated by the Consent Decree. In this role, she established the standards for compliance with the audit-related requirements of the Consent Decree, and provided oversight and guidance to AD, the OIG and the Police Commission to help them meet such standards, and, more importantly, to guide each of these groups in their respective oversight roles of the LAPD.

Ms. de Burgh holds a similar role as a leader on the Detroit Police Department’s Independent Monitor’s team, which she has held for the last six years since the inception of that monitorship.

Ms. de Burgh’s professional experience includes over four years as a Senior Compliance Director of Marsh & McLennan Companies, in the heavily-regulated insurance broking industry, and 20 years as a forensic accountant for Kroll and before that, Lindquist Avey, where she led and conducted over 200 investigations involving allegations of corruption and resolving financial issues in commercial litigation and other disputes relating to problems ranging in size from \$10,000 to \$300 million. Ms. de Burgh ultimately testified as an expert witness in several of these cases. Before becoming a forensic accountant, Ms. de Burgh worked for three years as an auditor for Thorne Riddell, a predecessor firm of KPMG.

Ms. de Burgh had a leadership role in developing standards for the forensic accounting profession in Canada. She also designed and taught several advanced courses in the University of Toronto’s Rotman School of Management, 2-year Diploma in Investigative and Forensic Accounting program, which is the only accredited program for forensic accountants in Canada.

Ms. de Burgh obtained her CA designation in 1985 (the Canadian equivalent of a CPA), her CFE in 1992 and the Canadian Institute of Chartered Accountant’s designation as a specialist in Investigative and Forensic Accounting in 2000. Ms. de Burgh holds an Honors Bachelor of Mathematics degree from the University of Waterloo (in Canada).

Ronald A. Filak, J.D., C.P.A. – Kroll (New York)

Ronald Filak assumed primary responsibility for the monitorship's report writing and related analysis during the second year of the Decree. Throughout the term of the decree, he also provided substantive and administrative oversight of the engagement, and assisted the Monitor's audit team in its reviews of various Consent Decree audits.

Mr. Filak has held a similar role on the Detroit Police Department's Monitor's team since the inception of that monitorship. He has a background in both law and accounting, and a broad range of investigative and consulting experience. As a Managing Director at Kroll, he provided business consulting, fraud investigation, forensic accounting, business intelligence, and due diligence services to clients. He has also served as Director of Operations for Kroll Associates' largest practice unit, in which he took part in financial oversight, budgeting, strategic planning, and human resource management and as Project Manager for the company's implementation of a new billing and accounting system, which was rolled out to domestic and international offices without a single unscheduled hour of business interruption.

Prior to joining Kroll in 1996, Mr. Filak was an auditor and litigation consultant with Price Waterhouse in New York City, where he engaged in investigations, litigation support, and bankruptcy consulting. Mr. Filak received a Juris Doctor degree from Fordham University, where he concentrated in business law. He holds a Bachelor's degree in Business Administration from Georgetown University, where he majored in Accounting and minored in Psychology. He is a Certified Public Accountant and an admitted attorney in New York and New Jersey.

Thomas C. Frazier – President, Frazier Group LLC

Mr. Thomas C. Frazier has served as the designated policing expert for the Office of the Independent Monitor since the inception of the monitorship. As President of the Frazier Group LLC; he leads a consortium of America's leading law enforcement and homeland security leaders. He also serves as Executive Director of the Major Cities Police Chiefs Association, representing the Chiefs of the 64 largest police agencies in the United States and Canada. Prior to creation of Frazier Group, he was Director of the United States Department of Justice's Office of Community Oriented Policing, an eight billion dollar grant program created to put 100,000 police officers on the streets of America.

Mr. Frazier served as Police Commissioner of Baltimore, Maryland from 1994-1999. Signature programs included 3-1-1, Departmental Reorganization, and CrimeStat. Prior to 1994, he served in every rank through Deputy Chief in the San Jose, California Police Department. He was Chief of Patrol, Chief of Detectives, Chief of Administration, Chief of Technical Services, Director of Communications, and Tactical Division Commander among others. He managed departmental responses to floods, earthquakes, hostage and sniper incidents, and was engaged in a number of mutual-aid responses throughout northern California. During his career he has served in Internal Affairs, Special Weapons and Tactics, Planning and Research, and Criminal Intelligence.

Mr. Frazier holds a Masters in Criminal Justice Administration from San Jose State University, and has instructed internationally in Command and Control of Hostage Incidents. He currently serves on a number of advisory boards to the Department of Justice and the Department of Homeland Security. He served in Viet Nam as a Military Intelligence officer, and was awarded the Combat Infantryman's Badge, the Bronze Star, and the Air Medal.

Kathryn Grillo – Director, Los Angeles

Ms. Grillo joined the LAPD Monitoring Team in 2002, and has been involved in reviewing uses of force and complaints audits. She has worked closely with other Team members in conducting fieldwork on audits and reviews, and has attended several officer involved shooting scenes, Use of Force Review Boards, and Boards of Rights hearings.

Ms. Grillo's professional experience includes a wide array of investigative and audit experience. She has worked with international companies on engagements involving due diligence, intellectual property, counterfeiting, product diversion, and background investigations throughout the U.S, Central America and Asia. She has also conducted internal corporate investigations related to fraud and embezzlement and has conducted and staffed compliance reviews and audits for major banks regarding their loan portfolios. Ms. Grillo was the Vice President for Student Lending for a major bank in central Massachusetts, where she was responsible for managing a \$20 million student loan portfolio and ensuring that all loans complied with state and federal student loan lending regulations. Ms. Grillo attended Christopher Newport College in Virginia where she obtained her Associates Degree in Business. Ms. Grillo is a member of the National Association for Civilian Oversight of Law Enforcement. She is a licensed private investigator in California.

Christi L. Gullion – KeyPoint Government Solutions (formerly known as Kroll Government Services) Los Angeles

Ms. Christi L Gullion joined the LAPD Monitoring team in 2001, assisting in oversight of Consent Decree requirements related to the gang units, search warrants and confidential informants. In 2003, Ms. Gullion became the team leader in these areas, as well as for TEAMS II. This involved providing oversight and guidance to the gang units, TEAMS II staff, and other areas in the LAPD to help them ensure adherence to the Consent Decree requirements related to policy, training, implementation and audit, and to help each group develop their oversight of their units and the TEAMS II system.

Ms. Gullion was also a member of the Detroit Police Department’s Monitoring team, reviewing areas of the Consent Judgment related to use of force and conditions of confinement. Starting in 1996, she worked closely with the Phoenix Police Department for the National Institute of Justice as the team leader of a two-year national homicide study. In addition to her Monitoring experience, Ms. Gullion has extensive experience in providing investigative and litigation support for a wide array of cases involving fraud investigations, investigative due diligence, business intelligence and litigation support, as well as working on various government contracts. This included conducting quality control audits of bankruptcy cases for the Office of United States Trustees. Ms. Gullion has taught several advanced courses for Wright and Los Angeles Community Colleges in their Criminal Justice and Law programs. Ms. Gullion obtained her M.S. in Criminal Justice in 1996 from the University of North Carolina at Charlotte.

Rene Salazar – KeyPoint Government Solutions (formerly known as Kroll Government Services) (Los Angeles)

Mr. Rene Salazar has served in several capacities within the Office of the Independent Monitor since joining the team in January 2004. He started with an administrative role in which he made document requests, distributed documents, handled correspondence and inquiries, maintained the team’s databases, and filed quarterly reports with the Court. Later on, Mr. Salazar assisted with fieldwork on audits and reviews conducted by all teams covering all areas of the Consent Decree, and ensured the timely posting of the Monitor’s quarterly reports on the Kroll website. In addition, Mr. Salazar is a member of the Detroit Police Department Monitoring Team and has assisted with fieldwork on reviews for the audit section.

Mr. Salazar has a background in local government. Prior to joining Kroll, Mr. Salazar was a management aide in the Office of the City Manager with the City of Torrance, California, where he assisted with research for labor negotiations with different employee groups including the Torrance Police Officers Association and served as the City’s main contact in an energy conservation program. While with the Office of the Chief of Police within the West Covina Police Department, Mr. Salazar assisted with the preparation of the department’s annual budget, wrote articles for a community newspaper, and researched grant opportunities. Mr. Salazar holds a Bachelor's degree in Public Policy and Management from the University of Southern California.