STANDARDS VALIDATION TEAM

BIOGRAPHY

April, 2010
FitForce™ was established in 1993 as a Division of Human Kinetics publishing company of Champaign, Illinois. Between 1998 and 2009 FitForce was a service of Integrated Fitness Systems DBA (doing business as) of self-employed consultant J. E. Smith, Jr. of Salem, Massachusetts. In 2009, FitForce was established as a corporation in the Commonwealth of Massachusetts. The consultant team are self-employed individual consultants.

FitForce™ and its consultant team (Fitness Intervention Technologies, Hoffman and Associates and Thomas and Means) are the nationally recognized leaders in the field of public safety fitness in the areas of test standards validation, educational materials, staff training, and ongoing program support specific to law enforcement with over 65 person years of experience in developing and implementing physical fitness standards and programs within law enforcement.

The consultant team is uniquely qualified to conduct validation studies, provide fitness coordinator training and program design. The Project Leader, Jay Smith, has worked on both sides of the standards development and implementation issue. During his tenure as Director of Physical Fitness & Health Maintenance Programs for the Massachusetts POST he directed the successful implementation of new medical guidelines and physical fitness standards for 18 Council-operated and -certified police academies. He was the agency contact/coordinator during standards validation; Jay has over 20 years experience with all phases of standards validation. He has provided expert witness support and testimony in several jurisdictions. In addition, Jay is the technical advisor to the National League of Cities- Law Enforcement Fitness/Wellness Initiative.

The Technical Advisor -Dr. Tom Collingwood is the only professional in the field who is both a certified Fitness Program Director from the American College of Sports Medicine and a licensed Psychologist. He has over 30 years experience in developing physical fitness standards and programs within several hundred law enforcement agencies throughout the United States and has served as the primary law enforcement fitness consultant for the Presidents Council on
Physical Fitness and Sports, the International Association of Chiefs of Police and the American Society of Law Enforcement Trainers. He has also held law enforcement positions as a Military Policeman (U.S. Army), Police Psychologist (Dallas Police Dept.) and Training Director (Kentucky Dept. of Justice).

Bob Hoffman, the data analyst and trainer has over 30 years experience in military as well as civilian public safety projects. In addition to many special forces and ranger assignments, Bob was the trainer/developer of the Physical Readiness Program for the U.S. Army’s Physical Fitness Academy and he headed the Army’s Master Fitness Instructor school. As the director of Human Kinetics – FitForce™ program Bob conducted over 20 validation studies and dozens of training programs. He currently is a presenter for Thomas and Means in the National Physical Performance Standards Legal Issues Seminar.

The Presidents Council on Physical Fitness and Sports, the International Association of Chiefs of Police, the DEA, the U.S. Marshals Service, the U.S. Secret Service and the U.S. Army have all recognized the quality and quantity of the consultant teams’ experience.

Over the years, the consultant team has conducted over 95 standards validation projects for over 215 agencies. For those validation studies, job related physical readiness training and incumbent standards were defined with program, staff training and policy recommendations formulated. Example agencies that consultant services have been provided for are as follows

<table>
<thead>
<tr>
<th>Federal Agencies</th>
<th>State agencies</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bureau of Alcohol, Tobacco, Firearms &amp; Explosives</td>
<td>Arizona Department of Public Safety (POST)</td>
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<tr>
<td>Border Patrol</td>
<td>Arizona Dept. of Game &amp; Fish</td>
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<tr>
<td>Bureau of Indian Affairs</td>
<td>Arizona Highway Patrol</td>
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<tr>
<td>Bureau of Land Management</td>
<td>Arizona state wide Special Unit, Tactical, K9, Bicycle Patrol</td>
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<tr>
<td>Bureau of Reclamation</td>
<td>Georgia State Patrol</td>
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<tr>
<td>Customs Service</td>
<td>Idaho Dept. of Law Enforcement</td>
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<tr>
<td>Dept. of Nuclear Energy Couriers</td>
<td>Illinois Conservation Police</td>
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<tr>
<td>Drug Enforcement Administration</td>
<td>Illinois Local Government Police Training Board (POST)</td>
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<tr>
<td>Federal Air Marshal Service</td>
<td>Iowa Dept. of Public Safety</td>
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<tr>
<td>Fish &amp; Wildlife</td>
<td>Kentucky Justice Cabinet (POST)</td>
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<tr>
<td>Internal Revenue Service</td>
<td>Maryland State Police</td>
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<tr>
<td>Marshals’ Service</td>
<td>Massachusetts Criminal Justice Training Council – police, corrections, parole</td>
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<tr>
<td>National Park Service</td>
<td>Massachusetts Personnel Board for Firefighter Standards</td>
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<tr>
<td>Park Police</td>
<td>Missouri Dept. of Conservation</td>
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<tr>
<td>Secret Service</td>
<td>Missouri Highway Patrol</td>
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<tr>
<td>Secret Service Counter Assault Team</td>
<td>New York State Police</td>
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<tr>
<td>Secret Service Counter Sniper Team</td>
<td>Oklahoma Bureau of Narcotics</td>
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<tr>
<td>Secret Service Counter Sniper Team</td>
<td>Oklahoma Bureau of Narcotics</td>
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<tr>
<td>South Dakota Dept. of Conservation</td>
<td>South Dakota Highway Patrol</td>
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<tr>
<td>Texas Alcoholic Beverage Commission</td>
<td>Texas Dept. of Criminal Justice</td>
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<tr>
<td>Texas Dept. of Criminal Justice</td>
<td>Texas Dept. of Public Safety</td>
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<tr>
<td>Texas Parks &amp; Wildlife Division</td>
<td>Wyoming Highway Patrol</td>
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<tr>
<td>Wyoming Highway Patrol</td>
<td>Wyoming Dept. of Criminal Investigation</td>
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</tbody>
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**County/Municipal/Other Agencies**

<p>| Addison, TX Police Dept.         | Addison, TX Fire Department                             |
| AMTRAK Police Dept.              | Bellaire, TX Police Dept.                               |
| Bernalillo County, NM Metropolitan Detention Center | Champaign, IL Police Dept.                         |
| Cheyenne, WY Police Dept.        | Cleveland Clinic                                        |
| Collier County, FL Sheriffs Office | Colony, TX Police Dept.                                |
| Columbus, OH Police Dept.        | Cuyahoga Community College, Cleveland, OH 37 Municipal Police Depts. |
| Commonwealth Edison Nuclear Security Dept. | DFW Airport Public Safety Dept. | |
| Dalton, GA Police Dept.          | DFW Airport Public Safety Dept.                         |
| Estes Park, CO Police Dept.      | Frisco, TX Police Dept.                                 |
| Gilbert, AZ Police Dept.         | Glendale, AZ Police Dept.                               |
| Highland Park, TX Public Safety Dept. | Houston, TX Police Dept.          |
| Honolulu, HI Police Dept.        | Iowa City, IA Police Dept.                             |
| Kauai, HI Police Dept.           | Killeen, TX Fire Dept.                                  |
| Killeen, TX Police Dept.         | Mecklenburg County Sheriffs Office                      |
| Mesquite, TX Fire Dept.          | Minneapolis, MN Police Dept.                            |
| Mobile County, AL Sheriffs Office | New York-New Jersey Port Authority Police               |
| Oneida Indian Nation Police      | Phoenix, AZ Police Dept.                                |
| Plano, TX Police Dept.           | Romeoville, IL Police Dept.                            |
| Scottsdale, AZ Police Dept       | Springfield, MO Police Dept.                           |
| Sugar Land, TX Fire Dept         | Sugar Land, TX Police Dept.                             |
| Tempe, AZ Police Dept            | Toledo, OH Police Dept                                  |</p>
<table>
<thead>
<tr>
<th>Tyler, TX Police Dept</th>
<th>Utah Risk Management Association – 19 municipal police depats.</th>
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</thead>
<tbody>
<tr>
<td>Virginia Beach, VA Police Dept.</td>
<td>Washington Public Power Nuclear Security Dept</td>
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<td>Washington DC Airport Public Safety Dept</td>
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**Program Design and Staff Training**

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<td>Alabama Dept. of Corrections</td>
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<td>Air Force</td>
<td>California Highway Patrol</td>
</tr>
<tr>
<td>Army Criminal Investigation Division</td>
<td>Florida Marine Patrol</td>
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<tr>
<td>Army Fitness Academy</td>
<td>Idaho Dept of Fish &amp; Game</td>
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<tr>
<td>Army Surgeon General’s Office</td>
<td>Idaho Dept. of State Police</td>
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<tr>
<td>Bureau of Prisons</td>
<td>Illinois Dept. of State Police</td>
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<tr>
<td>FBI</td>
<td>Kentucky State Police</td>
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<tr>
<td>Fish &amp; Wildlife</td>
<td>Louisiana State Police</td>
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<tr>
<td>Immigration &amp; Naturalization Service</td>
<td>Massachusetts State Police</td>
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<tr>
<td>Internal Revenue Service</td>
<td>Michigan State Police</td>
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<tr>
<td>NASA – Stennis Space Center</td>
<td>Nebraska Highway Patrol</td>
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<tr>
<td>State Dept. Security</td>
<td>New York State Police</td>
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<tr>
<td></td>
<td>Ohio Highway Patrol</td>
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<td></td>
<td>Pennsylvania State Police</td>
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<tr>
<th><strong>Municipal/County/Other Agencies</strong></th>
<th><strong>State Training Boards (POST)</strong></th>
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<tbody>
<tr>
<td>Aurora, CO Police Dept</td>
<td>Arizona</td>
</tr>
<tr>
<td>AMTRAK Police Dept</td>
<td>Connecticut</td>
</tr>
<tr>
<td>BWI Airport Police &amp; Fire</td>
<td>Florida</td>
</tr>
<tr>
<td>Boston, MA Police Dept</td>
<td>Idaho</td>
</tr>
<tr>
<td>Dallas, TX Police Dept</td>
<td>Illinois</td>
</tr>
<tr>
<td>Denver, CO Police Dept</td>
<td>Indiana</td>
</tr>
<tr>
<td>Denver, CO Fire Dept</td>
<td>Iowa</td>
</tr>
<tr>
<td>Downey, CA Police Dept</td>
<td>Kentucky</td>
</tr>
<tr>
<td>Galveston, TX Police Dept</td>
<td>Massachusetts</td>
</tr>
<tr>
<td>International Association of Chiefs of Police</td>
<td>Montana</td>
</tr>
<tr>
<td>Laramie, WY Police Dept</td>
<td>Nevada</td>
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<tr>
<td>Miami, FL Metro-Dade Police Dept</td>
<td>New Jersey</td>
</tr>
<tr>
<td>New York City Police Dept</td>
<td>North Carolina</td>
</tr>
<tr>
<td>Reno, NV Police Dept</td>
<td>Ohio</td>
</tr>
<tr>
<td>Salem, MA Police Dept</td>
<td>Oregon</td>
</tr>
<tr>
<td>Salem State College, MA Police Dept</td>
<td>Rhode Island</td>
</tr>
</tbody>
</table>

FitForce, Inc. © 2010
Members of the consultant team have conducted over four hundred Public Safety Fitness Instructor courses through FitForce – Fitness Coordinator Course, the Cooper Institute for Aerobics Research, the International Association of Chiefs of Police, public safety fitness clinics for the President’s Council on Physical Fitness and Sports, and Master Fitness Trainer courses for the U.S. Army.

LITIGATION EXPERIENCE

The Technical Advisor (Dr. Tom Collingwood) has served as an expert witness and provided expert testimony for several court cases involving fitness standards and programming. In addition, the consultant team attorney, Robert Thomas, is a nationally recognized authority on ADA and Civil Rights Act of 1991 litigation issues.

USA versus City of Wichita Falls, TX Police Dept (47 FEP cases 1629, ND Tx, 1988).

W-82-CA-11 EEOC versus City of Waco Texas (1988).


Peanick vs US Marshals Service. (case number unknown. 1994)

Miami Beach Tactical Officers Assn. Vs. the City of Miami Beach. (case number unknown. 1994)

Franz vs the City of O’Fallon. MO. (case number unknown. 1995).

Faulkenbury vs the City of O’Fallon, MO (case number unknown, 1996)

Of note is that in most cases the issue was not the validity of standards as it was how an agency proceeded to implement standards. As a consequence, FitForce’s approach will specify implementation policy and procedures and not just standards validation. The consultant team has also had experience in providing expert testimony in union bargaining sessions concerning the validity of physical fitness, fitness testing, and fitness standards.
PROJECT RELATED PUBLICATIONS

The consultant team has extensive publications in the field that is unmatched by any organization in the field.

VALIDATION TECHNICAL REPORTS


Smith, J.E., Jr., Collingwood, T. and Hoffman, R. (2007) Validation Report: Transportability Study for the Kauai Police Department, Kauai, Hawai‘i


Hoffman, R. and Bahrke, M.( 1997) Validation of physical fitness standards for the Minneapolis Police Department, Minneapolis, Mn


Hoffman, R. and Bahrke, M.Comparative validation of fitness standards for the Iowa City Police Department Iowa City, Ia.


Collingwood, T.(1996). Validation of physical fitness standards for the Toledo Police Department. Toledo, OH.


Collingwood, T.(1995). Validation of physical fitness standards for the Arizona Game and Fish Department. Phoenix, AZ.


BOOKS AND BOOK CHAPTERS


ARTICLES


**COLUMNS**

STAFF SUMMARIES

PROJECT LEADER
Jay Smith M.S., C.S.C.S.
President, FitForce™, Inc.

EDUCATION
- B.A. Psychology: Salem State College
- M.S. Exercise Science: University of Kentucky
- Command Training School: Babson College & New England Chiefs of Police

CERTIFICATIONS
- Certified Strength and Conditioning Specialist: National Strength and Conditioning Assn.
- Certified Club Coach: USA Weightlifting
- Certified Fitness Specialist: Cooper Institute for Aerobics Research
- Certified Defensive Tactics Instructor Trainer: PPCT Management Systems

PROJECT RELATED EXPERIENCE
- Director of Physical Fitness and Health Maintenance Programs for the Massachusetts Criminal Justice Training Council
- National Faculty of the FitForce training program having conducted over 50 Fitness Instructor courses
- Have conducted validation studies for FitForce and Fitness Intervention Technologies
- Technical advisor to the National League of Cities – Mutual, national voluntary health and fitness pilot project
- Columnist for the American Society of Law Enforcement Trainers Journal

RELATED EXPERIENCE
- Technical advisor and national pilot project coordinator for National League of Cities-Mutual, Law Enforcement Fitness/Wellness Initiative
- Teaching Assistant: Department of Health and Physical Education: University of Kentucky
- Clinical Support staff of the Sports Medicine Center of the University of Kentucky
PROJECT TECHNICAL ADVISOR
Thomas R. Collingwood, Ph.D.
President: Fitness Intervention Technologies

EDUCATION
• B.S. Social Science: Ball State University
• M.S. Exercise Science: University of Kentucky
• Ph.D. Psychology: State University of New York at Buffalo

CERTIFICATIONS/LICENSES
• Certified Health/Fitness Director: American College of Sports Medicine
• Licensed Psychologist: Texas
• Elected Fellow of the American College of Sports Medicine and the American Psychological Association

PROJECT RELATED EXPERIENCE
• Developed the national training program of both the Cooper Institute for Aerobics Research and the FitForce program to train public safety Fitness Instructors. Approximately 10,000 officers from over 1000 agencies have been trained in over 400 courses worldwide.

• Validated job related fitness standards for over 30 public safety and security agencies.

• Designed the physical fitness programs for over 200 federal, state and municipal public safety and security agencies.

• Served as a consultant for the redesign and development of the U.S Army's and Air Force's physical fitness program and standards.

• Consultant/clinician for law enforcement and military fitness to the Presidents Council on Physical Fitness and Sports

• Former Director of Fitness for the American Society of Law Enforcement Trainers

• Consultant for fitness programming for the International Assn. of Chiefs of Police

• Author of over 50 standards validation studies, articles and books on fitness standards and programs for public safety officers.

• Recipient of numerous recognition/achievement awards from the International Assn. of Chiefs of Police, U.S. Secret Service, U.S. Marshals Service, DEA and the Presidents Council on Physical Fitness and Sports

RELATED EXPERIENCE
• Director of Continuing Education: Cooper Institute for Aerobics Research
• Senior Research Scientist/Asst. Prof., Arkansas Rehabilitation Research and Training Center: University of Arkansas
• Military Police Officer: U.S. Army
• Security Officer: Zeis Security Systems
• Police Psychologist: Dallas Police Dept.
• Training Director: Kentucky Dept. of Justice
PROJECT DATA ANALYST and TRAINER
Robert Hoffman M.S.
Former Director, FitForce Program of Human Kinetics

EDUCATION

- B.S.: U.S. Military Academy at West Point
- M.S. Physical Education: Indiana University

CERTIFICATIONS

- Certified Health Fitness Instructor: American College of Sports Medicine

PROJECT RELATED EXPERIENCE

- Director of the FitForce Division of Human Kinetics Publishing Co. This Division provides a full service National Public Safety Fitness program
- Has validated standards and provided fitness program consultation for over 20 agencies nationwide
- Co-presenter of the National Physical Performance Standards Legal Issues seminar
- Training developer for the Physical Readiness Program of the U.S. Army Physical Fitness Academy
- Developed physical training programs for DEA agents deployed to South America

RELATED EXPERIENCE

- Served and retired from the U.S. Army after 22 years
- Developed physical training programs for DEA Agents through the Army Rangers and Special Forces deploying to South America
- Author of 4 books and over 20 articles on physical fitness
PROJECT CONSULTANT ATTORNEY
Robert F Thomas, J.D.

EDUCATION

- J.D. University of North Carolina

CERTIFICATIONS

- Licensed Attorney: State of North Carolina

PROJECT RELATED EXPERIENCE

- Partner in the law firm of Thomas and Means
- Co-Director of the ABLE Seminars for Legal Issues in Law Enforcement
- Consultant to numerous state and local law enforcement agencies on policy review and risk - management assessment
- Legal Instructor for International Assn. of Chiefs of Police, Institute for Police Technology and Management, Southern Police Institute
- Co-Editor of the "Police Law Journal"

RELATED EXPERIENCE

- Former Senior Police Attorney for the Charlotte, NC Police department
- Former Counsel to the North Carolina Police Executives Assn and North Carolina Association of Chiefs of Police
- Former Co-Director of the Southeastern Center for Police Law and Liability Management
SELECTED CLIENT REFERENCES

Available upon request.