

JACK LEO, CPP

FORENSIC SECURITY EXPERT | EXPERT WITNESS | SECURITY CONSULTANT

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Professional Profile

Board-certified security professional, forensic security consultant, and former senior federal law enforcement executive with more than 30 years of experience in physical security, protective operations, investigations, law enforcement practices, regulatory compliance, crisis management, and organizational governance. Served more than two decades with the U.S. Marshals Service, culminating in senior command assignments with responsibility for federal judicial infrastructure and personnel security, operational planning, investigations, tactical operations, prisoner operations, detention oversight, use-of-force review, and critical incident management.

Provides independent consulting and litigation support to counsel, insurers, corporations, and public agencies. Evaluates complex incidents, policies, training, staffing, supervision, physical-security conditions, and operational decisions against the available evidence and applicable professional standards, and communicates findings in clear written and oral form.

Areas of Expertise

- Negligent security and premises-security practices
- Security management, policies, staffing, training, and supervision
- Physical security, access control, and protective measures
- Security risk, threat, and vulnerability assessment
- Law enforcement practices and investigative standards
- Use of force, custody, restraint, and prisoner operations
- Protective operations, protective intelligence, and critical incidents
- Organizational compliance, governance, and security-program effectiveness

Litigation and Forensic Consulting Experience

- Directs forensic security evaluations, case assessments, and litigation-support engagements through The Probity Group, LLC.
- Reviews incident records, policies and procedures, training materials, witness information, investigative files, operational documentation, physical-security conditions, threat information, and relevant professional standards.
- Applies a disciplined methodology that separates evidence review, assumptions, analysis, limitations, and conclusions.
- Assists counsel with case evaluation, discovery analysis, deposition and trial preparation, demonstrative concepts, and the translation of complex security and law enforcement issues for courts and other decision-makers.
- Has testified on numerous occasions in federal court in connection with official duties as a federal law enforcement officer and investigator.

Selected Qualifications

- Led a 200-person U.S. Marshals Service district organization responsible for federal judicial security, complex investigations, tactical operations, prisoner transportation, detention oversight, and regional readiness.
- Served as principal adviser to the Federal Courthouse Security Committee for the Federal Judicial District of Maryland and managed assets, expenditures, and contracts exceeding \$40 million.
- Planned and directed protective operations for exceptionally high-risk cooperating witnesses through the U.S. Marshals Service Witness Security Division.
- Led threat investigations, protective intelligence, risk and vulnerability assessments, and high-risk operations in the United States and internationally, including overseas assignments in Colombia and Mexico.
- Leads the New Jersey Lottery department responsible for security, investigations, audit, licensing compliance, and enterprise risk management across more than 7,000 licensed retail locations in a regulated enterprise generating approximately \$3.7 billion annually.

Professional Experience

Founder and Principal Consultant

The Probity Group, LLC | New Jersey

- Leads forensic security, expert consulting, and litigation-support engagements for law firms, insurers, corporations, and public agencies.
- Evaluates incidents, security programs, operational practices, and compliance with professional standards using a fact-driven, methodologically disciplined approach.
- Personally oversees evidence review, research, analysis, report development, consultation with counsel, and testimony preparation.

Deputy Director, Security, Audit, and Licensing - Department Head

2020-Present

New Jersey Lottery | New Jersey

- Leads physical security, investigations, audit, licensing compliance, and enterprise risk management for more than 7,000 licensed retail locations and approximately \$3.7 billion in annual revenue.
- Directs programs involving employee background investigations, misconduct inquiries, protection of intellectual property, security technology, and network-related security concerns.
- Modernized investigative reporting, security-integrity programs, and operational processes, producing documented efficiencies and substantial annual savings.

Deputy Assistant Director (Acting)

2019-2020

U.S. Marshals Service, Office of Professional Responsibility | Washington, D.C.

- Provided headquarters leadership for Internal Affairs and Audit functions supporting approximately 8,000 employees across 94 federal judicial districts.
- Directed case-backlog remediation, disciplinary-process realignment, and coordination with domestic and international field offices.

Chief Deputy United States Marshal

2014-2020

U.S. Marshals Service | Districts of Delaware and Maryland

- Directed operational and administrative functions through subordinate levels of management in senior command assignments.
- Oversaw judicial security, criminal and civil investigations, tactical operations, prisoner transportation, detention oversight, critical-incident response, policy implementation, use-of-force review, and organizational compliance.
- Served as principal adviser to the Federal Courthouse Security Committee for the District of Maryland and participated in national policy, training, and interagency oversight initiatives.
- Managed personnel, operational assets, expenditures, and contracts exceeding \$40 million.

Senior Inspector

2010-2014

U.S. Marshals Service, Witness Security Division | Domestic and International Assignments

- Led domestic and international investigations and protective operations involving exceptionally high-risk cooperating witnesses.
- Conducted threat investigations, protective intelligence, risk and vulnerability assessments, and security planning.
- Advised and instructed government partners in Colombia and Mexico on security, investigations, and dignitary protection in support of Plan Colombia and the Merida Initiative.

Inspector in Charge - Regional Fugitive Task Force

2005-2010

U.S. Marshals Service, Investigative Services Division | Atlantic City, New Jersey

- Directed multi-agency investigations and high-risk apprehension operations targeting violent fugitives throughout the region.
- Built operational partnerships with law enforcement, intelligence, community, and private-sector organizations and led training for approximately 300 personnel.

Deputy U.S. Marshal

1998-2005

U.S. Marshals Service | New York and Delaware

- Conducted criminal investigations, employee background investigations, protective operations, prisoner operations, and security assignments involving U.S. courthouses and related federal facilities.

Border Patrol Agent

1997-1998

U.S. Border Patrol | Las Cruces, New Mexico

- Conducted federal enforcement and investigative duties along the United States-Mexico border.

Seasonal Police Officer

1989

Sea Isle City Police Department | Sea Isle City, New Jersey

- Began law enforcement career serving residents and visitors in a high-volume seasonal jurisdiction.

Instruction, Committees, and Professional Service

- Served as an adjunct instructor at the Federal Law Enforcement Training Center.
- Served on a use-of-force review committee and reviewed operational incidents, policy compliance, and force-related decision-making.
- Served as principal adviser to the Federal Courthouse Security Committee for the Federal Judicial District of Maryland.

- Participated in national steering and oversight initiatives involving policy, training, and interagency operations.
- Led training programs for law enforcement and administrative personnel and advised international government partners on security, investigations, and dignitary protection.

Military Experience

Special Agent / Staff Sergeant

2001-2004

U.S. Air Force Reserve, Office of Special Investigations

- Served as a reserve noncommissioned officer and special agent.

Petty Officer Third Class

1989-1997

U.S. Navy

- Served as a noncommissioned officer entrusted with leadership of small teams.

Education and Executive Development

Master of Arts, Human Resource Development - Seton Hall University

Bachelor of Arts, Psychology - Thomas Edison State University

Executive Leadership Program - Cornell University

Cybersecurity Management Program - Harvard University

Certification and Clearance

Certified Protection Professional (CPP) - ASIS International

U.S. Department of Justice clearance status - TS/SCI Eligible

Selected Recognition

- U.S. Marshals Service Director's Award - Distinguished Group (two awards)
- U.S. Marshals Service Director's Award - District of the Year
- Sustained Superior Performance recognition for 20 consecutive years

This curriculum vitae summarizes professional qualifications and experience. Matter-specific disclosures, including any required lists of prior testimony, publications, or engagements, are provided separately when applicable.