



JACK LEO

Security Consultant | Litigation Support | Expert Testimony

Summary

Jack Leo is a highly distinguished security executive, ASIS International Certified Protection Professional (CPP), retired Chief Deputy U.S. Marshal, former U.S. Border Patrol Agent, and former Director of Security for the New Jersey Lottery—a \$3.7B enterprise with 7,000 retail locations and complex investigative, audit, security, and licensing operations. With more than 30 years of progressively responsible federal, state, and private-sector leadership, Mr. Leo has established a nationally recognized record of excellence in investigative strategy, physical and operational security, executive protection, cybersecurity oversight, gaming operations, and enterprise-level risk-mitigation.

Mr. Leo provides litigation support and expert consultation to public agencies, corporations, insurers, and legal teams on matters involving law-enforcement investigations, procedures, tactics, and use of force; prisoner transportation, handling, restraint, and housing; the design, governance, and evaluation of security, safety, executive protection, event-security, gaming-compliance, audit, and licensing programs; and critical-incident preparation and response. His work is grounded in proven forensic methodologies and supported by extensive real-world operational experience.

His background includes substantial engagements across the retail, hospitality, gaming, tourism, entertainment, bar/nightclub, and government sectors. Mr. Leo is a veteran of both the United States Navy and the United States Air Force Reserve.

Education

Thomas Edison University	2013
Bachelor of Arts - Military Degree Completion Program	
Seton Hall University	2015
Master of Arts - Police Graduate Studies Program	
Cornell University	2018
Professional Certificate Executive Leadership	
Harvard University	2019
Professional Certificate Cybersecurity Management	

Security Clearance

Top Secret
Most Recent Background Investigation - 2025

Certification

Licensed Private Investigator — State of New Jersey
Certified Protection Professional (CPP) — ASIS International
Adjunct Instructor — Federal Law Enforcement Training Center + United States Marshals Service
Tactical Training Officer — United States Marshals Service
Firearms Instructor — Federal Law Enforcement Training Center + United States Marshals Service
Less-than-Lethal Devices Instructor — United States Marshals Service

Experience

The Probity Group

Founder/Managing Director - The Probity Group

2021 - Present

- Founder and Managing Director of The Probity Group, a nationally engaged security consulting practice providing **litigation support, forensic analysis, and specialized advisory services** to public agencies, corporations, insurers, and legal teams.
- Serve as the firm's **Principal Consultant**, personally conducting all expert evaluations, forensic analyses, case reviews, and opinion development in accordance with recognized forensic methodologies and more than 30 years of operational experience.
- Provide broad expert consultation in **law-enforcement investigations, procedures, tactics, use of force, prisoner transportation, prisoner handling, restraint, housing, and custody operations**.
- Conduct expert analysis on the **design, governance, and evaluation of security programs, safety programs, executive protection operations, event security, gaming compliance, audit systems, and licensing functions**.
- Deliver **clear, objective, defensible expert opinions** supported by extensive senior federal law-enforcement leadership and executive-level security experience.
- Lead **organizational assessments, investigative reviews, program evaluations, and forensic case analyses** across diverse sectors including retail, hospitality, gaming, entertainment, bar/nightclub, tourism, and government environments.
- Ensure all findings are aligned with **industry standards, constitutional requirements, professional practices, and nationally recognized investigative and security methodologies**.
- Leverage a small multidisciplinary team who assist with **research, document review, and fact development**, while all final expert conclusions, opinions, and methodologies remain derived from my personal expertise.
- Provide strategic guidance to clients seeking to evaluate operational failures, compliance gaps, security vulnerabilities, training sufficiency, investigative adequacy, and risk-management practices.
- Support attorneys, insurers, and organizations nationwide through **expert reports, deposition preparation, trial testimony, and comprehensive litigation-support services**.

New Jersey Lottery

Director of Security

2020 - 2026

- Senior executive responsible for all security, investigative, audit-oversight, and licensing-compliance functions for a statewide lottery system generating approximately **\$3.7B annually** with **7,000 retail locations**.
- Oversee security and integrity operations designed to protect high-value assets, maintain public confidence, and ensure adherence to state and federal regulatory requirements.
- Direct enterprise-wide investigations involving **fraud, theft, retailer misconduct, internal wrongdoing, ticket anomalies, financial irregularities, and regulatory violations**.
- Ensure investigative accuracy through **due-process adherence, evidence-handling standards, chain-of-custody controls**, and documentation practices consistent with nationally recognized investigative methodologies.
- Coordinate investigative and compliance matters with **state regulators, law-enforcement agencies, prosecutors, auditors, and gaming-oversight authorities**.
- Lead statewide **strategic security planning**, including development and execution of physical, technical, and operational risk-mitigation strategies.
- Conduct comprehensive risk assessments of **retail operations, internal systems, ticket-production processes, prize-payment procedures, logistics networks, and high-risk distribution points**.
- Design, implement, and evaluate **security controls, audit measures, and integrity safeguards** that support loss-prevention objectives and enterprise risk-management requirements.
- Oversee vulnerability-mitigation efforts addressing **insider threats, retailer non-compliance, cyber-related exposures, and system-integrity risks**.
- Direct initiatives involving **technology upgrades, surveillance enhancements, incident-response planning, and high-risk event-security operations**.
- Provide strategic guidance to senior state leadership on **policy development, operational governance, risk-management practices, and continuity-of-operations planning**.
- Manage collaboration across **law enforcement, state agencies, the Attorney General's Office, the Division of Consumer Affairs, the Office of the State Comptroller, external auditors, and private-sector partners**.
- Ensure transparency, accountability, and continuous improvement of Lottery security, integrity, and compliance programs.
- Exercise high-level decision-making involving **complex regulatory interpretation, operational oversight, and multidisciplinary team leadership** in one of New Jersey's largest revenue-generating enterprises.

Experience

United States Marshals Service, Federal Judicial District of Maryland

Chief Deputy United States Marshal

2015 - 2020

- Senior executive responsible for directing operations within one of the nation's most complex and high-volume federal judicial districts located in the National Capital Region.
- Oversaw large-scale **investigative operations, judicial protection missions, prisoner operations, and fugitive-apprehension programs** supporting multiple federal courts and high-threat proceedings.
- Exercised full command authority over the **care, custody, classification, housing, and transportation of pre-sentenced federal inmates**.
- Ensured compliance with constitutional requirements, federal detention policy, and nationally recognized custody and restraint standards.
- Directed all detention-related functions involving **contract detention facilities and contracted guard services**, including compliance oversight, performance monitoring, detainee movement coordination, courtroom support, and emergency-response readiness.
- Led mission-critical operational units including **warrant squads, tactical teams, protective operations, prisoner services, and court security**.
- Provided executive oversight for **use-of-force reviews, restraint-application practices, operational audits, and compliance assessments**.
- Served as a senior leader on major **federal, state, and local interagency task forces**, coordinating operations targeting violent fugitives, organized crime groups, and high-risk offenders.
- Strengthened intelligence integration, strategic coordination, and operational governance among regional partner agencies.
- Directed **strategic planning, risk assessments, and large-scale event security** operations in support of high-visibility federal cases and sensitive national-level missions.
- Supported critical-incident management, emergency response coordination, and continuity-of-operations planning for federal judicial functions.
- Provided senior-level guidance on policy implementation, operational performance, personnel management, and mission readiness for one of the busiest federal districts in the country.

United States Marshals Service, Office of Professional Responsibility

Deputy Assistant Director (Acting)

2018

- Served as Acting Deputy Assistant Director for the Office of Professional Responsibility (OPR), providing senior executive oversight of **internal investigations, use-of-force reviews, employee-misconduct inquiries**, and organizational compliance activities across the United States Marshals Service.
- Exercised leadership authority over **enterprise-wide compliance assessments, regulatory-adherence reviews, and internal audit functions** evaluating operational integrity and institutional accountability.
- Directed complex, sensitive, and high-visibility investigations involving **alleged violations of federal law, agency policy, procedures, constitutional standards, and ethics requirements**.
- Led multidisciplinary investigative teams responsible for **case analysis, evidence evaluation, policy interpretation, investigative documentation, and development of defensible findings**.
- Ensured all inquiries complied with **recognized investigative methodology, due-process standards, documentation requirements, and professional investigative practices**.
- Assessed operational failures, procedural deviations, training deficiencies, and risk-management vulnerabilities across multiple districts and mission areas.
- Collaborated with **Department of Justice leadership, district commanders, and internal subject-matter experts** on investigative outcomes, compliance findings, and recommended corrective action.
- Provided executive-level guidance on **policy reform, operational controls, compliance frameworks, systemic risk mitigation, and organizational accountability measures**.
- Supported oversight functions designed to enhance agency transparency, promote ethical conduct, and ensure adherence to federal standards governing law-enforcement operations and internal investigations.
- Contributed to high-level decision-making involving **agency governance, policy interpretation, performance oversight, and enterprise risk management**.

Experience

United States Marshals Service, Federal Judicial District of Delaware

Chief Deputy United States Marshal

2014 - 2015

- Senior executive leader for a highly integrated federal district where operational effectiveness required close coordination among federal, state, and local agencies.
- Exercised full command authority over **investigations, fugitive operations, judicial protection missions, and all detention and custody functions** for the district.
- Oversaw the **care, custody, supervision, classification, and transportation of pre-sentenced federal inmates**, ensuring compliance with constitutional requirements, federal rules, and nationally accepted correctional practices.
- Managed daily detention operations involving **prisoner housing, court productions, medical transports, emergency responses, and detainee logistics**.
- Directed and monitored all operations conducted in partnership with **contract detention facilities and contracted guard services** responsible for inmate housing, movement, and courtroom security.
- Led multi-agency investigative and tactical operations; served as a senior leader on **federal, state, and local task forces** addressing violent fugitives, drug trafficking, organized crime, and other high-impact regional enforcement priorities.
- Directed **joint operational planning, intelligence sharing, surveillance coordination, tactical deployments, and after-action review processes**.
- Provided oversight for **use-of-force reviews, operational risk assessments, custody evaluations, and compliance audits** to ensure adherence to federal policy, constitutional standards, and recognized professional practices.
- Cultivated a district-wide culture of **accountability, efficiency, and interagency interoperability**, improving coordination across the operational spectrum.
- Worked closely with **prosecutors, federal courts, detention providers, and partner agencies** to enhance investigative outcomes, strengthen detention operations, and support safe, effective judicial processes.
- Supported senior DOJ and USMS leadership through **policy interpretation, operational reporting, performance assessments, and mission-readiness initiatives**.

U.S. Marshals Service, Witness Security Division

Senior Inspector

2010 - 2014

- Served as a Senior Inspector within the Witness Security Division, responsible for the **protection, relocation, identity safeguarding, and secure long-term management of high-risk witnesses, cooperating defendants, and their families**.
- Directed sensitive operations involving **threat assessments, protective strategies, cover documentation, operational planning, and secure logistics** associated with the federal Witness Protection Program.
- Conducted comprehensive **protective-intelligence reviews, physical-security assessments, and risk evaluations** to determine appropriate protective measures for program participants.
- Coordinated multi-agency operations with **federal prosecutors, intelligence partners, and law-enforcement entities nationwide**, ensuring compliance with federal statutes, constitutional requirements, and nationally recognized protective-operations and investigative standards.
- Managed complex cases requiring **behavioral-threat assessment, surveillance detection, emergency-response planning, safe-house operations, and the secure movement and housing** of protected individuals in dynamic threat environments.
- **Maintained rigorous confidentiality controls, documentation practices, and evidence-handling standards**, ensuring all investigative and protective activities met program-security and legal requirements.
- Directed the implementation of **contingency actions, vulnerability-mitigation measures, and rapid operational adjustments** based on emerging threats and real-time intelligence.
- Served as an **embedded advisor to the Government of Mexico**, providing expert guidance in **dignitary protection, physical security, personnel safety, investigations, and the development of protective policies and tactics** in support of the Merida Initiative.
- Delivered specialized training and advisory support to the **Government of Colombia** in dignitary protection, investigations, and physical-security practices.

Experience

United States Marshals Service, Investigative Operations Division

Inspector in Charge

2005 - 2010

- Led the Investigative Operations Division in Atlantic City, overseeing **complex federal investigations, fugitive operations, and multi-agency enforcement initiatives** in a high-crime, high-tourism coastal environment.
- Directed investigative teams engaged in **surveillance, apprehension operations, intelligence development, and interagency case coordination**.
- Managed high-risk warrant operations, violent-offender investigations, and sensitive missions conducted in partnership with **federal, state, county, and municipal law-enforcement agencies**.
- Ensured all investigative activities adhered to **federal policy, constitutional requirements, and nationally recognized investigative and operational standards**.
- Provided supervisory oversight for **arrest planning, threat assessments, tactical deployments, prisoner handling, and evidence-driven investigative processes**.
- Conducted **operational reviews, debriefings, and after-action analyses** to evaluate performance, identify procedural deficiencies, and strengthen accountability.
- Coordinated with **prosecutors, intelligence units, and regional task forces** to integrate investigative strategies, share intelligence, and enhance operational execution across multiple jurisdictions.
- Supported mission planning for joint operations targeting **violent fugitives, organized crime groups, and high-risk criminal enterprises** operating within the region.
- Ensured the application of recognized investigative methodology, proper documentation, and consistent adherence to agency standards across all assignments.

United States Air Force Reserve

Special Agent

2001 - 2004

- Served as a Special Agent in the U.S. Air Force Office of Special Investigations (OSI), conducting and supporting **federal criminal, counterintelligence, and insider-threat investigations** affecting Air Force personnel, resources, operations, and installations.
- Performed investigative duties including **interviews, surveillance, evidence collection, documentation, analysis, and liaison activities** with military, federal, state, and local law-enforcement partners.
- Executed complex and sensitive investigations requiring adherence to **federal law, military justice procedures, Air Force directives, Department of Defense policies, and nationally recognized investigative standards**.
- Participated in **threat assessments, vulnerability analyses, and security reviews** for Air Force facilities, personnel, and mission-critical operations.
- Supported protective operations for **sensitive missions, high-risk activities, and personnel requiring enhanced security measures**.
- Conducted research, intelligence coordination, and operational support activities to identify and mitigate **security vulnerabilities, threat indicators, and risks to classified resources**.
- Ensured proper **documentation, evidence handling, and confidentiality controls** in compliance with OSI and Department of Defense investigative protocols.
- Coordinated investigative information and operational activities with **command staff, intelligence units, security forces, and external law-enforcement agencies**.
- Applied recognized investigative methodology, threat-assessment principles, and security practices to support Air Force mission readiness and operational integrity.

Experience

United States Marshals Service, Federal Judicial District of Delaware

Deputy United States Marshal

2000 - 2005

- Served as a Deputy U.S. Marshal in a highly collaborative federal district where close coordination with **state, county, municipal, and federal partners** was essential to operational success.
- Conducted **investigations, fugitive operations, prisoner handling and transportation, judicial security missions, and warrant enforcement** across a wide range of criminal matters.
- Executed arrest operations, surveillance activities, and investigative fieldwork consistent with **federal policy, constitutional standards, and nationally recognized law-enforcement practices**.
- Managed the **secure custody, restraint, and movement of prisoners**, including court productions, medical transports, and high-risk detainee operations.
- Conducted **threat assessments, courthouse security evaluations, and risk-based operational planning** to support high-profile and high-risk court proceedings.
- Supported high-risk courtroom operations, including security for sensitive hearings, high-threat defendants, and proceedings requiring enhanced protective measures.
- Coordinated investigative activities and tactical operations with **federal judges, prosecutors, defense attorneys, task-force officers, and partner law-enforcement agencies**.
- Participated in joint operations and intelligence-sharing initiatives with **multi-agency task forces**, contributing to targeted investigations and enforcement activities.
- Ensured proper documentation, evidence handling, detainee accountability, and operational compliance across all assignments.
- Applied recognized investigative methodology, operational security practices, and constitutional requirements to support safe and effective mission execution.

United States Marshals Service, Federal Judicial District of Southern New York

Deputy United States Marshal

1998 - 2000

United States Marshals Service – Federal Judicial District of Southern New York

- Served in one of the nation's most operationally demanding and high-visibility federal judicial districts, conducting **complex investigations, high-risk warrant operations, prisoner handling, and judicial security missions** throughout Manhattan, the Bronx, and surrounding areas.
- Worked on cases involving **organized crime, violent offenders, financial crimes, terrorism-related matters, and high-profile federal prosecutions**.
- Executed arrests, surveillance activities, courtroom security assignments, and prisoner movements in support of some of the **most sensitive proceedings in the federal judicial system**.
- Ensured strict compliance with **federal policy, constitutional standards, use-of-force policies, custody protocols, restraint application procedures, and high-threat courtroom-management standards**.
- Managed **high-risk prisoner movements**, detainee supervision, secure holding operations, and critical courtroom deployments in one of the busiest and most security-sensitive federal court systems in the country.
- Collaborated extensively with **FBI, DEA, ATF, NYPD, and the U.S. Attorney's Office**, gaining substantial experience in interagency coordination, intelligence integration, and multi-agency investigative operations.
- Supported emergency responses, courthouse security actions, and rapid threat-mitigation efforts related to high-risk defendants, public-threat situations, and sensitive judicial proceedings.
- Developed firsthand expertise in **operational security, emergency-response coordination, surveillance practices, and multi-agency investigative procedures** in a high-tempo urban enforcement environment.
- Ensured proper evidence handling, documentation, detainee accountability, and adherence to recognized operational standards across all assignments.

Experience

United States Border Patrol, El Paso Sector

Border Patrol Agent

1997 - 1998

- Served as a U.S. Border Patrol Agent in the Las Cruces Station, conducting **front-line federal law-enforcement operations** in a high-volume border region.
- Performed investigations, surveillance, interdictions, arrests, and field interviews involving **narcotics smuggling, human trafficking, illegal entry, and transnational criminal activity**.
- Executed **high-risk arrests**, vehicle stops, foot pursuits, and search operations in desert, rural, and urban environments.
- Ensured strict compliance with **constitutional protections, federal law, DHS/INS policies, and nationally recognized standards** governing use of force, custody, search and seizure, and arrest procedures.
- Conducted **initial detainee processing**, including identification, documentation, evidence handling, and secure custody management.
- Responded to surveillance sensors, conducted tracking operations, and performed **intelligence-gathering missions** to identify suspect activity and illicit cross-border movements.
- Coordinated operations with **federal, state, tribal, and local partners**, supporting joint investigations and enforcement missions.
- Developed firsthand expertise in **risk assessment, threat identification, emergency response, and field-based critical-incident management** in high-risk border environments.
- Applied recognized investigative methodology and federal enforcement practices to support safe and effective mission execution.

Skills

investigative strategy · physical and operational security · executive protection · cybersecurity oversight · gaming operations · enterprise-level risk-mitigation · law-enforcement investigations · procedures · tactics · use of force · prisoner transportation · handling · restraint · housing · security-program design · governance · evaluation · security · safety · executive protection · event-security · gaming-compliance · audit · licensing · forensic methodologies · retail · hospitality · gaming · tourism · entertainment · bar/nightclub · government sectors · federal law enforcement · security oversight · investigations · audit supervision · licensing compliance · strategic security planning · risk assessments · organization controls · interagency collaboration · investigative units leadership · use-of-force reviews · custody · restraint practices · operational audits · compliance assessments · federal investigation techniques · counterintelligence · threat assessments · security reviews · emergency response planning · protective operations · threat mitigation · surveillance detection · behavioral assessment · confidentiality · evidence handling · arrest planning · tactical deployments · threat identification · field investigations · surveillance · interdictions · high-risk arrests · search operations · sensor response · tracking · threat identification · field-based critical-incident management

Training / Courses

Gaming Law, Compliance, and Integrity, Seton Hall University, 2026

Multidisciplinary Training Conference - Lottery, North American Association of State and Provincial Lotteries, 2023

Continuity of Operations Planner, United States Marshals Service

Chief Development, United States Marshals Service, 2016

Public Affairs Officer, United States Marshals Service, 2015

Less-than-Lethal Devices Instructor, United States Marshals Service, 2014

Governmental Financial Management, United States Marshals Service, 2014

Basic Top Secret Case Management, United States Marshals Service, 2013

Armored Vehicle Advanced Operations, O'Gara Group, 2013

Tactical Training Officer, United States Marshals Service, 2013

Adjunct Instructor, Federal Law Enforcement Training Center, 2012

Advanced Witness Security, United States Marshals Service, 2012 + 2010

High Risk Fugitive Apprehension, United States Marshals Service, 2011

Firearms Instructor, Barnhart Performance, 2011

Training / Courses

Witness Security Inspector, United States Marshal, 2010

Carbine Armorer, Blackwater Training Center, 2008

Advanced Firearms Operator, Barnhart Performance, 2008

Ballistic Shield Operator, New York City Police Department, 2008

GLOCK Armorer, GLOCK, 2007

Sex Offender Investigations Coordinator, National Center for Missing & Exploited Children, 2007

Advanced Deputy United States Marshal, United States Marshals Service, 2007

Fugitive Apprehension Training, United States Marshals Service, 2007 + 2006 + 2005

Firearms Instructor, Federal Law Enforcement Training Center, 2006

Sex Offender Investigator Training, United States Marshals Service, 2006

Advanced Firearms Operator, Barnhart Performance, 2006

Gang Investigations, Mid-Atlantic Great-Lakes Organized Crime Law Enforcement Network, 2005

Multidisciplinary Training Conference - Homicide Investigations, Delaware State Police, 2004

Multidisciplinary Training Conference - Fugitive Investigations, National Association of Fugitive Investigators, 2004 + 2001

Multidisciplinary Anti-Terrorism Conference, Federal Bureau of Investigations, 2003 + 2002

Protective Investigations, United States Marshals Service, 2003

Anti-Terrorism Training, All American Training Center, 2002

Criminal Justice Information Systems, Delaware State Police, 2001

Reserve Special Investigator, United States Air Force, Office of Special Investigation, 2001

Cyber & Electronic Crimes, Mid-Atlantic Great-Lakes Organized Crime Law Enforcement Network, 2001

Gang Awareness and Recognition, New Jersey State Police, 2000

Ballistic Shield Operator, United States Marshals Service, 1999

Criminal Investigator Training Program, Federal Law Enforcement Training Center, 1999

United States Marshal Service Academy, United States Marshals Service, 1999

Border Patrol Academy, United States Immigration and Naturalization Service, 1998

Affiliations

Member - IAPSC

Int. Assoc. of Professional Security Consultants

Member - ASIS

ASIS International

Member - IACP

International Association of Chiefs of Police

Member - IAFCI

Int'l Assn. of Financial Crime Investigators

Member - ITOA

International Tactical Officers Association

Member - CPTED

Int'l Assn. Crime Prevention Through Environmental Design