

OC-25-39

City of Albuquerque

Accountability in Government Oversight Committee P.O. BOX 1293, ALBUQUERQUE, NM 87103

May 14, 2025

Brook Bassan, Council President City Council P.O. Box 1293 Albuquerque, NM 87103

Dear Council President Bassan,

Pursuant to Section 2-10-6 of the Accountability in Government Oversight (AGO) Ordinance, the AGO Committee has completed its process for filling the Inspector General position, which included public advertisement, candidate interviews, and reference checks.

Following this comprehensive process, the Committee has identified and ranked the top three qualified candidates as follows:

- 1. William Hoffman
- 2. Joseph Throneberry
- 3. Gregory McCormick

Should you wish to discuss the qualifications of these individuals or the selection process used by the Committee, please feel free to contact me directly at (505) 710-0561 or via email at griego14@unm.edu.

Enclosed are the resumes for each candidate for your review.

Thank you for your attention to this matter.

Sincerely,

Vidor Grius Victor Griego, Chairperson Accountability in Government Oversight Committee

WILLIAM DAVID HOFFMAN

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<u>xxxxxxx@gmail.com</u>

INSPECTOR GENERAL

KEY QUALIFICATIONS

"David did an outstanding job in establishing the first of its kind Office of Special Review within the Office of Counsel, OIG. David led a team that demonstrated exceptional productivity and quality in the performance of their responsibilities. David's independent achievements and his leadership and skill bringing a diverse team together focusing their energies on the same goals and expectations was incredibly impressive..."

Mark B., Inspector General, Federal Reserve Board and Consumer Financial Protection Bureau

CAREER HIGHLIGHTS

Influential, collaborative, and seasoned executive with extensive experience conducting federal and civil investigations, leading myriad ethics and compliance efforts, and developing policy in rapidly evolving organizations. Demonstrates a proven track record of success in establishing and maintaining exemplary integrity standards and adeptly navigating regulatory compliance landscapes, consistently delivering above expectations.

FOUNDER/PRINCIPAL Gryphon Workplace Investigations

San Diego, CA | 3/2024 – Present

Providing prompt, thorough, and impartial workplace investigation services and compliance guidance, emphasizing service to law firms, education, energy, healthcare, gaming, banking, and insurance. Functional area expertise includes discrimination, retaliation, harassment, bullying, integrity, misconduct, wage and hour, training, and FMLA. Includes comprehensive reports describing root causes, findings of facts, and analysis that rely on the appropriate standard of proof to support scrutinized conclusions.

DIRECTOR OF INVESTIGATIONS, POLICY, AND MONITORING UC San Diego Health System, Office of Compliance and Privacy

San Diego, CA | 9/2021 – 3/2024

Performed in a critical senior leadership position overseeing and assessing all investigations conducted within the University of

California San Diego Health environment. Led the transformation of the culture of investigations, implementing comparable federal sentencing guidelines, expectations, and best practices. Managed 7 high-performing direct reports and a team of up to 27 members conducting research, privacy, billing and coding, and regulatory investigations.

- Acted as a catalyst for change aligning processes with regulatory best practices including meticulous documentation and adherence to established guidelines per DOJ, FCPA, FAR and TINA guidance.
- Provided all oversight for training and education, risk assessment and work plan, exclusion screening, system-wide policy management and development, and attestations.
- Created and launched a robust 12-week training program around the minimum mandatory skills of conducting thorough investigations and well-written reports of investigations involving both the preponderance and clear and convincing evidence standards of proof.
- Initiated, developed, and implemented a new automated 24/7 helpline and integrated case management system.

"David conducts himself with the utmost integrity and diligently follows through on his

commitments in the most efficient, timely manner. He has a transparent and authentic demeanor and actively strives to understand and resolve root cause issues. David takes his role as coach very seriously and he spends considerable personal time with his team collaborating on new and better approaches to assignments...

David has shown incredible resiliency in the many changes he has faced since his appointment. He regularly collaborates with his team and others on key initiatives and projects. David's work and professional business acumen as well as his inter-personal skills across the department and the entire system have been nothing short of outstanding."

Ronald S., Chief Compliance & Privacy Officer, UC San Diego Health Developed and implemented multiple system policies, risk management practices, and training initiatives to advance the organization to the next phase of growth.

DIRECTOR OF INVESTIGATIONS & OPERATIONS UC San Diego, Office of Ethics & Compliance

Selected by the Board of UC San Diego to integrate comprehensive framework aligned with the federal sentencing guidelines first introduced in 1991 and subsequent amendments. Established and implemented investigative templates, reports, and case management activities supporting organizational whistleblower and retaliation compliance practices.

- Led all investigations, policy management, risk assessments, and hotline management ensuring the efficiency and integrity of all operations.
- Created and executed a world-class investigations program through collaboration with cross-functional departments to ensure a solid approach to addressing concerns including Anti-Corruption, COI, Gifts, and Risk.
- Provided training for diverse audiences to educate the workforce on conducting and reporting thorough investigations, cultivating a culture of investigative rigor across the campus, and police conduct investigations.
- Drove continuous improvement including streamlining processes to boost efficiency and effectiveness, enhancing the compliance landscape within the enterprise.

SPECIAL AGENT IN CHARGE **EPA – Office of Inspector General**

Functioned in the role of Special Agent in Charge for the Northeast Division of the EPA Office of the Inspector General, and Office of Professional Responsibility for Law Enforcement Special Projects. National-level management of financial crimes involving federal criminal and civil fraud, waste, and abuse cases as well as anti-corruption, COI, money laundering, and administrative employee integrity and misconduct matters. Oversaw the annual budget and a geographically dispersed team of 53 professionals.

- Spearheaded transformational change by infusing a sense of purpose and direction with the team.
- Provided leadership and direction with clear communication, goals, and growth propelling operational excellence and • success. Led public corruption, utility, and procurement investigation leading to worldwide suspension of IBM.
- Launched and led the financial crimes American Recovery and Reinvestment Act Task Force including policy development and utilities (regulated water and wastewater treatment) reviews, while leading 53 professionals nationwide and \$7.2B grants.
- Fostered a collaborative environment, inspired the workforce, and shaped significant accomplishments throughout tenure.

EARLY CAREER

SPECIAL AGENT, Computer/Financial Crimes, FCPA, PPD | United States Secret Service

3/1996 - 11/2003

AWARDS AND ACCOMPLISHMENTS

AGENCY SILVER MEDAL | CIGIE AWARD | CRIMINAL INVESTIGATOR AWARD

EDUCATION

MASTER OF ARTS (MA) DEGREE, FOREIGN POLICY Florida State University

BACHELOR OF ARTS (BA) DEGREE, DUAL PHILOSOPHY & POLITICAL SCIENCE West Chester University of Pennsylvania

Certified Compliance & Ethics Professional (CCEP)®, Certified Healthcare Compliance Professional (CHC)®, Certified Paralegal (CP), Certified Workplace Investigations (AWI-CH), Federal Criminal Investigator (Ret.)

"Workhorse"

"Thought Partner"

"David has been an incredibly valuable partner within our office. In addition to his own professional functions conducting investigations relying on preponderance of and clear and convincing evidence standards, David provides routinely reliable counsel to me. His broad insights and thoughtprovoking contributions have been an immense service."

Judy B., Chief Ethics & Compliance Officer, UC San Diego

Washington, DC | 11/2003 - 6/2016

San Diego, CA | 6/2016 – 9/2021

JOSEPH THRONEBERRY

CIA - CRMA - CFE - CISSP - CISA - CPP - CFCI - CFI - MS

SENIOR GOVERNMENT RISK & AUDIT LEADER

SU	MMARY	DEMONSTRATED VALUE		
corporate and governme extensive background in co enforcement, and physical		 Extensive experience in public leadership, including serving as a member of the Las Vegas Metropolitan Police's Civilian Review Board, the Clark County Enterprise Town Board, and City of Las Vegas Audit Oversight Committee. President Emeritus of the Las Vegas Chapter of the 		
<i>Excel at developing and leading high-performing teams</i> that create, conduct, and communicate audit programs to add value for stakeholders.		Association of Certified Fraud Examiners.Developed the policies, procedures, best practices, and		
 Highly adept at identifying potential issues, gaps, and areas of risk, developing policies and procedures, updating controls, and presenting and negotiating post-audit recommendations. Proven history of directing successful investigations involving financial crime, fraud, theft, cybercrime, administrative crime, and ethics/integrity violations. 		 duties for the City of Las Vegas Senior Forensic Auditor. Managed internal and external investigations for Cox Enterprise's Las Vegas market, including ethics/integrity, ID theft, fraud and financial crime, workplace violence, due diligence, threat assessments, and theft of services cases. Directed financial crime investigations for Capital One's 		
		 Directed manchal crime investigations for capital one's credit card business line, managed external fraud operations for a 9-state region, and led the effort to establish an enterprise cyber threat intelligence program. Conducted Medicare fraud, waste, and abuse investigations for the US Dept. of Health & Human Services. 		
<i>Experienced at building and leading top-performing teams</i> in the US and overseas. MS in Criminal Justice Administration and multiple certifications.				
		y Skills:		
Audit Management Strategic Planning Internal Controls Risk Identification Corrective Actions	Regulatory Compliance Data Protection & Privacy Organized Retail Crime Budget Administration Governmental Auditing	Fraud InvestigationsInternal InvestigatiGAAP/GAAS/GAGASCyber SecurityRisk MitigationFinancial CrimeBest PracticesProblem SolvingReportingCommunicationsApplyringNorpetiations	ons	
Public Accounting	Project Management	Analysis Negotiations		

PROFESSIONAL EXPERIENCE

CITY OF LAS VEGAS, Las Vegas, NV Senior Forensic Auditor (12/2022-present)

Oversee and conduct complex internal and forensic audits, working with the city council, city manager, and all levels of management and staff to facilitate improvement through the analysis, investigation, inquiry, testing, and examination of evidence and identification of discrepancies or inaccuracies. Serve as Lead Auditor, supervising project teams and coordinating junior auditors on projects. Monitor and follow up on investigations. Present audit findings to management and city officials. Participate in developing recommendations to correct areas of risk or fraud and implement corrective actions.

- Key member of the team that developed and established the fraud/ethics program for the city's internal audit department.
- Provided critical guidance on information security, public safety, and emergency management audits.

Board Member, Audit Oversight Committee (2016-12/2022)

Evaluated public reports generated by internal audits. Collaborated with City Manager and City Auditor to schedule audits. Interviewed City Auditor applicants. Reviewed and recommended changes to the audit program in the city charter.

• Served as committee Chairman and Vice Chairman during tenure on the committee for more than 6 years.

COX ENTERPRISES, INC. Las Vegas, NV

Enterprise Security & Investigations Manager

Responsible for directing security and investigations staff for the SW United States in identifying, developing, implementing, and maintaining security processes across the organization to reduce risk, respond to incidents, and limit exposure to liability exposure. Maintained budgets. Developed, trained, and directed security and investigative personnel. *(continued)*

2016 – Present

2020 - 2022

(Enterprise Security & Investigations Manager, Cox Enterprises, continued)

- Provided leadership and direction as part of the internal emergency response and crisis management teams.
- Managed physical/facility security operations, including contracted guard services, CCTV/surveillance systems (Avigilon), access control systems (ProWatch), and department projects.

LAS VEGAS METROPOLITAN POLICE DEPT. (LVMPD) CITIZEN REVIEW BOARD, Las Vegas, NV 2016 – 2022 Board Member

Reviewed complaints relating to peace officer misconduct and internal investigations carried out by the LVMPD. Determined case merits and provided objective analyses. Recommended disciplinary actions, training, and/or policy changes as warranted.

• Elected Chairman on more than 10 hearings and screening panels. Led the examination and adjudication of complex cases ranging from allegations of improper use of force to public corruption.

MGM RESORTS INTERNATIONAL (MGMRI), Las Vegas, NV Senior Manager, Fusion Center (2018-2020)

Oversaw cyber security and investigative operations within the Information Security Department for MGMRI's Fusion Center. Partnered with Fraud Control, Internal Audit, Legal, Security, Treasury, HR, and other departments on data loss prevention, antimoney laundering, suspicious activity reporting, and insider threat management. Managed the cyber threat intelligence program, digital forensics, eDiscovery, cyber incident response, vulnerability management, and security operations center (SOC). Worked with local, state, and national law enforcement agencies. Directed cyber threat intelligence analysis, data breach and cybercrime investigations, network and computer misuse, information security incident response, and eDiscovery activities.

- Managed eDiscovery and digital forensic efforts while improving existing processes. Investigations included MGMRI's response to a high-profile Oct. 1 incident, June 2019 MGM Date Breach, and DLP efforts around project MGM2020.
- Led MGMRI's Incident Response team in addressing data security issues resulting from internal and external attacks.
- Directed incident response and data loss prevention efforts relating to selling and acquiring casinos in Las Vegas as part of the MGM 2020 project.

Event Security Manager, T-Mobile Arena (2016-2021)

In a part-time event management role, directed safety and security for this 20,000-seat, multi-function arena. Supervised up to 300 in-house and contracted security officers per event, with as many as 100 major events per year. Coordinated with law enforcement, medical teams, and MGM security leaders during events.

CAPITAL ONE BANK (USA), Las Vegas, NV

Regional Manager, External Fraud & Card Intelligence

Directed all financial crime investigations for the credit card line of business (LOB) and managed all external fraud operations for the 9-state Western US region. Responsible for investigating fraud applications, account takeovers, counterfeit cards, transaction fraud, mass compromises, data breaches, payment fraud, syntactic and bustouts, and identity theft. Trained, developed, and led a team of 6 senior fraud investigators and analysts at multiple locations nationwide. Led the Credit Card Cyber Threat Intelligence (CTI) team and worked closely with Information Risk Management and external vendors on monitoring underground carding forums on the Dark Web. Partnered with federal law enforcement (NCFTA, FBI, Secret Service) on high-profile cases. Carried out fraud prevention modeling and Anti-Money Laundering (AML)/Suspicious Activity Reporting (SAR).

- Managed the Northeast Region to include New York City metro area prior to the Western Region.
- Led the card LOB team within a newly formed CTI program to minimize losses due to data breaches and cybercrime.
- Conducted fraud and financial crime training to local law enforcement and industry peers.
- Provided court testimony as an expert witness for financial crimes.
- Key member of the team that rolled out the regional model for external fraud.
- Reduced risk and losses by creating protection strategies for at-risk accounts.

THE HOME DEPOT, Los Angeles, CA

District Investigations Manager

Managed asset protection and compliance operations for 10 retail locations in the Los Angeles area, totaling \$620M in sales and more than 5,200 employees. Supervised a staff of 30 and contracted security guards at each location. Administered a \$680,000 budget. Supported the HR, Operations, Sales, Merchandising, and Environmental Compliance areas. Served as the regional subject matter expert (SME) on asset protection, safety, OSHA, asset protection, and physical security. *(continued)*

2013 – 2018

2011 - 2013

2016 – 2021

(District Investigations Manager, The Home Depot, continued)

- Improved security and reduced shrinkage by implementing employee training programs and upgrading equipment.
- Lowered risk by directing emergency planning, conducting threat assessments, ensuring compliance with ADA and related laws, and managing OSHA, fire/life safety, sanitation, and environmental protection programs.

2008 - 2011

WALMART STORES, Los Angeles, CA

Market Asset Protection Senior Manager

Oversaw asset protection, safety, and operational/environmental compliance for the \$980M, 8,500+ employee Los Angeles metro market. Administered a \$2.1M security budget. Carried out emergency planning and threat assessments.

SEARS HOLDINGS CORPORATION, Hoffman Estates, IL	2007 - 2008
Manager, Organized Retail Crime (ORC) Investigations Team	
Lad investigation of marine that and found incidents at stores wation, ide for the Knowt and Coore brands.	Developed ODC

Led investigations of major theft and fraud incidents at stores nationwide for the Kmart and Sears brands. Developed ORC policies and procedures, managed the company-wide ORC program and investigators, and developed employee training.

ADDITIONAL EXPERIENCE

Qualified Manager (QM) - California Operations, GLOBAL ELITE SECURITY MANAGEMENT, Los Angeles, CA Senior Investigator, TARGET CORPORATION, Los Angeles, CA	2012 – 2013 2005 – 2007
Senior Medicare Fraud Investigator, TRUST SOLUTIONS, Camarillo, CA	2004 – 2005
Director, Security & Firearms Training, PROGRESSIVE TRAINING CENTERS, Pompano Beach, FL	2003 – 2008
Owner, ADVANCED SECURITY & INVESTIGATIONS, Lauderdale Lake, FL	2003 – 2008
Medicare Fraud Investigator, TRICENTURION, Miami, FL	2003 – 2004
Deputy Sheriff, BROWARD COUNTY SHERIFF'S OFFICE, Fort Lauderdale, FL	2001 – 2003
Police Officer, DELRAY BEACH POLICE DEPARTMENT, Delray Beach, FL	1999 – 2001

EDUCATION

MS in Criminal Justice Administration, Lynn University, Boca Raton, FL (2003) BS in Criminal Justice, University of Central Florida, Orlando, FL (1999) AA in Criminal Justice, Lake Superior State University, Sault Ste. Marie, MI (1998) Florida Law Enforcement Certificate, Palm Beach State College, Lake Worth, FL (1999)

CERTIFICATIONS & LICENSES

Certified Fraud Examiner (CFE) Certification in Risk Management Assurance (CRMA) Certified Internal Auditor (CIA) Certified Information Systems Auditor (CISA) Certified Information Systems Security Professional (CISSP) Certified Protection Professional (CPP) Certified Financial Crimes Investigator (CFCI) Certified Forensic Interviewer (CFI) Certified Expert in Cyber Investigations (CECI) Loss Prevention Certified (LPC) NV PILB – Registered Employee, Notary Public, Nevada & Michigan Gaming Control Board Registrations

SUPPLEMENTAL INFORMATION

Affiliations: Association of Certified Fraud Examiners, Institute of Internal Auditors, ISACA, (ISC)2, ASIS International, International Association of Financial Crimes Investigators, International Association of Interviewers, Loss Prevention Foundation, InfraGard

Volunteer/Community Involvement: President Emeritus, Association of Certified Fraud Examiners (Las Vegas Chapter); Board Member, Enterprise Town Advisory Board (2020-2023); State of Nevada 2020 Presidential Elector

GREGORY MCCORMICK

Professional Summary

Accomplished executive leader with extensive expertise in managing high-stakes criminal, economic, and administrative cases across multijurisdictional environments. Skilled in directing compliance enforcement, overseeing criminal investigations, and providing critical support for complex forensic cases. Proven record of driving efficiency in investigative processes, improving interagency collaboration, and implementing advanced operational tools to meet increasing caseload demands. Successfully developing specialized training programs, strengthening risk management practices, and upholding alignment with government regulations. Recognized for strategic resource allocation, process optimization, and promoting secure, compliant practices across diverse investigative settings.

Skills

- Risk Assessment & Mitigation Strategies
- Investigation Skills & Resource Allocation
- Intelligence Gathering & Data Analysis
- Training Programs & Team Development
- Security Protocols & Threat Assessments
- Department Leadership & Collaboration

- Criminal Investigations & Policy Enforcement
- Fraud Detection & Financial Crimes Analysis
- Background Checks & Identity Verification
- Case Management & Evidence Collection
- Interagency Coordination & Problem Solving
- Strategic Planning & Budget Management

Selected Accomplishments

- Elevated Team Performance: Trained and mentored Special Agents and investigative staff, encouraging time management, case development skills, and adherence to policy requirements, resulting in a more capable and efficient investigative team.
- Expanded Budgetary Efficiency: Managed annual budgets across multiple divisions, reallocating resources to high-impact areas and implementing cost-saving measures that supported operations while maintaining fiscal responsibility.
- Strengthened Cross-Agency Collaboration: Forged partnerships with federal and state law enforcement agencies, improving information-sharing capabilities and interagency support for complex, multi-jurisdictional investigations.
- Integrated Case Management System: Acquisitioned case management software to properly document and manage criminal and administrative cases.
- Evidence Management System: Acquisitioned evidence management software to catalog and document chain of custody for material evidence.

Work History

Deputy Director, Tax Fraud Investigation Division

Taxation & Revenue Department, State of New Mexico – Albuquerque, NM

- Spearheading criminal investigations to identify tax violations, upholding compliance with relevant statutes and policies.
- Overseeing staff adherence to protocols for fraud investigations, strengthening compliance with evidence requirements.
- Reviewing investigative reports, confirming thoroughness and clarity for effective criminal and administrative proceedings.
- Improving background check processes using identity verification tools, reducing risk and promoting safe hiring practices.
 Consulting with national partners on directives, sharing resources to support Inter-agency investigations and compliance.
- Leading Forensic Audit Bureau fraud analysis, creating actionable insights through detailed financial data examination.
- Guiding development initiatives for investigative policies, designing processes that drive consistency and legal adherence.
- Working with bureau chiefs to implement plans, refining processes for case management and operational improvement.
- Directing the investigations of misconduct and policy violations to include fraud, waste, and abuse.

05/2020 to Current

Deputy Chief, Support Services Division

International Protective Service, Inc. - Albuquerque, NM

- Spearheaded cross-regional operations of the Special Investigations, Communications, and Fleet Management Divisions.
- Led investigations across theft, fraud, injury, and misconduct cases, prioritizing thoroughness and adherence to regulations.
- Approved investigative reports, verifying compliance with governing laws and accuracy in findings and recommendations.
- Handled policy violation investigations, making sure internal processes mitigated risk and aligned with agency standards.
- Oversaw the vetting process for potential employees across states, strictly upholding hiring policies and risk management.
- Conducted and participated in interviews, securing statements and affidavits from employees and witnesses as required.
- Supervised quality assurance processes, guiding supervisors in resolving procedural issues impacting risk and compliance.
- Assessed physical security risks for contractors, providing recommendations to address vulnerabilities in security protocols.
- Designed and reviewed security contract proposals, actively participating in negotiations to secure favorable agreements.

State Investigator, Motor Vehicle Division

Taxation & Revenue Department, State of New Mexico – Albuquerque, NM

- Initiated and served subpoenas, securing critical documents and witness testimonies for thorough investigative processes.
- Conducted complex analyses to validate or dismiss alleged violations, applying investigative standards and procedures.
- Questioned suspects, witnesses, and involved parties, obtaining signed statements and affidavits to support investigations.
- Investigated inquiries and concerns, addressing administrative hearings and reported infractions for regulatory compliance.
- Collected and reviewed financial records, agreements, and other evidence, building detailed case files for investigations.
- Worked with prosecutors and law enforcement agencies to facilitate civil or administrative actions, maintaining procedural accuracy.
- Leveraged law enforcement databases and open-source tools to gather information, aligning with established guidelines.

Intelligence Analyst, National Nuclear Surety Administration

05/2012 to 05/2015

06/2004 to 02/2012

02/2016 to 02/2018

Innovative Technology Partnership – Albuquerque, NM

- Analyzed intelligence on criminal, domestic, and international terrorism to assess source credibility and high-risk elements.
- Developed actionable intelligence leads by identifying patterns and trends, improving operational intelligence capabilities.
- Compiled raw data into coherent intelligence for statistical reporting, supporting decision-making across the organization.
- Prepared and delivered intelligence presentations, including charts and matrices, for senior leadership's strategic planning.
- Disseminated information reports and findings in alignment with company objectives, promoting informed security measures.
- Utilized intelligence databases to gather data, ensuring precise information collection and adherence to security protocols.
- Maintained control of classified and open-source reports, upholding strict data management and confidentiality standards.

Superintendent/Special Agent, Air Force Office of Special Investigations

$\label{eq:constraint} \textbf{Department of the Air Force Inspector General} - \textbf{Albuquerque}, \textbf{NM}$

- Directed team of Special Agents responsible for criminal, fraud, and counterintelligence investigations supporting United States Air Force personnel and assets.
- Reviewed and conducted quality control of reports involving investigations, intelligence reports, and risk assessments to identify discrepancies and inconsistencies.
- Coordinated and supervised joint investigations with Federal, State, and local law enforcement agencies.
- Provided guidance on investigative details essential to case conclusion and the ability to handle high operations tempo.
- Conducted complex investigations as a Special Agent and presented reports of investigations to senior commanders, U.S. Attorney, and District Attorney Offices.

Education

Colorado State University – Masters in Business Administration (MBA)	05/2021
American Military University – Bachelor of Arts in Intelligence Studies	11/2011
Community College of the Air Force – Associates of Arts in Criminal Justice	06/2009