

Exhibit E



Theron L. Bowman, Inc.

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Theron L. Bowman, Ph.D. Bio

Dr. Theron Bowman began his public service career in 1983 as an officer with the Arlington (TX) Police Department, and served in numerous positions before being appointed police chief in 1999. He later served for five years as a Deputy City Manager and Director of Public Safety before retiring in 2017. He is a police practices expert and President/CEO of The Bowman Group.

He led the North Texas regional public safety efforts for the 2010 NBA All Star game, MLB World Series games and NFL Super Bowl XLV. He created and led an internal workgroup that explored and later created a statistically significant predictive geospatial algorithm that accurately explained more than seventy percent of residential burglaries in a city of 370,000 people. He has led, managed and participated in police practices investigations and audits in multiple locations, including Albuquerque, NM, Baltimore, MD, Battle Creek, MI, Chicago, IL, Cleveland, OH, Los Angeles County, CA, Maricopa County, AZ, Newark, NJ, New Orleans, LA and Seattle, WA. He is a federal court-appointed consent decree deputy monitor in Baltimore, MD, and a multidisciplinary law enforcement expert on the New Orleans, LA monitoring team.

Dr. Theron Bowman's recognitions include the African American Peace Officer Association of Arlington "Officer of the Year," Proclamation of Achievement from the Texas State Senate and the U.S. House of Representatives, a University of Texas at Arlington "University Scholar and Distinguished Alumni." Theron Bowman assumed the duties of Police Chief in Arlington, Texas in 1999, and in 2003, was presented by the John Ben Shepperd Public Leadership Institute with the Outstanding Local Leader Award. In 2004, the Police Executive Research Forum (PERF) presented him with the Gary P. Hayes Award. In 2005, Chief Bowman was elected to chair the Texas Intelligence Council, and he began his service as a CALEA Commissioner in 2006. He served as an IACP Executive Committee member for more than ten years. Dr. Bowman was inducted into the Evidence-Based Policing Hall of Fame located at George Mason University in 2012. Today he serves as the Advisory Board Chair for the Institute of Law Enforcement Administration, a Trustee with the Center for American and International Law and a Director for the National Commission on Crime and Delinquency.

Dr. Bowman received three degrees from the University of Texas at Arlington, a bachelor's in biology, a master's in public administration and a doctorate in urban and public administration.



MBE, SBE, AABE, DBE, SDB Certified ✓

Theron L. Bowman, Ph.D.

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Education

Ph.D. 1997
Urban and Public Administration
University of Texas, Arlington

MPA (1991)
Urban Affairs and Criminal Justice
University of Texas, Arlington

BS (1983)
Biology
University of Texas, Arlington

Dissertation Topic

The Impact of Policies on Police Officer Actions

Teaching Experience

1992 to 2009 Visiting Fellow
 Adjunct Professor
 Department of Criminal Justice
 Texas Christian University, Fort Worth, Texas
 Classes: Police and the Community; Police In A Free Society; Internship In
 Criminal Justice, Introduction to Criminal Justice, Terrorism

1996 to Present Department of Criminology and Criminal Justice
 University of Texas at Arlington
 Classes: Law Enforcement Management and Administration, Advanced Law
 Enforcement, Issues in Law Enforcement, International Policing

1990 to 1992 Adjunct Professor
 Department of Criminal Justice
 Tarrant County Junior College (Northwest Campus), Fort Worth, Texas
 Classes: Introduction to Criminal Justice; Crime In America, Social Problems

2003 to Present Faculty
 Illinois Law Enforcement Institute, Western Illinois University, Macomb, IL

Professional Experience

Mar 06 to Jan 07 City of Arlington
Interim Deputy City Manager

1983 to 2012 Police Officer (Police Chief)
Arlington Police Department, Arlington, Texas

1998 to 2011 Technical Advisor to United Nations and USDOS Civilian Police Programs
DynCorp Technical Services, Fort Worth, Texas

2012 to Present Deputy City Manager, Director of Public Safety
City of Arlington, Texas

1998 to Present President and CEO
Theron L. Bowman, Inc., Arlington, Texas
Police Practices Expert and Federal Court-appointed Police Monitor
Investigated allegations of police patterns and practice of civil rights violations in Maricopa County, Arizona; Cleveland, OH; Los Angeles County, CA; Seattle, WA; Albuquerque, NM; Newark, NJ; New Orleans, LA; Aiken, SC; Meridian, MS; Wilmington, DE
Provide technical assistance to International CivPol Task Forces deploying to Bosnia, Afghanistan, Iraq, Haiti, Kosovo, Israel, Mexico, Liberia and other areas in the Middle East

Professional Activities

Graduate, 25th Session of the FBI National Executive Institute (2002)
Graduate, 186th Session of the FBI National Academy
Graduate, Senior Management Institute for Police
Seminar Facilitator (Selected)

- "Managing Diversity at Work," City of Arlington, Texas (August 1993 to present) and 31st Management College, Southwest Legal Institute, Dallas, Texas (1995).
- "Managing Community Policing," 31st Management College, Southwest Legal Institute, Dallas, Texas (1995).
- "Successful Strategies for Promotion," North Central Texas Council of Government Regional Police Academy, Arlington, Texas (1995 to present).
- "Focus 2000: Preparing for Success," Metropolitan Council of Churches (1994 to present).
- "Oral Presentations," Dallas Area Rapid Transit (September, 1994)
- "Crisis With Our Youth," Delta Sigma Theta Conference (1994)

Police Promotional Candidate Assessor:

- University of Texas at Arlington (Police Chief, 2013)
- Louisville, Kentucky (Police Chief, 2012)
- Anchorage, Alaska (Deputy Chief, 2002, 1998)
- Columbus, Ohio (Deputy Chief, 1998, 1994)
- DFW Airport DPS (Lieutenant, 1998)
- Grand Prairie, Texas (Chief, 1997)
- San Francisco, California (Sergeant, 1995)
- Dayton, Ohio (Lieutenant, 1998, 1993)
- Dayton, Ohio (Sergeant, 1998, 1993)
- Port Arthur, Texas (Sergeant, 1995, 1993; Lieutenant, 1998, 1994)
- Keller, Texas (Sergeant, 1993)

Accreditation Assessor:

- Commission on Accreditation of Law Enforcement Agencies (1994 to 2005)

Commissioner:

- Commission on Accreditation of Law Enforcement Agencies (2006 to 2013)

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Public Safety Chair/Coordinator:

Regional Public Safety Planning Committee, NFL Super Bowl XLV (2011), World Series Baseball Games (2010 and 2011)

Research Activities (Selected)

Unmanned Aerial Systems

Co-Creator and member of Unmanned Aerial Systems Consortium to facilitate UAS research and development and catalyze economic development opportunities

Shift Work Study

Site partner with Police Foundation on 2010 Shift Study

Created fellowship program with the University of Texas at Arlington Criminal Justice department to implement "teaching police department" concept

Partnered with UTA Engineering department to obtain multiple NSF grants for study of wave forms and bandwidth compression technologies

Speeches and Presentations (Selected)

"Leadership Through Service," Goolsby Leadership Academy, School of Business, University of Texas at Arlington, Arlington, TX (2014)

"Crime Prevention Through Architectural and Environmental Design," David Dillon Urban Architecture Symposium, Dallas, TX (2014)

"Changing the Culture of an Organization," Northwood University School of Business, Cedar Hill, TX (2014)

"Leadership and the Laws of Physics," US Army-Air Force Exchange Services Black History Month Program, Dallas, TX (2012)

"Creating and Sustaining Police Foundations," Annual Conference of the USDOJ COPS Office, Washington, DC (2011)

"Public-Private Partnerships Between Police and Corporate Security," Annual Conference of the USDOJ COPS Office, Washington, DC (2011)

"Procedural Justice," Annual Conference of the USDOJ COPS Office, Washington, DC (2011)

"Building Our Way Out of Crime," International Problem-Oriented Policing Conference, Arlington, TX (2010)

"How Prison Reentry and Cyclical Crime is Impacting Public Safety," Regional UMC Conference, Arlington, TX (2010)

"Prevent to Predict," BJA First National Conference on Predictive Policing, Los Angeles, CA (2009).

"Recruitment, Retention, and Discover Policing" IACP Annual Conference, San Diego, CA (2008).

"To Whom Much is Given, Much is Required," Leadership Arlington and Youth Leadership Arlington Graduation (2005/06).

"10 Things to Make a Good Police Officer," Abilene, Texas Police Memorial (2002).

"African Americans In Business," Federal Bureau of Prisons, Ft. Worth, Texas (1998).

"Who's Minding the Shop?" Federal Bureau of Prisons, Seagoville, Texas (1997).

"You are the Stars," Youth Education Awards Banquet, Fort Worth, Texas (1995).

"Taking Personal Responsibility for the Criminal Justice System," Federal Bureau of Prisons, Fort Worth, Texas (1995).

"What Happened to Family," D-FW Association of Churches, Dallas, Texas, (1994).

"Where are the Men?" Christian Men's Fellowship, Arlington

Professional Publications and Reports

- Bowman, T. (2015) "The Mechanics of Diversity Recruitment," Connecting Communities of Color Project, The Police Perspectives: Building Community Trust Blog Series, Vera Institute of Justice Blog at <http://www.vera.org>
- Bowman, T. (2014) "Leading a Police Organization," *The Response Network Online Course for Police Officers*, <http://www.theresponsenetwork.com>.
- Bowman, T. (2012) "Higher Education," *Police and Society*, Oxford University Press, p 464.
- Bowman, T. (2012) "A Chief's Perspective," *Selecting a Police Chief: A Handbook for Local Government*, ICMA.
- Bowman, T. (2010) "Understanding and Mitigating Identity Theft," *Inside the Minds*, Aspatore Books.
- Bowman, T. (2008) "Change, Professionalism and the Hiring Process," *Police Officer Stress*. Pearson Prentice Hall, pp. 374-376.
- Bowman, T. (2006) "The Chief's Perspective: Demolishing the Recruitment Myth," *The Police Chief*. August, p. 22-23.
- Bowman, T. (2004) "With Authority Comes Responsibility: Building Solid Accountability Systems," *Crime & Justice International*. July/August, p. 27-28.
- Bowman, T. (2003-2004) "Police Partnerships: Creating Communities, Building Leaders," *Texas Police Chief*. Winter, p.19-22.
- Bowman, T. (2003) "Preparing and Mobilizing the Community for a Future Terrorist Event," *Community Policing Consortium, Internal Resource and Training Document*, December.
- Bowman T. (2003) "Diversity, Education, and Professionalism: Arlington's Path to Excellence in Community Policing," *IACP South American Conference, Belo Horizonte, Brazil, and Brasilia, Brazil*, July.
- Bowman, T. (2003) "A Symbiotic Relationship," *Texas Police Chief*. Summer, p. 22-23.
- Bowman, T. (2003) "The Arlington Police Department's Part-time Police Officer Program: Maintaining Diversity, Retaining Valuable Employees," *Texas Police Chief*. June.
- Bowman, T. (2003) "Educate to Elevate," *Crime & Justice International*. March. p. 26-27.
- Bowman, T. (2002) "Educate to Elevate – Academics 'have pushed our department to a new level of professionalism and innovation'", *Texas Police Journal*. November, p. 15-17.
- Bowman, T. (2002) "Internet Database Puts Arlington Police Statistics at Public's Fingertips," *Police Chief Magazine*. June, p. 56.
- Bowman, T. (2002) "Toll of Terrorism," *Community Policing Consortium Community Links magazine*. March, p. 1.
- Bowman, T. (2002) "Educate to Elevate – Academics 'have pushed our department to a new level of professionalism and innovation'", *Community Policing Consortium Community Links magazine*. August, p.11.
- Bowman, T. (2001) "Diversity, Education, and Professionalism: Arlington's Path to Excellence in Policing," *Heritage Foundation Heritage Lectures*. October.
- Bowman, T. (1994) "Domestic Violence Against Women, The Police, and Politicians," *United States House of Representatives Subcommittee On Violence Against Women*.
- Bowman, T. (1993) "Staff Study of the Arlington Police Department Training Division," *Arlington Police Department*.
- Bowman, T. (1993) "Arlington Police Department Personnel Allocation Experiment," *Arlington Police Department*.
- Bowman, T. (1992) "Should the Federal Government Subsidize Private Carriers?: Cost-Benefit Analysis of Private Express Park and Ride Service," *Federal Transit Authority*.
- Bowman, T. (1992) "Arlington Police Department Citizen's Survey," *Arlington Police Department*.

- Bowman, T. (1991) "A Comprehensive Recruitment Plan for the Arlington Police Department: A Five Year Prospectus," Arlington Police Department.
- Bowman, T. (1990) "Marketing the Polytechnic Heights Neighborhood," Neighborhood Housing Services of Fort Worth.
- Bowman, T. (1990) "The Effects of Civil Service on the Hiring Process," Texas Police Star. December.
- Bowman, T. (1990) "The Effects of Civil Service on the Arlington Police Department Hiring Process," Arlington Police Department.
- Bowman, T. (1989) "Mission 90's and Recruiting: Crisis or Opportunity?" Arlington Police Department.
- Bowman, T. (1989) "Professionals In Our Profession," Texas Police Journal. April.

Professional Affiliations

- Academy of Criminal Justice Sciences
- American Society of Public Administrators
- Arlington Public Library Foundation Board of Directors (2001 to 2007)
- Boys and Girls Clubs of Arlington – Board of Directors (2009)
- Commission on Accreditation for Law Enforcement Agencies
Commissioner (2006 to 2013)
- Fleetwood Memorial Foundation (1999 to 2013)
- International Association of Chiefs of Police:
Executive Committee (2000 to 2012)
Foundation Board (2001 to 2011)
Financial Review Committee (2006 to 2012)
Diversity Coordinating Panel (2006 to 2007)
Narcotics and Dangerous Drugs Committee (2008 to 2012)
- John Jay College of Criminal Justice of the City University of New York
Advisory Board of the Christian Regenhard Center for Emergency Response Studies (2009 to present)
- Leadership Arlington Board of Directors 2005/06
- Metropolitan Operations Support and Analytical Intelligence Center – “Fusion Center”
Advisory Board (2007)
- National Organization of Black Law Enforcement Executives
- National Association for the Advancement of Colored People (Life Member-Sustaining)
- National Black Police Association
- North Texas Council of Governments
Law Enforcement Analysis Portal (LEAP) Governing Committee (2006-Chair)
- Office of the Governor – Appointee
Evacuation Task Force - Transportation and Logistics (2005/2006)
- Police Executive Research Forum
- Pi Alpha Alpha- National Honor Society for Public Administration
- Texas Intelligence Council (Governor's Office of Homeland Security)
Chair (2005 to 2012)
- Texas Police Association
- Texas Police Chiefs Executive Committee – Regional Director (1999 to 2005)
- Texas Regional Center for Police Innovation (2001 to present)
Board Chair (2009 to present)
- The Institute for Law Enforcement Administration (2004 to Present)
Advisory Board -- Chair (2011 to present)
Advisory Board – Vice Chair (2005)
- UTA Center for Criminal Justice Research and Training – Board of Directors (2007)
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UTA School of Social Work Advisory Council (2001 to 2007)

Professional Recognitions

Arlington Muslim Community Leadership Award (2009)

Leadership Arlington – Sally Kallam Award (2008)

UTA Distinguished Alumni (2006)

Police Executive Research Forum's Gary P. Hayes Award (2004)

Outstanding Local Leader Award (2003)

John Ben Shepperd Public Leadership Institute

W.E.B. Dubois Award for Leadership, Delta Mu Chapter of Sigma Pi Phi, Inc. (1999)

University Scholar - The University of Texas at Arlington (1998)

Harold Washington Heritage Award for Government Service - NAACP (1995)

Citation of Achievement:

U.S. House of Representatives (1994)

Texas State Senate (1993)

City of Arlington, Texas (1993)

City of Forest Hill, Texas (1993)

Career Achievement Award - Blacks In Government, Fort Worth, Texas (1994)

Police Officer of the Year - African American Peace Officers Association of Arlington (1992)

President - Texas Association of Police Personnel Officers (1988-1990)

Community Service

Ambassadors Christian Academy (K - 12) Advisory Board
Arlington Federal Credit Union Supervisory Board
American Heart Association Arlington Division Board of Directors
Arlington Human Service Planners Families and Youth Planning Council
Arlington City Council Youth Activities Committee
Dispute Resolution Services of Tarrant County Board of Directors
Fort Worth Human Services, Inc. (CDC) Board of Directors (Chairman)
Greater Mount Tabor Baptist Church, Fort Worth, Texas (Deacon)
Junior League of Arlington Community Advisory Committee
Law Enforcement Television Network Advisory Board
Leadership Arlington and Youth Leadership Arlington
Levitt Pavilion Arlington – Director (2007)
Martin Luther King, Jr. Celebration Committee Chair 2003 and 2006
North Central Texas Council of Government Criminal Justice Policy Development Committee
North Central Texas Major Case Investigation Team (MCIT) Board of Directors
Rotary International – Rotary Club of Arlington - South (President, Treasurer)
Tarrant County Community Aids Partnership Advisory Board
Tarrant County Youth Collaboration Board of Directors
 Social Capital Task Force (2005)
United Way of America – Community Impact Committee
United Way of Metropolitan Tarrant County Board of Directors (Vice Chair), Community
 Initiatives and Allocation Division Cabinet (Chair), Quality Coordinating Committee,
 Nominations, and Hercules Award Subcommittees, Partnership Review Subcommittee
 (Chair, YMCA Committee; Management Consultant, Sickle Cell Anemia Foundation,
 Boys Scouts of America)

References

Available Upon Request