



For: JR103629 Inspector General

Phone Number [REDACTED] (Mobile)

Email [REDACTED]

Whetstone Resume brief July 2026.docWhetstone Vita JUNE 2026.doc

Phone Number [REDACTED] (Mobile)

Phone Composite Header Grouping Icon Phone

Email [REDACTED]

Email Composite Header Grouping Icon Email

Location [REDACTED] KY [REDACTED] United States of America

Location Header Grouping Icon Location

Jobs Applied to 1

Documents with Check Header Grouping Icon Documents with Check

Attachments

Attachments

Resume / Cover Letter

Attachment	
Whetstone Resume brief July 2026.doc	
Whetstone Vita JUNE 2026.doc	

Other Documents

Attachment	Category	

Candidate

Job Application Details Card

Job Application Details

Job Requisition JR103629 Inspector General (Open)
Location Providence
Date Applied 08/20/2026 04:34:53 PM
Source Sources -> Digital Advertisement

Thomas A Verdi
Hiring Manager



Colleen Halloran-Villandr
Recruiter

In Progress

	Step	Awaiting Me	Awaiting
Screen: Thomas Whetstone - JR103629 Inspector General (C122086)	Referred	Screen Candidate	1

Active Job Applications

Active Job Applications (1)

Job Application for Active Job Applications

Task	Thomas Whetstone - JR103629 Inspector General (C122086)
Stage Label	Referred
	Location: Providence Date Applied: 08/20/2026

Education

Education

University of Illinois, College of Education
PhD
Human Resources Management
From 1990
To 1993

University of Illinois, College of Education
MS
Education Administration
From 1987
To 1989

Southern Illinois University
BS
Criminal Science
From 1978
To 1979

Illinois Central College
Associate Degree
Criminal Science
From 1971
To 1977

Work History



Work History

Current Job 4 years
Total Jobs 12
Total Experience 43 years

Experience

Office of Inspector General (OIG), Louisville Metro Government.

Analyst

August 2022 - Current (4 years, 1 month)

609 w. Jefferson St. Louisville, KY 40202

Conduct Pattern and Practice investigations, Review Officer Involved Shootings, Investigate citizen complaints of officer misconduct. Author Quarterly and Annual reports. Review and edit reports of other investigators. Certified Inspector General & Certified Inspector General Inspector/Evaluator, both in 2025.

Bellarmino University

Adjunct Faculty member

January 2015 - January 2020 (5 years, 1 month)

Louisville

Provide instruction in the Criminal Justice curriculum.

Sullivan University

Adjunct Faculty member

January 2006 - January 2009 (3 years, 1 month)

Louisville

Provide instruction in Criminal Justice in a Public Safety Administration curriculum.

International Criminal Investigation Training Assistance Program

International Police Trainer/Manager

April 2004 - November 2004 (8 months)

Baghdad, Iraq

Director, Ar Ramadi Regional Police Academy. Professional Development Programs Bureau Chief. Lead Instructor, Executive Leadership Institute

Southern Police Institute

Assistant Professor /Vice-Chair and Coordinator of Graduate Studies

August 1995 - August 2003 (8 years, 1 month)

University of Louisville

University faculty. Graduate faculty at the Southern Police Institute.

Austin Peay State University, Fort Campbell Center

Chair, Technical Coordinator/Program Manager

August 1993 - August 1995 (2 years, 1 month)

Clarksville TN.

Managed university-level faculty providing instruction in 6 technical career areas.



University of Illinois

Visiting Specialist

December 1990 - August 1993 (2 years, 9 months)

Urbana, IL

Conducted research and evaluation in vocational education and police training practices.

University of Illinois, Department of Human Resource Education

Graduate Research Assistant

August 1989 - December 1990 (1 year, 5 months)

Urbana, IL

Graduate research in vocational and workplace education.

Urbana (IL Police Department

Police Sergeant, Instructor

September 1979 - December 1990 (11 years, 4 months)

308 S. Vine, Urbana, IL

Provided patrol supervision, assignment and performance appraisal of subordinate officers.

Williamson County Detective Unit

Crime Scene Investigator

August 1978 - September 1979 (1 year, 2 months)

Marion IL

Processed felony crime scenes and collected, preserved and analyzed physical evidence.

McLean County Sheriff's Police

Police Intern and Dispatcher

November 1975 - January 1976 (3 months)

Bloomington IL.

Dispatcher and other duties as assigned.

U.S. Navy

Hospital Corpsman.

January 1972 - January 1975 (3 years, 1 month)

Served as lead Corpsman for Alpha Company 1st Battalion, 9th Marines, 3rd Mar Div, Okinawa.

Credentials

Languages

none entered

Websites

none entered

Skills

none entered

August 21, 2026

Dear Selection Committee Members:

Please accept this letter and materials in application for the Inspector General position for the state of Rhode Island. I am pleased to be able to respond to this announcement as a career criminal justice professional. I am currently employed in the Louisville Metro Office of Inspector General (OIG). I previously served as graduate faculty at the Southern Police Institute at the University of Louisville. I served as the Director of the Ar Ramadi Regional Police Academy, Anbar Province, Iraq, I am a former Member of the Commonwealth of Kentucky Parole Board, Police Sergeant and trainer. I believe you and your reviewers will find that I exceed the requirements set forth in the job announcement.

I see the role of the IG as more than mere monitoring, but one that embraces both a critical and collaborative approach to problem solving and, ideally, problem prevention. I see the best practice in this position is to listen, learn and voice observations and concerns to collaboratively assist and encourage the agencies themselves to improve services and regulatory compliance. This is best accomplished with a holistic approach that includes policy analysis, audits, case reviews and close monitoring and inspection as well as targeted investigations among many other inspection and oversight tools. While each government shapes its own version of Inspectors General, the overarching principles remain the same – responsive, transparent and constitutional practice. With decades of experience in multiple roles within the criminal justice profession and as a criminal justice educator, I bring a widely informed perspective on Inspector General operations and how to access and apply evidence-based solutions to local problems. The following paragraphs outline the breadth of my experience.

As a practitioner the majority of my policing experience was gained in municipal policing. I have served as a private security officer, crime scene investigator, patrol officer, police trainer and sergeant. Over many years, I have personally investigated crimes ranging from petty thefts to homicide and I had numerous opportunities to write reports, coordinate with alternative services, confer with prosecutors, and testify in court regarding investigations and arrests. In my professional capacity I have interfaced with citizens, elected officials, members of the judiciary, police peers and executives in multiple communities.

As a supervisor I was given the opportunity to directly assign, supervise and assist personnel in accomplishing the mission of the department. I was directly responsible for the leadership and development of subordinates and in that capacity had the opportunity to conduct many performance appraisals. As a part of my supervisory responsibilities, I conducted numerous investigations of officer misconduct in response to citizen complaints. I am fully familiar with the format of rules imposed by procedure and law and have demonstrated an ability to work effectively within that framework. I know how to be accountable for my decisions and actions and what constitutes constitutional, ethical, professional and informed policing and oversight activities. These are all knowledge, skills and abilities that inform my practice of oversight and make me uniquely qualified to join your team.

I have conducted numerous internal investigations and worked within the guidelines imposed by unions and bargaining unit agreements. I found my empirical research skills have enhanced my investigative skills with a more disciplined and logical approach to cases. I have developed, implemented and reported formative, summative and process evaluations of programs at departmental, state and federal levels. I have written and implemented policy in police, oversight and academic environments.

Rather than having attended a brief 12-week course of instruction at a police executive management institute, I served for 7 years as a faculty member at such an institute. I provided instruction in supervision, management, ethics and organizational behavior as a member of the graduate faculty in the Administrative Officers Course at the Southern Police Institute (SPI). In a previous academic role, I served as the chair of a multidisciplinary educational unit and coordinated the activities of 6 full time faculty and over 100 adjunct instructors. I have conducted policy analysis, and research on topics of practical significance to police personnel and executives. I am a published author with manuscripts directly impacting policing in both the

academic and police practitioner press. I would bring to your organization a wealth of professional experience, enhanced by my work at one of the most prestigious police management institutes in the country and successfully applied in the international venue of Iraq. Please see my vita for additional details on my service in Iraq and my service as a Member of the Commonwealth of Kentucky Parole Board.

I am currently employed as an analyst for the Louisville Metro Office of Inspector General. Our mission is the exclusive oversight of the Louisville Metro Police Department (LMPD). In addition to citizen complaint investigations and officer involved shooting reviews, my role provides the opportunity to initiate pattern and practice investigations and wide-ranging research projects that include analysis of policy, and in-depth inspections of units within the department. This non-complaint investigation work is accessible via the OIG website here: [Reports and White Papers](#). I developed and continue to maintain cordial and collaborative professional relationships with members of the police department from recruit trainees to those at the highest levels of command. With decades of training and experience in tactics and use of force and previous employment as a trainer of these topics, I have applied that expertise in our analysis of training, police field activities and officer involved shooting investigations.

I contributed to the drafting of the current Memorandum of Understanding between the OIG and LMPD and participated in negotiations leading to the signing of the document. I provide the main point of contact between the two departments in gathering investigative materials for our misconduct and non-complaint investigations. I assist, counsel, and support activities of OIG personnel conducting investigations of individual complaints of officer misconduct. I review and edit investigator reports and author the OIG Quarterly and Annual Reports. I am a member of the Association of Inspectors General (AIG) and hold dual certifications as a Certified Inspector General (CIG) and as a Certified Inspector General, Inspector Evaluator (CIGE). I am also a member of NACOLE where I am a Certified Practitioner of Oversight (CPO). I serve on NACOLE's Training, Education and Standards committee.

I have attended numerous trainings by AIG, NACOLE, Daigle Law Group, Lexipol, Police1, FLETC (Where I am a Certified Use of Force Trainer), Louisville Metro Government and the Louisville Metro Police. In various portions each provider has contributed to my continuing education on these critical topics. If requested, I can provide a list of my training activities while employed with the Office of Inspector General. Additionally, I review scholarly manuscripts and case law briefs on topics directly affecting or informing effective and constitutional police activities.

I urge you to read my vita as it provides details of my experience. My references are listed on the last page of my vita. I hope the materials provide sufficient information to allow me the privilege of meeting you and your selection committee. I am very interested in providing service with your organization. I look forward to speaking with you.

Sincerely,

Thomas S. Whetstone, Ph.D.
CIGE, CPO, CIG

Thomas S. Whetstone

EMPLOYMENT HISTORY

(Full time positions)

Analyst. Office of Inspector General (OIG), Louisville Metro Government. August 2022 – Present. Civilian oversight of Louisville Metro Police (LMPD). Conducts pattern and practice investigations. Investigates misconduct complaints. Conducts in-depth analysis of officer involved shootings. Authors Quarterly and Annual OIG reports. Makes public presentations. Provides liaison between the OIG and LMPD.

Managing Partner. Cassandra Consulting Group. January 2003 – Present. Consulting public law enforcement and private organizations. Business suspended while in municipal and commonwealth service.

Member, Kentucky Parole Board. July 2009 to March 2011. Conduct parole hearings and file reviews to determine parole suitability and preparation of state corrections inmates for reentry into society.

Contractor to the Secretary of the Justice and Public Safety Cabinet for the Commonwealth of Kentucky. Provided research products regarding state law, corrections management and prison overcrowding.

Sub-Contractor to Scientific Applications International Corporation (SAIC) providing expertise for the International Criminal Investigation Training Assistance Program and the Civilian Police Assistance Training Team (CPATT) Baghdad, Iraq, May 2004 – November 2004.

Director, Ar Ramadi Regional Police Academy. Established and staffed the first regional police academy outside of Baghdad, Iraq. .

Professional Development Programs Bureau Chief. Coordinated, managed and mentored faculty providing professional development classes for Iraqi police officers.

Lead Instructor, Executive Leadership Institute. Designed, staffed and conducted the first executive leadership course for the top executives of the Iraqi Police Service.

Assistant Professor /Vice-Chair and Coordinator of Graduate Studies. Southern Police Institute (SPI), Department of Justice Administration, University of Louisville, August 1995 – August 2003.

Vice-Chair/Coordinator of Graduate Studies: Chaired departmental graduate admissions committee, provided oversight for the advising of graduate students.

Assistant Professor: Criminal Justice educator and member of the Graduate Faculty teaching a variety of managerial offerings.

Chair, Technical Coordinator/Program Manager. Austin Peay State University, Fort Campbell Center, Clarksville, TN. August 1993 - August 1995.

Technical Coordinator: Provided leadership, oversight and administrative support for managing programs in six technical career areas.

Program Manager, Police Science and Administration: Administered all phases of scholastic instruction in law enforcement and corrections curricula.

Visiting Specialist In Education. Department of Human Resource Education, University of Illinois, December 1990 - August 1993. Conducted research and evaluation in vocational education and police training practices.

Police Sergeant, Instructor. Urbana (IL) Police Department, September 1979 - December 1990. Provided patrol supervision, assignment and performance appraisal of subordinate officers.

Crime Scene Investigator. Williamson County Detective Unit, Marion, IL, August 1978 - September 1979. Processed crime scenes and collected, preserved and analyzed physical evidence.

Hospital Corpsman. U.S. Navy, 1972 - 1975. Served as lead Corpsman for Alpha Company 1st Battalion, 9th Marines, 3rd Mar Div, Okinawa.

(Relevant part-time positions.)

Adjunct Faculty member. Bellarmine University, 2015 -- 2020. Provide instruction in the Criminal Justice curriculum.

Adjunct Faculty member. Sullivan University, 2006 -- 2009. Provide instruction in Criminal Justice in a Public Safety Administration curriculum.

Graduate Research Assistant. Department of Human Resource Education, University of Illinois, August 1989 - December 1990.

Police Intern and Dispatcher. McLean County Sheriff's Police, Bloomington, IL. November 1975 - 1976.

FORMAL EDUCATION

Doctor of Philosophy (Ph.D.), University of Illinois, College of Education, Urbana, IL. 1993.

Master of Education (Ed.M.), University of Illinois, College of Education, Urbana, IL. 1989.

Post-Graduate study, Southern Illinois University, Center for the Study of Crime Delinquency and Corrections, Carbondale, IL. 1978 - 1979.

Bachelor of Science (B.S.), Administration of Justice, Southern Illinois University, College of Liberal Arts and Sciences, Carbondale, IL. 1978.

Associate in Applied Science (A.A.S.), Police Science and Technology, Illinois Central College, East Peoria, IL. 1977.

Full vita is available to view complete employment details.

Thomas S. Whetstone

██████████, KY ██████████ U.S.A. • ██████████ / ██████████

FORMAL EDUCATION

Doctor of Philosophy (Ph.D.), University of Illinois, College of Education, Urbana, IL. 1993.

Master of Education (Ed.M.), University of Illinois, College of Education, Urbana, IL. 1989.

Post-Graduate study, Southern Illinois University, Center for the Study of Crime Delinquency and Corrections, Carbondale, IL. 1978 - 1979.

Bachelor of Science (B.S.), Administration of Justice, Southern Illinois University, College of Liberal Arts and Sciences, Carbondale, IL. 1978.

Associate in Applied Science (A.A.S.), Police Science and Technology, Illinois Central College, East Peoria, IL. 1977.

EMPLOYMENT HISTORY

(Full time positions)

Analyst. Office of Inspector General (OIG), Louisville Metro Government. August 2022 – Present. Civilian oversight of Louisville Metro Police (LMPD). Conduct research and analysis of data and policy. Develop and author policy recommendations for LMPD. Conduct pattern and practice investigations as well as empirical studies of police training and operational activities. Reviews and investigates citizen complaints of individual officer misconduct. Assists, counsels, and supports activities of investigators. Conducts in-depth analysis and reviews of officer involved shootings. Reviews and edits interim and final reports from investigators and maintains the OIG database. Interviews complainants, involved officers, stakeholders, and researchers. Authors, reviews, and edits informative reports including Quarterly and Annual OIG reports. Makes public presentations and attends public forums and events on behalf of the OIG.

Provides liaison between the OIG and LMPD. Routinely interfaces with police personnel from recruits to the Chief of Police. Is active in national Inspector General and oversight communities. He has provided several webinars for the National Association for Civilian Oversight of Law Enforcement (NACOLE) as well as serving on their awards, training and professional certification committees. He is a Certified Practitioner of Oversight (CPO) and holds two certifications from the Association of Inspectors General, Certified Inspector General Inspector/Evaluator (CIGE) and Certified Inspector General (CIG). He is a driving force in the OIG for facilitating ongoing professional education and advanced certifications for OIG personnel. Took lead on improving personnel and office security by developing safety protocols for field contacts with complainants and witnesses and with the installation of improved physical security of entryways, surveillance cameras and secure file systems.

Managing Partner. Cassandra Consulting Group. January 2003 – Present. Consulting public, law enforcement and private organizations on civilian oversight, emergency management, , personnel training and development, firearms, physical and personnel security, biosafety and bioterrorism. Conduct personal and small business threat assessments, mitigation, response and recovery planning. Business suspended while in municipal and commonwealth service.

Member, Kentucky Parole Board. July 2009 to March 2011. Conduct parole hearings and file reviews to determine the preparation of state corrections inmates for parole suitability and reentry into society. Interface with corrections personnel in central office and at state correctional facilities. Travel to correctional institutes frequently to hold face to face hearings. Participate in the process of Board Accreditation. Develop and conduct research projects on matters relevant

to the activities of the Board. Attend and contribute in weekly Board meetings. Participate in Board committee work. Conduct other Board related work as available.

Contractor to the Secretary of the Justice and Public Safety Cabinet for the Commonwealth of Kentucky. Provided research products regarding state law, corrections management and prison overcrowding. All work was accomplished on short timelines and shifting priorities. Worked with State Legislators, Circuit Judges and Commissioners for the departments of Corrections and the State Police. Through the office of the Secretary, work products informed the Governor of the Commonwealth of Kentucky.

Sub-Contractor to Scientific Applications International Corporation (SAIC) providing expertise for the International Criminal Investigation Training Assistance Program and the Civilian Police Assistance Training Team (CPATT) Baghdad, Iraq, May 2004 – November 2004.

Director, Ar Ramadi Regional Police Academy. Established and staffed the first regional police academy outside of Baghdad, Iraq. Managed a building, maintenance and life support contract in excess of \$7.8 million. Interfaced with and advised flag rank military officers on programmatic issues and supply and support details. Coordinated ongoing instruction while physical plant was under construction. Provided leadership for a staff of 7 international police trainers, 7 language assistants, a cadre of 12 Iraqi Police Instructors and a contingent of 12 US Marines. Provided liaison with other military units for force protection and academy security. Mentored and monitored the development of Iraqi Academy Commandant and his staff of instructors. Managed, housed, fed and monitored a cadre of 100 Iraqi Police Recruit Trainees in each class. Restructured and sequenced basic academy curriculum to take advantage of adult learning principles and to enable sequential learning over the 8-week program. Provided oversight and expertise in the expansion of program to schedule two 8-week sessions running concurrently for a total of 200 trainees in residence. Maintained an armory of over 800 handguns, 100 AK-47 rifles, over 1 million rounds of ammunition, and explosive devices. Managed the selection and delivery of computers, software and peripheral devices for both classroom and office use. Maintained an ongoing program of instruction while the facility was under constant threat of, and target of direct insurgent attack. Prepared action plans for active shooters and armed attack. Developed evacuation plans for civilian personnel and procedures for CBR attacks/incidents. Supervised and monitored the assessment of small arms, mortar and rocket damage to facility and coordinated the removal of unexploded ordinance.

Professional Development Programs Bureau Chief. Coordinated, managed and mentored faculty providing professional development classes for Iraqi police officers. Evaluated instructor credentials and made assignments to specific development programs. Took leadership role in providing oversight and management of the Executive Leadership Institute faculty and programs and the professional development programs in various investigative specialties with over 20 full-time faculty, 20 language assistants and 5 building service workers. Managed the supply of both consumable and durable goods in excess of \$2 million to support the instructional effort. Supervised and monitored the provision of meals and other “life-support” goods. Managed the procurement and supply of computer systems for instructors and language assistants. Managed and coordinated the setup of faculty offices and the ongoing support of same. Provided oversight of resupply operations and coordination with local vendors and contractors. Provided liaison with Force Protection personnel in establishing a more secure educational environment.

Lead Instructor, Executive Leadership Institute. Conducted Police educational programs in a hostile and threatening theatre of ongoing insurgent warfare. Established the Executive Leadership Institute for the Iraqi National Police Service – a historic first. Designed, staffed and conducted the first executive leadership course for the top executives of the Iraqi Police Service. Designed and managed the delivery of the Middle Level Management course for the Iraqi Police Service. Supervised and coordinated the activities of seven police instructors and seven language assistants. Assigned and monitored the translation of training materials and the production of PowerPoint programs in Arabic. Designed, validated and produced the first mission-specific student evaluation of instructional performance in both English and Arabic versions. Initiated a staff study to develop a mission-specific personnel appraisal form for use in peer evaluations of

police instructors. Initiated a succession planning scheme for supervisory personnel to ensure continuity of mission.

Assistant Professor /Vice-Chair and Coordinator of Graduate Studies. Southern Police Institute (SPI), Department of Justice Administration, University of Louisville, August, 1995 – August, 2003.

Vice-Chair/Coordinator of Graduate Studies: Elected to position by colleagues for Academic year 2001-2002. As Vice Chair I conducted departmental business on behalf of the chair; complete other administrative duties in coordination with the Chair; assumed Acting Chair in the temporary absence of the Chair. Chaired departmental graduate admissions committee, provided oversight for the advising of graduate students; acted as department liaison to other College and University bodies in matters directly concerning graduate student records and requirements; provided oversight of departmental policies regarding the graduate curriculum, courses and graduate requirements. Provided oversight of testing and validation of Justice Administration student assessment instruments for both graduate and undergraduate curricula.

Assistant Professor: Southern Police Institute (SPI), Department of Justice Administration, University of Louisville, August, 1995 – June, 2003. Criminal Justice educator and member of the Graduate Faculty teaching a variety of managerial offerings. Provided high quality Graduate and Undergraduate education in personnel management and organizational behavior to police executives and managers attending the prestigious Administrative Officers Course (AOC). Developed and improved curricula for the AOC, and curricula for in-service offerings through the institute. Provided leadership in the coordination of activities for AOC participants. Developed and conducted an entirely web-based graduate course in Ethics, and another course to facilitate the production of student professional papers, an alternative to a master's thesis in this program. Coordinated and advised faculty regarding educational technology. Developed, pilot-tested, validated and administered a comprehensive exit examination for graduating justice majors. Instrumental in the redesign and validation of the student evaluation of instruction questionnaire for the College of Arts and Sciences. Advisory committee member, Intramural Research Incentive Grant Program, for the Vice President of Research and Development. Participated in the self-governance of the department and served on various committees. Evaluated domestic violence response teams, police recruiting/retention, promotional activities, and training practices in police departments. Researched and evaluated police applicant profiles, assessed citizen attitudes toward police and currently compiling a broad-based psychological profile of successful police managers. Examined and critiqued managerial practices impacting women and minority promotions.

Courses presented at this university:

- JA201 Introduction to Law Enforcement**, lower division undergraduate course for Justice majors and as a general education elective for others. History of law enforcement, comparative policing, socialization, politics and administrative issues affecting police agencies are presented.
- JA301 Introduction to Policing**, upper division undergraduate course for Justice majors. An introduction to the history, practices and issues affecting law enforcement and society.
- JA472 Police Management**, upper division undergraduate course. An intensive study of the management functions in US law enforcement agencies.
- JA475 Senior Seminar in Law Enforcement**, capstone writing course for Justice majors specializing in policing. An exploration and discussion of issues confronting law enforcement agencies and personnel. Major research projects and reports required.
- JA477 Organizational Behavior**, upper division undergraduate course in the Southern Police Institute Administrative Officers Course. Basic principles of human behavior with emphasis on the application of these principles to police work in organizational settings.
- JA485 Senior Seminar in Justice Administration**, capstone writing course for Justice majors. An exploration and discussion of issues in justice administration. Major research projects and reports required.

- JA597 Ethics in Criminal Justice**, on-line distance learning Masters degree course for Justice majors. A study of the need for ethics in criminal justice. The aims of ethics, ethical theories, ethical issues related to law making, law breaking and law enforcement.
- JA606 Personnel Management in Criminal Justice**, graduate curriculum course in the Southern Police Institute Administrative Officers Course. Contemporary personnel management problems confronting criminal justice agencies. Historical, theoretical and emergent systems of personnel management are analyzed and alternatives presented.
- JA698 Professional Paper**, capstone master's degree course for on-line degree program. Preparation of a paper of publishable quality based on research under the direction of a faculty member.

Chair, Technical Coordinator/Program Manager. Austin Peay State University, Fort Campbell Center, Clarksville, TN. August, 1993 - August 1995.

Technical Coordinator: Managed a budget in excess of \$800,000. Provided leadership, oversight and administrative support for managing programs in six technical career areas. Managed classroom and laboratory facilities in multiple buildings on the military post. Represented the technical faculty to external constituencies and clients including all local employers, area law enforcement agencies and the US military. Interfaced with numerous college committees in conducting business for the faculty including but not limited to budgetary constraints, faculty utilization, curricular changes, office and classroom allocation and scheduling of offerings. Coordinated activities, schedules and offerings with the educational detailers for the U.S. Army at Fort Campbell. Represented the full faculty and staff at the Fort Campbell Center in the absence of the Director. Prepared budgets, chaired faculty meetings and facilitated student disciplinary and grievance procedures. Provided leadership for seven full-time and over 150 adjunct faculty. Performed annual personnel appraisals and participated in the evaluation of faculty for tenure. Coordinated and facilitated the continuing development of faculty and staff in all program areas.

Program Manager, Police Science and Administration: Administered all phases of scholastic instruction in law enforcement and corrections curricula. Recruited, scheduled, coordinated and supervised a staff of 40 Adjunct Faculty providing more than 20 offerings per semester to an enrollment of over 400 declared Criminal Justice majors. Developed curricula and established interdepartmental agreements for an interdisciplinary four year degree in Criminal Justice Studies. Redeveloped and restructured degree curricula, and improved academic rigor of all offerings. Redefined hiring criteria and set higher educational and performance standards for adjunct faculty. Initiated curricular enhancements, extensions and procedures to obtain state certification as a recruit training academy, thereby providing those majors who wish to do so, and who pass the screening procedures, to be certified eligible as sworn peace officers within the state of Tennessee. Courses presented at this university:

- LEN1030 **Criminalistics**, required core degree course
- LEN1040 **Police Use of Force**, elective degree course
- LEN1070 **Computers in Law Enforcement**, required core degree course
- LEN2010 **Police Administration**, required core degree course
- LEN2080 **Internship Thesis**, required core capstone writing course

Visiting Specialist In Education. Department of Human Resource Education, University of Illinois, December, 1990 - August 1993. Conducted research and evaluation in vocational education and police training practices. Participated in the statewide analysis of vocational education programs for the Illinois State Board of Education. Assisted the department head with special projects and ad hoc activities. Developed enhanced computerization and data reduction of proposals and budgetary information for the State Board. Participated in the development of a strategic plan for the department and assisted in the allocation of resources within the department. Instructed graduate classes on the organization and scheduling of training in organizations with 24 hour staffing considerations and presentations on the use of human subjects in research activities. Experience was gained with computer programs for computer-based instruction, test validation, statistical analysis, spreadsheets, presentation graphics, word processing and desktop publishing.

Experience with job and task analysis procedures relevant to the development of training programs was garnered during various phases of this employment and degree program.

Police Sergeant, Instructor. Urbana (IL) Police Department, September 1979 - December 1990. Promoted to sergeant during fifth year of employment. Provided patrol supervision, assignment and performance appraisal of subordinate officers. Conducted numerous internal investigations at the direction of the Chief of Police and in response to citizen complaints. Developed and implemented a program of subordinate evaluations of supervisory personnel. Assisted in the revision of critical incident policy and procedures response to HazMat and natural disasters and crime-related incidents. Utilized "What if?" training methods to enhance officer thinking and responses to seldom encountered but critical incidents. Facilitated the development of a tactical team and the upgrading of duty sidearms. Developed a comprehensive program of firearms instruction and developed departmental policy governing mandatory qualifications and remedial training. Developed departmental policy, protocols and procedures to be implemented following an officer-involved shooting. Developed several innovative methodologies for the remedial training of non-qualifying sworn personnel. Developed and implemented a nationally recognized patrol officer rifle program, thought to be the first and most comprehensive program of its type in the U.S.

Crime Scene Investigator. Williamson County Detective Unit, Marion, IL, August 1978 - September 1979. Processed crime scenes and collected, preserved and analyzed physical evidence. Provided the full spectrum of evidence collection and evaluation procedures and photography for all crimes. Conducted the initial forensic investigation of felony crimes including burglary, arson, rape and homicide. Participated with unit investigators and other law enforcement officers in investigations, execution of search warrants and the recovery of intelligence sources, documentation and preservation of evidence. Prepared evidence, photographs and displays for use by prosecution. Provided courtroom testimony.

X-Ray Technician. Memorial Hospital, Carbondale, IL, 1976-1978. General x-ray examinations of out-patient, in-patient and emergency department patients. Assisted in fluoroscopic procedures and other specialized studies.

Police Intern and Dispatcher. McLean County Sheriff's Police, Bloomington, IL. November 1975 - 1976. Intern program provided community college classes in police science. The balance of time was used filling positions within the Sheriff's Police headquarters. The majority of duty time was spent providing call taking and dispatch service for a department with one of the largest geographical jurisdictions within the state of Illinois.

Hospital Corpsman. U.S. Navy, 1972 - 1975. Initial service was in Master at Arms office (security) then on medical/surgical ward, then assigned as an x-ray technician. Later assigned to U.S. Marine Corps as a combat medic. Served as lead Corpsman for Alpha Company 1st Battalion, 9th Marines (the walking dead), 3rd Mar Div, Okinawa. In addition to providing basic and emergency medical services, maintained a classified material control center as custodian. Designed and instructed the remedial physical fitness program. Served as Battalion Instructor at the 1st Medical Battalion, 1st Marine Division, Camp Pendleton, CA. Designed, developed and implemented a diversity program and a literacy program for the battalion.

(Part-time positions)

Adjunct Faculty member. Bellarmine University, 2015 -- 2020. Provide instruction in the Criminal Justice curriculum. Class preparations in Forensic Science, Crime Scene Investigation.

Photographer. Wardlow Auctions, Inc. May 2015 – 2022. Provided principal professional photography of items at auction of Shooter's Supply, Phoenix Hill Tavern, Jim Porter's Goodtime Emporium, Joe Ley Antiques and numerous estate auctions. Demonstrated expertise in product,

vehicle and real estate photography. Light Room and Photoshop software used for post-processing.

Security Supervisor. Amgen Pharmaceuticals/Securitas, 1/2016 – 4/2016. Provide security supervision of patrol personnel, manage computerized dispatch, access control and logging systems, monitor alarm and video surveillance systems in a high value, high risk major pharmaceutical distribution center. Reviewed and edited emergency and disaster response plans for personnel safety and business continuity.

Adjunct Faculty member. Sullivan University, 2006 -- 2009. Provide instruction in Criminal Justice in a Public Safety Administration curriculum. Class preparations in Introduction to Policing, Forensic Science, and Ethics.

Staff Instructor, Range Master. American Pistol Institute, Paulden, AZ, 1987 - 2005. Delivered instruction in small arms to select civilians, police officers, and elite military unit personnel. Demonstrated expertise in pistol, sub-machinegun, carbine, rifle and shotgun instruction.

Adjunct Faculty member. Police Training Institute, University of Illinois, 1986 - 1993. Provided instruction in firearms, patrol operations and in Field Training Officer curriculum. Conducted a state-wide survey of police training practices in Illinois. Evaluated the efficacy of using mental practice to enhance marksmanship training in recruit police officers.

Staff Associate. Midwest Tactical Training Institute. Mt. Carroll, IL. 1988 - 1992. Provided training for clientele in SWAT operations and the tactical use of small arms. Developed scenario-based training in real time using both simulated ammunition and live fire exercises. Developed table-top or CPX training for critical incident responders. Conducted on site evaluations of special operations teams including Red Cell exercises.

Graduate Research Assistant. Department of Human Resource Education, University of Illinois, August 1989 - December 1990. Assisted in the conceptualization, design, research, analysis and reporting of a project for the National Center for Research in Vocational Education, determining the personal and psychological traits and characteristics of excellent vocational trainers, in the private sector, and in secondary and post-secondary schools. Conducted pilot testing of strategies designed to enhance psychomotor skills acquisition in police officers. Developed curriculum for use by municipal police agencies and training agencies. Individual curricula were developed for a patrol officer rifle program, basic shotgun training course and an auto-pistol transition course.

PUBLICATIONS

Journals

Whetstone, T. S., Reed, J. C. Jr. & Turner, P. C. (2006). Recruiting: A comparative study of the recruiting practices of state police agencies. *International Journal of Police Science and Management*, 8 (1), 52-66

Whetstone, T. S. (2001). Measuring the impact of a domestic violence coordinated response team. *Policing: An International Journal of Police Strategies and Management*, 24 (3), 371-398.

Whetstone, T. S. (2001). Copping-out: Why officers decline to participate in the promotional process. *American Journal of Criminal Justice*, 25 (2), 147-159.

Whetstone, T. S. & Tewksbury, R. A. (2000). Desperately seeking significance: problems and difficulties associated with evaluating the efficacy of domestic violence response programs. *Social Pathology: A Journal of Reviews*, 6 (2), 102-120.

Whetstone, T. S. (2000). Getting stripes: educational achievement and study strategies used by sergeant promotional candidates. *American Journal of Criminal Justice*, 24 (2), 247-257.

Whetstone, T. S. & Wilson, D. G. (1999). Dilemmas confronting female police officer promotional candidates: Glass ceiling, disenfranchisement or satisfaction. *International Journal of Police Science and Management*, 2 (2), 128-143. See also book chapters.

Whetstone, T. S. (1999). Post consent decree minority promotions: Discrimination, disinterest, disenfranchisement or unrealistic expectations. *International Journal of Police Science and Management*, 1 (4), 403-418.

Whetstone, T. S. (1996, November). In the mind's eye: using mental practice to improve police training. *Police Chief*, 63 (11), 67-69.

Whetstone, T. S. (1996). Mental practice enhances recruit police officers' acquisition of critical psychomotor skills. *Police Studies*, 19 (1), 19-43. Also published with revisions for vocational teacher educators as: **Whetstone, T. S.** (1995, August). Enhancing psychomotor skill development through the use of mental practice. *Journal of Industrial Teacher Educators*, 32 (4), 5-31.

Whetstone, T. S. (1994, June). Performance evaluation of supervisory personnel by subordinate employees. *The Police Chief*, 61 (6), 57-63, 66.

Leach, J. A., Evans, J. A., & **Whetstone, T. S.** (1992). Demographic and psychological characteristics of vocational-technical instructors rated as excellent in business and industry and in secondary and postsecondary schools. *Journal of Vocational Education Research*, 17 (2), 71-101.

Book Chapters

Whetstone, T. S. & Wilson, D. G. (2007). Dilemmas confronting female police officer promotional candidates: Glass ceiling, disenfranchisement, or satisfaction. *Handbook of Police Administration*, Boca Raton, FL: CRC Press.

Whetstone, T. S. (2004). Police Technology. *Encyclopedia Britannica*. Chicago, IL: Britannica.

Periodicals

Whetstone, T. S. (1993, September). Training police officers: misplaced priorities and missed opportunities. *Law & Order*, 41 (9), 150-153.

Whetstone, T. S. (1988, November). Patrol officer rifle program, an answer to shotgun limitations. *Law & Order*, 36 (11), 29-31.

Whetstone, T. S. (1987, September-October). Tactical considerations for the police shotgun. *The Police Marksman*, 12 (5), 54-57.

Whetstone, T. S. (1987, March). Tactical preparations for smaller police agencies. *Law & Order*, 35 (3), 49-52.

Book Reviews

Whetstone, T. S. (2000). [Review of the books *Serial Murder*, by Holmes, R. & Holmes, S. and *Contemporary perspectives on Serial Murder*, (R. Holmes & S. Holmes, Eds.). Thousand Oaks, CA: Sage] *ACJS Today*, 21 (3), 20-21.

Whetstone, T. S. (1997). [Review of the book (academic): *Sharpening the Warrior's Edge*, by Siddle, B.K. Millstadt, IL: PPCT Research Publications.] *Policing: An International Journal of Police Strategies and Management*, 16 (2), 444-447.

Whetstone, T. S. (1997, May). [Review of the book (practitioner): *Sharpening the Warrior's Edge*, by Siddle, B.K. Millstadt, IL: PPCT Research Publications.] *Law & Order*, 45 (5), 131.

Whetstone, T. S. (1996). [Review of the book: *The Edge of the Knife*, by Chevigny, P. New York: The New Press.] *Crime, Law and Social Change*, 25, 289-294.

Technical Reports

Whetstone, T. S. & Harness, E. (2026). *Review of LMPD Firearms Training*. Submitted to Civilian Review & Accountability Board, Louisville Metro Government.

Whetstone, T. S. & Harness, E. (2026). *Office of Inspector General Annual Report for 2025*. Submitted to Civilian Review & Accountability Board, Louisville Metro Government.

Whetstone, T. S. & Harness, E. (2025). *Detectives Best Practices Study*. Submitted to Civilian Review & Accountability Board, Louisville Metro Government.

Whetstone, T. S. & Harness, E. (2025). *Office of Inspector General Annual Report for 2024*. Submitted to Civilian Review & Accountability Board, Louisville Metro Government.

Whetstone, T. S., Carter, T. & Harness, E. (2024). *The Use of Leg Restraints: A policy recommendation*. Submitted to Louisville Civilian Review & Accountability Board 8/28/24.

Whetstone, T. S., & Harness, E. (2024). *SOP 12.21 Excited Delirium: A policy recommendation*. Submitted to Louisville Civilian Review & Accountability Board 7/16/24.

Whetstone, T. S., Carter, T. & Harness, E. (2024). *The Use of Spit Shields: A policy recommendation*. Submitted to Louisville Civilian Review & Accountability Board 2/28/24.

Whetstone, T. S. & Harness, E. (2024). *Office of Inspector General Annual Report for 2023*. Submitted to Civilian Review & Accountability Board, Louisville Metro Government.

Whetstone, T. S. (2023) *Use of Force: Takedowns: A policy recommendation*. Report to Louisville Civilian Review & Accountability Board.

Whetstone, T. S. (2023) *Patrol Deployment Internal Attrition Factors*. Report to Louisville Civilian Review & Accountability Board.

Whetstone, T. S. & Harness, E. (2023). *LMPD The Big Picture: A visualization of Work in the Community*. Submitted to Civilian Review & Accountability Board, Louisville Metro Government.

Whetstone, T. S. & Harness, E. (2023). *Patrol Deployment Internal Attrition Factors*. Submitted to Civilian Review & Accountability Board, Louisville Metro Government.

Whetstone, T. S. & Harness, E. (2023). *Office of Inspector General Annual Report for 2022*. Submitted to Civilian Review & Accountability Board, Louisville Metro Government.

Whetstone, T. S. & Harness, E. (2022). *Comparison Police Departments*. Submitted to Civilian Review & Accountability Board, Louisville Metro Government.

Whetstone, T. S. & Parker, B. (2009). *Alleviating Prison Overcrowding in Kentucky Findings and Suggestions from Subcommittees*. Submitted to Secretary of Justice and Public Safety, J. Michael Brown.

Whetstone, T. S. (2008). *Socio-Political Antecedents: Development and Promulgation of the Kentucky Penal Code of 1974. Historical Perspectives Framing Contemporary Issues*. Submitted to State Representative

Kathy Stein, the Secretary of Justice and Public Safety, J. Michael Brown and the Criminal Justice Council.

Whetstone, T.S. (2004). *Iraqi National Police Basic Academy Curriculum and Delivery Systems*. Submitted to Brigadier General McKay, Commanding Officer, International Police Assistance Team, Ministry of the Interior, Baghdad, Iraq,

Whetstone, T. S. (1999, September). *Evaluation Report: The Florence Police Department Problem Solving Partnership Grant*. Submitted to the Office of Community Oriented Policing Services, U. S. Department of Justice.

Whetstone, T. S. (1999, March). *Evaluation Report: The Jefferson County Domestic Violence Coordinated Response Team*. Submitted to the Jefferson County Police Department.

Whetstone, T. S. (1998, May). *Business Survey Results*. Commissioned by and submitted to the Police Chief, Florence (KY) Police Department.

Whetstone, T. S. (1998, August). *Performance of Minority Promotional Candidates: Issues and Answers*. Submitted to the Police Chief, Louisville (KY) Division of Police.

Whetstone, T. S. (1998, August). *Issues Affecting Female Promotional Candidates*. Submitted to the Police Chief, Louisville (KY) Division of Police.

Whetstone, T. S. (1996). *Promotional Survey Results*. Commissioned by and submitted to the Police Chief, Louisville (KY) Division of Police.

Whetstone, T. S. (1996, October). *Survey of Citizens' Perceptions of Police Services, 1996 - Final Report*. Commissioned by and submitted to the City of Louisville (KY) Mayor's Office.

Whetstone, T. S. (1996, July). *Survey of Citizens' Perceptions of Police Services, 1996 - Preliminary Report*. Commissioned by and submitted to the City of Louisville Mayor's Office.

Wentling, T. L., Roegge, C. A. & **Whetstone, T. S.** (1991, December 9-13). *Potential and Suggested Use of Microcomputers for Agricultural Education and Training*. Paper presented at the Technical Meeting on Microcomputer Applications in Support of Agricultural Extension, Education and Training, Food and Agriculture Organization of the United Nations. Rome, Italy.

Leach, J. A. & **Whetstone, T. S.** (1991). Characteristics of excellent trainers in business and industry: a psychological, interpersonal, motivational, and demographic profile, technical report number three. *The Nature of Effective Vocational Educators Working in Business and Industry*. National Center for Research in Vocational Education, University of California, Berkeley.

Leach, J. A. & **Whetstone, T. S.** (1991). Profiles in excellence: A comparison of characteristics of excellent vocational-technical educators working in secondary and postsecondary schools and in business and industry, technical report number six. *The Nature of Effective Vocational Educators Working in Business and Industry*. National Center for Research in Vocational Education, University of California, Berkeley.

Theses, monographs, newsletters & other works

Whetstone, T. S. (2012). *This I believe*. Essay for National Institute of Corrections Training Symposia, Denver Colorado. Published online on the "This I Believe Organization" web site. <http://thisibelieve.org/essay/112687/>

- Whetstone, T. S. & Walsh, W. F. (1997).** *Problem Solvers' Toolkit*. Monograph for problem solving community oriented policing course, Florence (KY) Police Department.
- Whetstone, T. S. (1995, July).** Designing mental practice for yourself and others. *Gunsite*, 15 (7), 1-3.
- Whetstone, T. S. (1995, June).** Mental practice improves marksmanship and gun handling. *Gunsite*. 15 (6), 1-2.
- Whetstone, T. S. (1993).** *Effect of mental practice on critical psychomotor skills*. (Doctoral dissertation, University of Illinois, 1993).
- Whetstone, T. S. (1991).** *In-service training practices of Illinois municipal law enforcement agencies*. Unpublished master's Thesis, University of Illinois, 1991).
- Whetstone, T. S. & Bowman, J. W. (1986).** *Auto-pistol manipulation drills*. Monograph, University of Illinois Police Training Institute.
- Whetstone, T. S. (1984).** *F.I.R.E. U.P. (Firearms Instruction, Recommendations and Evaluation for the Urbana Police): A training and research program*.

PRESENTATIONS

- "Lies, Damned Lies & Statistics"** Online Webinar Presentation, National Association for Civilian Oversight of Law Enforcement (NACOLE), April 1, 2026.
- "Firearms 201: Police Firearms Training & OIS"** Online Webinar Presentation, National Association for Civilian Oversight of Law Enforcement (NACOLE), December 10, 2024.
- "Firearms 101 with Doc Whetstone"** Online Webinar Presentation, National Association for Civilian Oversight of Law Enforcement (NACOLE), February 14, 2024.
- "LMPD The Big Picture: A visualization of Work in the Community"** With Edward Harness. Presentation to Civilian Review & Accountability Board, Louisville, KY, May 2023.
- "Patrol Deployment Internal Attrition Factors."** With Edward Harness. Presentation to Civilian Review & Accountability Board, Louisville, KY, February 2023.
- "Comparison Police Departments."** With Edward Harness. Presentation to Civilian Review & Accountability Board, Louisville, KY, December 2022.
- "Recruiting Practices in State Police Organizations"** With John C. Reed, and Phillip C. Turner. Annual Meeting of the Academy of Criminal Justice Sciences, Boston, MA, March 2003.
- "Transsexual Police Officers: Notes for Police Leaders and Other Professionals"** Annual Meeting of the Academy of Criminal Justice Sciences, Anaheim, CA, March 2002.
- "Declining promotion: Why officers elect to pass-up promotional opportunity."** Paper presented at the Annual Meeting of the Academy of Criminal Justice Sciences, Washington, DC, April 2001.
- "Transsexual Police Officers: Contemporary Challenge to Diversity in Traditional Settings."** Paper presented at the Annual Meeting of the Academy of Criminal Justice Sciences, Washington, DC, April 2001.

“Diversity and tolerance: Understanding the Transsexual police employee.” Invited presentation and informational program delivered to the Police Department and City Council. Lompoc, CA, June 2000.

“Police Response to Same-Sex Intimate Partner Domestic Violence Incidents” Paper presented at the Annual Meeting of the Academy of Criminal Justice Sciences, New Orleans, LA, March 2000.

“Effect of College Education on Promotional Candidate Performance: A Study of a Large Police Department’s Experience” Paper presented at the Annual Meeting of the Southern Criminal Justice Association, Chattanooga, TN, October 1999.

“Impact of a Coordinated Response Team on Domestic Violence: A Time Series Design with Equivalent Comparison District” Paper presented at the Annual Meeting of the Academy of Criminal Justice Sciences, Orlando, FL, March 1999.

“Strategies of Female Police Promotional Candidates” Paper presented at the Annual Meeting of the Academy of Criminal Justice Sciences, Orlando, FL, March 1999.

“Study Skills and Promotional Outcomes in a Large Police Agency” Paper presented at the Annual Meeting of the Academy of Criminal Justice Sciences, Orlando, FL, March 1999.

“Minority Promotions in Policing: Disinterest or Unrealistic Expectations?” Paper presented at the Annual Meeting of the Academy of Criminal Justice Sciences, Albuquerque, NM, March 1998.

“Developing and Maintaining Problem Solving Partnerships in the Community.” Sixteen-hour training program developed for the Florence (KY) Police Department, December, 1998.

“Female Police Officer Promotional Candidates: Glass Ceiling, Disenfranchisement or Satisfaction?” Paper presented at the Annual Meeting of the Southern Criminal Justice Association, Richmond, VA, October 1997.

“Mental Practice and Police Training.” Invited speaker at the Annual Conference of the Ontario (Canada) Association of Police Educators, Aylmer, Ontario, Canada, April 1997.

“Promotional Process and Mentoring: Implications for Minimizing Disparity” With Sgt. Vincent Robison, Louisville Division of Police. Paper presented at the Annual Meeting of the Academy of Criminal Justice Sciences, Louisville, KY, March 1997.

“Citizen Perceptions of Police Services and Behavior: A Report Card for One Midwestern Police Department.” Paper presented at the Annual Meeting of the Southern Criminal Justice Association, Savannah, GA, September, 1996.

“Law Enforcement and Race.” Discussant with Chiefs Hamilton and Ricucci, in Courier-Journal, Bridge-Builders Roundtable, Town Meeting. Louisville, KY, July 15, 1996.

“Comparison of Training Practices of Medium and Small Sized Police Agencies: Changes observed over a Five-Year Period.” Paper presented at the Annual Meeting of the Academy of Criminal Justice Sciences, Las Vegas, NV, March 1996.

“Mental Practice Enhances Recruit Police Officer’s Acquisition of Critical Psychomotor Skills.” Paper presented at the Annual Meeting of the Academy of Criminal Justice Sciences, Boston, MA, March 1995.

“Medico-Legal Forensic Symposium” Developer, coordinator, and moderator of Bi-State symposium for criminal justice professionals, Austin Peay State University, December 1994.

“Safety and Security in a Changing Environment: Strategies for Avoiding Personal Peril” Invited speaker, faculty development seminar, Office of Extended Education, Austin Peay State University, June 1, 1994.

“The ABCs of Report Writing” Invited presentation at the annual convention of the Tennessee Association of Investigators, Nashville, TN, January 1994.

“Mental Practice and Psychomotor Skill Development” Presentation at the annual convention of the American Vocational Association, Nashville, TN, 1993.

“Strategies for Avoiding Personal Peril” Invited keynote speaker at the first annual Student Government Association Safety Seminar, University of Illinois at Urbana-Champaign, December 1991.

“Personal Safety, Considerations for the Professional Woman” Presented at the Third Annual Symposium of the Professional Secretary Society. Urbana, IL October 1991.

GRANT PARTICIPATION, AUTHORSHIP & FUNDING

Consultant. “Criminal Justice Information Network” Telecommunications and Information Infrastructure Assistance Program, 1998. (\$21,300. Unfunded)

Consultant/Evaluator. “Problem Solving Partnerships COPS Grant Evaluation, Florence, KY” U.S. Department of Justice Community Oriented Policing Services, 1997. (\$67,500. Funded)

Principal Investigator. “Gay and Lesbian Police Officers: A Study in Contrasts.” Office of Vice President for Research, UoFL, 1997. (\$3,000. Unfunded)

Evaluator. “Domestic Violence Coordinated Response Project.” Office of Justice Programs, 1997. (\$41,000. Funded)

Principal Investigator. “Integrity and Ethics: Defining and Developing Systems for Internal and External Accountability of Police Actions and Reactions” National Institute of Justice, 1996. (\$57,356. Unfunded)

Principal Investigator. “Enculturation, Experiential and Cognitive Aspects of Police Deadly Force Decision Making: Implications for Police Trainers and Practitioners” Office of Vice President for Research, UoFL, 1996. (\$2,085. Unfunded)

Principal Investigator. “Law Enforcement Recruitment, Selection and Training: A National Survey of Medium and Small Sized Agencies in the U.S.” Office of Vice President for Research, UoFL, 1995. (\$3,150. Unfunded)

COURSES & PROGRAMS

“Professional Paper” 45-hour graduate level education program, 2001.

“Ethics in Criminal Justice” 45-hour graduate level education program, 2001, 2006.

“Introduction to Law Enforcement” 45-hour upper div. education program, 2000.

“Problem Solving Skills for Community Oriented Policing Officers” 20-hour instructional program for police officers, 1997.

“Evaluating Community Oriented Policing Operations and Personnel”, 8-hour instructional program for police executives, 1996.

“Monitoring and Evaluation of Personnel and Organizational Effectiveness” 8-hour instructional program for police administrative officers, 1996.

“Senior Seminar” 45-hour upper div. educational program, 1996.

“Organizational Behavior” 45-hour upper div. education program, 1995.

“Human Resource Management in the Criminal Justice System” 45-hour graduate level education program, 1995.

“Police Management” 45-hour upper div. education program, 1995.

“Introduction to Criminal Justice” 40-hour lower div. education program, 1995.

“Police Administration” 40-hour upper div. education program, 1994.

“Computers in Law Enforcement” 40-hour upper div. education program, 1994.

“Criminalistics” 40-hour upper div. education program, 1994, 2007.

“Auto-Pistol Transition Training” 24-hour training program, 1988.

“Shotgun Basic Training” 40-hour training program, 1988.

“Patrol Officer Rifle Basic Training” 40-hour training program, 1987.

“F.I.R.E. U.P.” 40-hour pistol basic training program, 1984.

PROFESSIONAL AFFILIATIONS

Member, Association of Inspectors General (AIG).

Member, National Association for Civilian Oversight of Law Enforcement (NACOLE).

Member, Association of Paroling Authorities International, 2009-2011

Member, Academy of Criminal Justice Sciences, 1990-2015

Member, Police Section, Academy of Criminal Justice Sciences, 1990-2015

COMMITTEE & ADVISORY SERVICE

Member, NACOLE Training, Education and Standards Committee (2023 - present)

Member, NACOLE Standards Sub-Committee (2024 - present)

Member, NACOLE CPO Sub-Committee (2023 - present)

Member, NACOLE Awards Sub-Committee (2023 - present)

Advisor and Researcher, TCOPS International (1999 - present)

Textbook Reviewer, Prentice Hall Publishers (2002)

Advisory Committee, National Police Firearms Survey, Ball State University (2000-2001).

Department Committee on Graduate Admissions & Assistantships (UofL, 2000 - 2003).

Department Committee on Student Outcomes Measurement (UofL, 2000-2003).

Peer Reviewer, Research Manuscripts, National Institute of Justice (2000)

Department Library Liaison (UofL, 1999-2000).

Reviewer, Aspen Publishers (1998).

Teller for Nominations and Elections Committee for the Southern Criminal Justice Association (1997-1998)

Advisory committee member, Intramural Research Incentive Grant Program / President's Research Initiative On Women, VP for Research & Development (UofL, 1997-1999)

Chair, Technology Exposition, Academy of Criminal Justice Sciences (1997)

Reviewer, *Policing: An international Journal of Police Strategy and Management* (1997+).

Ad Hoc Committee on Student Evaluation of Instruction (UofL, 1997-1999)

Book Review Editor, *American Journal of Criminal Justice*, (1996-1999)

Reviewer, *American Journal of Criminal Justice*, (1996+)

Competitive Grant Proposal Peer Reviewer, National Institute of Justice (1996)

Alumni Book Award Selection Committee, (UofL, 1996)

Department of Justice Administration By-Laws Committee, (UofL, 1996)

Book Reviewer, *Journal of Crime and Justice* (1995+).

Advisor, True Line Associates, Berkshire, England (1995-1998)

Advisor, SecCon, Inc. Oregonia, OH (1995-1999)
 Advisory Council, Praetorian International, Nashville, TN. (1994-1995)
 Committee on Professional Ethics (APSU, 1994)
 Chair, Development Committee for a Criminal Justice Baccalaureate Degree (APSU, 1994)
 Committee on Distance Learning and High Tech. Classrooms (APSU, 1994)
 Organizational Committee., Illinois Institute for Military and Occupational Studies (1992)

HONORS

Lucille Hurt Robuck Award for Commitment to Corrections. KY DOC, 2009.
 Sergeant Elliott Blackstone, SFPD Memorial Award of Honor. Transgender Community of Police and Sheriffs, 2008.
 Outstanding Manuscript in Volume 32 of the *Journal of Industrial Teacher Education*, NAITTE, 1995.
 Outstanding Dissertation of the Year, NAITTE Research Symposium, 1993.
 Phi Delta Kappa, Professional Fraternity in Education.
 Kappa Delta Pi, International Honor Society in Education.
 Omicron Tau Theta, Professional Society in Vocational Education.
 Phi Theta Kappa National Honorary Scholastic Fraternity.
 Fitness Award Urbana Police Department.
 Police Training Institute Scholarship Award (top scholastic score in class).
 Graduated with Honors Illinois Central College.
 Gamma Phi Honorary Gymnastics Fraternity.

CONSULTING PROVIDED

Commonwealth of Kentucky, Secretary of Justice and Public Safety Cabinet	Cherry Hills (CO) Police Department
Athens-Clarke Co. (GA) Police Department	St. Charles Co (MO) Sheriff's Department
Lompoc (CA) Police Department	Glencoe (MN) Police Department
Florence (KY) Police Department	Loyal (WI) Police Department
Louisville (KY) Division of Police	Fox Lake (IL) Police Department
Jefferson County (KY) Police Department	Bourbonnais (IL) Police Department
City of Louisville (KY) Civil Service Commission	Clayton County (IA) Sheriff's Department
True Line Associates, Berkshire, England	Routt County (CO) Sheriff's Department
New Haven (CT) Police Department	Rock Falls (IL) Police Department
PPCT Management Systems, Millstadt, IL	Madison (WI) Police Department
SecCon, Inc. Oregonia, OH	Two Rivers (WI) Police Department
United States Geological Survey, Dept. of Safety	Granite City (IL) Police Department
Clarksville (TN) Police Department	Pembroke Pines (FL) Police Department
United States Secret Service Training Division	Scotts Valley (CA) Police Department
District Attorney General's Office 19th Judicial District, TN	Yuba City (CA) Police Department
Praetorian International, Incorporated	Golden Valley (MN) Police Department
Exitat Training Consultants, Regina, Saskatchewan, Canada	Baldwin City (KS) Police Department
Federal Bureau of Investigation Academy	Long View (NC) Police Department
United States Army, 101st MP Detachment	Denton (TX) Police Department
United States Navy, SEAL-Team SDVT-1, Naval Amphibious Base, Coronado, CA	Cortland (OH) Police Department
U. S. Postal Inspectors, Memphis (TN) Dist.	Santa Rosa (CA) Police Department
Austin Peay State University (TN) DPS	Romeoville (IL) Police Department
Beaumont (TX) Police Department	Iowa Law Enforcement Academy
Laramie County (WY) Sheriff's Department	Clark County (IN) Police Department
Algonquin (IL) Police Department	New Mexico State Police Training Bureau
Frankfort (IL) Police Department	Arcadia (FL) Police Department
Petersburg (IL) Police Department	Dixon (IL) Police Department
	Yakima (WA) Sheriff's Department
	Appleton (WI) Police Department
	Andover (KS) Police Department
	Clark County (IL) Sheriff's Department
	University City (MO) Police Department

Ephrata (WA) Police Department
North Berwick (ME) Police Department
Menomonee Falls (WI) Police Department

PROJECT-BASED CONSULTING PROVIDED
Consultant. “Problem Solving Partnerships COPS Grant Evaluation, Florence, KY” U.S. Department of Justice Community Oriented Policing Services, 1997.

Evaluator. “Domestic Violence Coordinated Response Project.” Office of Justice Programs, 1997.

CERTIFICATIONS, SPECIALIZED TRAINING & EDUCATION

Internal Affairs Advanced Certificate Program, Daigle Law Group, 2026
Association of Inspectors General, Annual Training Conference, San Diego, 2025
NACOLE Annual Training Conference, Minneapolis, 2025
Annual Training Conference, National Internal Affairs Investigators Association, 2025
Certified Inspector General (CIG), Association of Inspectors General, 2025
Certified Inspector General Inspector Evaluator (CIGE), Association of Inspectors General, 2025
NACOLE Annual Training Conference, Tucson, AZ, 2024
Certified Practitioner of Oversight (CPO), NACOLE, 2023
Certified Use of Force Instructor. Federal Law Enforcement Training Center. 2023
Internal Affairs Standard Certificate Program, Daigle Law Group, 2023
Technology Summit Course, Daigle Law Group, 2023
NACOLE Annual Training Conference, Chicago, IL, 2023
LEAD (Leadership) 2023 Louisville Metro Government.
Supervisor Continuing Education Course, Daigle Law Group, 2023
COPA People’s Academy for Civilian Oversight, 2023, Chicago, IL.
IAPro Upper Midwest Symposium. 2023, CI Technologies, Indianapolis, IN.
Data Analyst Certificate, 2023 LinkedIn Learning.
SEAD (Supervision), 2022 Louisville Metro Government.
NACOLE Annual Training Conference, Fort Worth, 2022
KY Parole Board Training Retreat, 2010, U. Cincinnati, U. Kentucky, KYDOC.
Orientation for Parole Board Members, 2010, National Institute of Corrections, Denver Colorado.
Training Conference, 2010, Association of Paroling Authorities International, Savannah, Georgia.
Reentry in the Commonwealth, 2009, DOJ, BJA and KY DOC, Lexington, Kentucky.
KY Parole Board Training Retreat, 2009, U. Cincinnati, U. Kentucky.
Wound Ballistics & Identification, 1990, Phoenix (AZ) Law Enforcement Association.
Handling Difficult People, 1989, Career Track, Boulder, Colorado.
Master Firearms Instructor, 1989, University of Illinois, Police Training Institute.
Tactical Firearms, 1989, University of Illinois, Police Training Institute.
Hazardous Materials Control Seminar, 1988, U. of Illinois, Fire Training Institute.
SWAT Officer, 1987, Midwest Tactical Training Institute, Mt. Carroll, Illinois.
Medico-Legal Forensic Symposium, 1987, University of Illinois, Police Training Institute.
Internal Affairs Investigation, 1987, John Jay College, New York.
Patrol Strategy and Tactics, 1987, University of Illinois, Police Training Institute.
Advanced Driving Maneuvers, 1986, Eastern Illinois University.
General Rifle, 1986, American Pistol Institute, Paulden, Arizona.
Defensive Shotgun, 1986, American Pistol Institute, Paulden, Arizona.
Special Machine-pistol, 1986, American Pistol Institute, Paulden, Arizona.
Dimensional Management Training, 1986, Illinois State Department of Law Enforcement.
First Line Police Supervision, 1985, University of Illinois, Police Training Institute.
Provost (Instructor), 1985, American Pistol Institute, Paulden, Arizona.
Special (Advanced) Pistol, 1985, American Pistol Institute, Paulden, Arizona.
Breathalyzer Operator, 1984, University of Illinois, Police Training Institute.
Police Survival Tactics, 1983, University of Illinois, Police Training Institute.
General Pistol, 1983, American Pistol Institute, Paulden, Arizona.
Evidence Potential and Procedures, 1983, Illinois State Department of Law Enforcement.

Private Pilot, 1983, Federal Aviation Administration.

Criminal Interrogation and Behavioral Analysis, 1982, John Reid College, Chicago.

Narcotics and Dangerous Drugs Enforcement, 1981, IL Department of Law Enforcement.

Emergency and Evasive Driving, 1981, Southern Illinois University at Carbondale.

Basic Law Enforcement, Certified Peace Officer, 1979, University of Illinois, Police Training Institute.

Police Firearms Instructor, 1979, University of Illinois, Police Training Institute.

Arson Investigation Workshop, 1979, IL Dept. Law Enforcement & Fire Marshall's Office.

Child Abuse and Neglect Training Program, 1979, Illinois, DCFS.

Hospital Corpsman and Field Medical Service Schools, 1972, U.S. Navy.

Certified Scuba Diver, 1971, Professional Association of Diving Instructors.

REFERENCES

Lt. Col. Brian Kuriger

Assistant Police Chief

Louisville Metro Police Department

601 W. Chestnut Street

Louisville, KY 40202

502-797-4204

email: brian.kuriger@louisvilleky.gov

Mr. Kent Jepsen

Lieutenant (Ret.)

Urbana (IL) Police Department

[REDACTED]

[REDACTED]

[REDACTED]

email: [REDACTED]

Mr. Jeffery Sobel

Senior Director of Taxes

Mitsubishi Chemical America, Inc.

420 Lexington Avenue, Suite 428

New York, NY 10170

Office: 914-907-7736

email: jeffery.sobel@mchcgr.com

Mr. Miles Weiss

Detective Sergeant (Ret.)

Charleston (SC) Police Department

[REDACTED]

[REDACTED]

[REDACTED]

email: [REDACTED]

Mr. Scott T. Dickens, Esq.

Member, Civilian Review & Accountability Board

Attorney of Counsel

Fultz, Maddox Dickens

101 S. Fifth Street, 27th Floor

Louisville, KY 40202

502-588-2000 Cell: [REDACTED]

email: sdickens@fmdlegal.com

Mr. Edward Harness, J.D

Inspector General

Louisville Metro Office of Inspector General

609 W. Jefferson, Room 30

Louisville, KY 40202

502-813-1387

email: Edward.harness@louisvilleky.gov

Ms. Erin Spalding

Investigator

Louisville Metro Office of Inspector General

609 W. Jefferson, Room 32

Louisville, KY 40202

502-541-3793

email: erin.spalding@louisvilleky.gov

Mr. Joseph Gribbins

Past Chair, KY State Board of Auctioneers/

Auctioneer, Wardlow Auctions

3600 Chamberlain Ln #222

Louisville, KY 40241

502-550-7045

email: joe@Wardlowauc.com



Rhode Island Ethics Commission

40 Fountain Street
Providence, RI 02903
(401) 222-3790

2025 YEARLY FINANCIAL STATEMENT

To complete and file online visit: <https://www.ri.gov/ethics>

ALL QUESTIONS REFER TO THE 2025 CALENDAR YEAR UNLESS OTHERWISE SPECIFIED.

PLEASE ANSWER ALL QUESTIONS AND WHERE YOUR ANSWER IS "NONE" OR "NOT APPLICABLE" SO STATE. WE WILL NOT ACCEPT A STATEMENT IF ANY QUESTIONS ARE LEFT BLANK.

ANSWERS SHOULD BE PRINTED OR TYPED. Additional sheets may be used if more space is needed. For clarification of any question, refer to the Instruction Sheet or contact the Ethics Commission.

Note: If you are a state, municipal or regional official or employee, or a candidate for elected office, who is required to file a Yearly Financial Statement, failure to file accurately and on time may subject you to a substantial monetary fine. If you dispute your status as a required filer, you must contact the Ethics Commission prior to the filing deadline. **Upon filing of this form, it will become a public document available for review.**

1.

LAST NAME	FIRST NAME	MIDDLE INITIAL	SUFFIX
Whetstone	Thomas	S.	

2.

CURRENT MAILING ADDRESS: (STREET OR PO BOX)	(CITY/TOWN)	(STATE)	(ZIP CODE)
[REDACTED]	[REDACTED]	KY	[REDACTED]

3. List any Public Position(s) you held for any length of time in calendar years 2025 or 2026.

PUBLIC POSITION	MUNICIPALITY, STATE OR REGIONAL ENTITY	DATE ELECTED, APPOINTED OR HIRED	TERMINATION OR RESIGNATION DATE (IF APPLICABLE)
Analyst	Office of Inspector General Louisville Metro Government	9/1/2022	DATE NOT APPLICABLE

PUBLIC POSITION	MUNICIPALITY, STATE OR REGIONAL ENTITY	DATE ELECTED, APPOINTED OR HIRED	TERMINATION OR RESIGNATION DATE (IF APPLICABLE)
NONE			

4. List any elected office (state, municipal or regional) for which you were/are a candidate in either calendar year 2025 or 2026.

NONE

ELECTED OFFICE	MUNICIPALITY, STATE OR REGIONAL ENTITY	DATE CANDIDACY DECLARED

5. List full name of spouse if you were married or were a party to a civil union for any part of 2025.

Carol Jo T. Whetstone

6. This question has **two parts**, each referring to occupational income received during calendar year 2025.

PART I: Provide a separate answer for each instance in which you, your spouse or dependent child received either \$1,000 or more gross income from an employer during 2025; or \$1,000 or more gross income through self-employment. Income received from public employment or service, including any stipend received for serving as an elected or appointed official, must be disclosed. List the following:

PERSON WHO RECEIVED INCOME	NAME & ADDRESS OF EMPLOYER OR SELF-EMPLOYMENT ENTITY	DATES AND NATURE OF OCCUPATION OR PROFESSION
-------------------------------	---	---

Thomas	Louisville Metro Government 411 W. Jefferson, Louisville, KY	Analyst 2022-present
--------	--	----------------------

PART II: If you, your spouse or dependent child were self-employed and received more than \$250 in gross income for services rendered to a state or municipal agency, list the following:

PERSON WHO RECEIVED INCOME	NAME & ADDRESS OF AGENCY RECEIVING SERVICES	DATES AND NATURE OF SERVICES RENDERED
-------------------------------	--	--

NONE

7. List any real estate, wherever located, other than real estate that is used **exclusively** (see instructions) as your principal residence, in which you, your spouse or dependent child had a financial interest during any part of calendar year 2025. If no street address exists, use legal description.

PERSON WITH INTEREST	NATURE OF INTEREST	ADDRESS OR LEGAL DESCRIPTION
----------------------	--------------------	------------------------------

NONE

8. If you, your spouse or dependent child received **any** income as a beneficiary of any trust, list the following:

NAME OF PERSON RECEIVING TRUST INCOME: **NONE**_____

NAME OF TRUST: NONE_____

TRUSTEE NAME AND ADDRESS: NONE_____

LIST EACH TRUST ASSET, IF KNOWN, FROM WHICH MORE THAN \$1,000 IN GROSS INCOME WAS RECEIVED (ASSET VALUE NEED NOT BE DISCLOSED): NONE_____

9. If you, your spouse or dependent child held a management position or were a director, officer, partner, or trustee of any business, organization or other entity (for profit or non-profit), whether paid or unpaid for such service, list the following: **NONE**

NAME OF FAMILY MEMBER	NAME & ADDRESS OF ENTITY	POSITION
-----------------------	--------------------------	----------

10. If during the 2025 calendar year any person or entity provided you with out-of-state travel valued at over \$250, AND you would not have been provided with such travel but for the fact that you held a public office or position, you must list the source, value and description of the travel and related expenses below. Attach additional sheets if necessary.

Out-of-state travel includes all related expenses such as transportation, lodging, meals and entertainment. All of these expenses are considered together when determining whether the \$250 limit has been reached.

Exceptions: You do not have to disclose out-of-state travel that is provided to you either by your regular private employer or by the state or municipal agency of which you are a member or by which you are employed.

NAME AND ADDRESS OF TRAVEL PROVIDER	TRAVEL PURPOSE AND DESTINATION	DESCRIPTION AND COST OR FAIR MARKET VALUE OF EXPENSE (TRANSPORTATION, LODGING, MEALS & ENTERTAINMENT)
--	-----------------------------------	---

NONE

11. If at any point during calendar year 2025, you, your spouse, or dependent child individually or collectively held a 10% or greater ownership interest, or a \$5,000 or greater ownership or investment interest in any business (including holding publicly traded stock in a company), you must list the following (attaching additional sheets if necessary):

NAME OF FAMILY MEMBER	NATURE OF INTEREST	NAME & ADDRESS OF BUSINESS (NO ADDRESS NEEDED FOR PUBLICLY TRADED STOCK HOLDINGS)
-----------------------	--------------------	--

NONE

12. If, during calendar year 2025, any business you listed in Question #11 had one or more business transactions with a Rhode Island state or municipal agency that, collectively, exceeded \$250, list the following:

NAME OF BUSINESS	WAS INTEREST IN BUSINESS HELD ALL YEAR? IF NOT, LIST DATE INTEREST ACQUIRED OR DIVESTED	NAME OF STATE OR MUNICIPAL AGENCY TRANSACTING BUSINESS	DATE AND NATURE OF TRANSACTION
------------------	---	---	-----------------------------------

NONE

13. If, during calendar year 2025, any business listed in Question #11 was subject to direct regulation by a Rhode Island state or municipal agency (see instructions for examples of direct regulation), list the following:

NAME OF BUSINESS	WAS INTEREST IN BUSINESS HELD ALL YEAR? IF NOT, LIST DATE INTEREST ACQUIRED OR DIVESTED	NAME OF STATE OR MUNICIPAL AGENCY REGULATING BUSINESS	MANNER IN WHICH BUSINESS IS REGULATED
------------------	---	--	---

NONE

14. This question relates to business interests, acquired or divested AFTER calendar year 2025, **that are regulated by a public agency**. Answer below regarding any businesses in which you, your spouse, or dependent child individually or collectively ACQUIRED or DIVESTED a 10% or greater ownership interest or a \$5,000 or greater ownership or investment interest (including holdings of publicly traded stock) AFTER JANUARY 1, 2026 but prior to filing this statement, IF said business was subject to direct regulation by a Rhode Island state or municipal agency. (See instructions for examples of direct regulation.)

NAME OF BUSINESS	NATURE OF INTEREST AND DATE ACQUIRED OR DIVESTED	NAME OF STATE OR MUNICIPAL AGENCY REGULATING BUSINESS	MANNER IN WHICH BUSINESS IS REGULATED
------------------	---	--	--

NONE

15. This question relates to business interests, acquired or divested AFTER calendar year 2025, **that did business with a public agency**. Answer below regarding any business in which you, your spouse, or dependent child individually or collectively ACQUIRED or DIVESTED a 10% or greater ownership interest or a \$5,000 or greater ownership or investment interest (including holdings of publicly traded stock) AFTER JANUARY 1, 2026 but prior to filing this statement, IF said business had one or more business transactions with a Rhode Island state or municipal agency that, collectively, exceeded \$250.

NAME OF BUSINESS	NATURE OF INTEREST AND DATE ACQUIRED OR DIVESTED	NAME OF STATE OR MUNICIPAL AGENCY TRANSACTING BUSINESS	DATE AND NATURE OF TRANSACTION
------------------	---	---	-----------------------------------

NONE

16. If you, your spouse, or dependent child were indebted in an amount exceeding \$1,000 to any person, business, financial institution, or other organization, list the name and address of the lender or creditor. This does NOT include, and you should not list, the following types of debt: (a) debt owed to a family member within the third degree of consanguinity or affinity (see instructions); (b) debt that is secured solely by a mortgage of record on real property that is used exclusively as a principal residence, if the debt is held by a financial institution regulated by any state or by the United States; or (c) debt owed to a credit card company, unless the collection of such credit card debt resulted in court proceedings and the issuance of a default judgment that was not fully satisfied/paid by the start of the relevant filing year.

NAME OF DEBTOR	NAME AND ADDRESS OF LENDER OR CREDITOR
----------------	--

NONE

I certify under penalty of perjury that this Financial Statement is a complete and accurate response to the questions presented as to the financial information and interests of myself, my spouse, and my dependent children. I understand that a failure to provide complete and accurate responses to each question is a violation of the law that may result in the imposition of substantial penalties, including fines. I understand that I am subject to the statutory and regulatory provisions of the Rhode Island Code of Ethics (available at <https://ethics.ri.gov> or by contacting the Ethics Commission) and that I may seek assistance and guidance from the Ethics Commission as to any issues or questions I have relative to my conduct under the Code of Ethics or as to the information that must be disclosed on this Financial Statement.

Thomas S. Whetstone

SIGNATURE

State of Kentucky

County of Jefferson

Subscribed and sworn to before me at 609 W. Jefferson Louisville KY this 21st day of August
2026

My Commission expires 6 / 9 / 27 ID# KYNP73706 K a t t i e A n n S n o w

SIGNATURE OF NOTARY PUBLIC

THIS STATEMENT WILL BE RETURNED IF IT IS NOT SIGNED AND NOTARIZED OR IF ANY QUESTION IS NOT ANSWERED. (USE "N/A" OR "NONE" WHERE APPROPRIATE.)