

# Association of Threat Assessment Professionals

## NW Chapter

Presents



**November 3, 2023**

### Kitsap Conference Center

100 Washington Avenue  
Bremerton, WA 98337

**8:00 - 9:00 AM** – Breakfast and Networking

**9:00 -10:30 AM** – Raymond Fleck, MPS, CTM and  
Kate Schoeneman, Ph.D.

*Stalkers, Guns, and Plushies: The  
Use of Structured Professional  
Judgement Tools in Corporate  
Threat Assessment*

**10:30 - 10:50 AM** – Break

**10:50 - 12:15 PM** – Heather Hays

*The Importance of Relationships in  
Threat Assessment and Management*



**Raymond Fleck, MPS, CTM, Global Director**  
Pinkerton Global Threat Management Group

Ray is a senior security leader with over 25 years of deep experience in threat management, dignitary protection, and crisis response across the public and private sectors. As the Global Director for Pinkerton's Threat Management Group, Ray is responsible for all aspects of targeted violence prevention in over 100 countries. Ray has served on NW Board of the Association of Threat Assessment Professionals for over 12 years, and is currently the Chapter President.



**Kate Schoeneman, Ph.D., Chief Operational Psychologist**  
Pinkerton Global Threat Management Group

Kate is an operational psychologist with over 20 years of experience in clinical and forensic psychology, threat assessment and management, case consultation, training, and research. She has worked in, created, and led behavioral analysis units and psychological consultation units within federal law enforcement agencies, to include the Federal Bureau of Investigation and the U.S. Marshals Service. She earned a Ph.D. in clinical psychology with a specialization in forensic psychology from the University of Nebraska -- Lincoln. She has served on the Boards for the NW and DC Chapters of the Association of Threat Assessment Professionals, and has been involved in ATAP membership for 20 years.



**Heather Hays, High School Counselor**  
Peninsula School District

Heather is in her 16th year working as a high school counselor. She has extensive experience in school-based threat assessment since 2016 and has served on both the level 1 and level 2 community-based teams in the district. She has spent her career focused on the academic, career, and social emotional needs of students at the high school level. She holds a master's degree in education from City University of Seattle and a bachelor's degree in Sociology and Social Services from Central Washington University. Her threat assessment training comes from the Salem-Keizer Threat Assessment System model.