Second Annual
Tribal Security Symposium

October 28th-29th, 2019
Sycuan Casino Resort
El Cajon, CA
Monday, October 28th

Sign-up sheets for One-on-One Meetings will be made available at the registration desk. Delegates are encouraged to meet with our sponsors and exhibitors for one-on-one meetings throughout the event in a designated area. Sign-up sheets will be available starting on Monday, October 28th at the registration desk for you to schedule a time to meet. This is a perfect time to execute what you learn throughout the day so come prepared with questions. These meetings are completely voluntary and for all delegates who participate in a minimum of two (2) one-on-one meetings, you will be entered into a raffle drawing where two winners will receive a $100 AMEX gift card!

7:30-8:30 AM  Registration & Networking Breakfast

8:30-8:45 AM  Welcoming Remarks & Opening Prayer

Justin O'Connor
President
Native Nation Events

8:45-9:15 AM  General Sessions

Keynote Presentation

9:15-10:15 AM  Training Your Security Departments & Employees: The Threat is Training; the First Responders are Training, are You?

- Training and risk evaluation is the foundation for creating a security department, and taking training off paper and using it in the field could be the key to a successful program.
- Does your enterprise have an onsite training program? Are your teams being trained effectively?
- You need to make sure employees know that the training is to inform and empower them, not to upset them or cause fear.
- Casinos, like many public venues, are "soft targets" making them extremely vulnerable. The best opportunity to control an event is before it happens. What proactive capabilities exist and how can they be integrated into operations for maximum effectiveness?
- Have you provided instructions for employees to self-sustain until law enforcement or first responders arrive and address the threat?
- How important is it to develop an emergency response team?
- Understand that there are no standard training programs as each organization’s culture and environment are different and determine the factors that are needed to tailor a program accordingly.
- It’s important to not interrupt operations or the customer experience in the hospitality and gaming industries as security teams are trained.
Morning Networking Break

General Sessions

10:45-11:45 AM   Budgeting Roundtable– The Threats Are Growing, But Is Your Budget?

- When implementing a security program, most organizations tend to primarily focus on how much they will be paying on a monthly or annual basis.
- With the growing number of threats, it’s important to stress to senior management and board members why security needs a sufficient budget to provide education to employees and advanced technology to prevent an act of terror from occurring.
- How do you go about establishing a security budget that will actually protect your organization?
- The potential costs of not making an effort to improve your physical security measures could be staggering.
- Can investing in physical security have an impact on the overall customer experience? Your customers will notice if you take security seriously, and when visitors feel safe they will continue to come to your facility.

11:45-12:30 PM   Employee Screening & Ensuring You Hire Safe, Qualified Workers

- Businesses are ramping up their screening processes to protect their brands and their reputations and to keep existing employees and customers safe.
- What are your organization’s legal rights when requiring background checks or pre-screenings?
- Are background checks part of your organization’s onboarding/hiring process?
- Do you continually rescreen current employees and check social media accounts?
- How are background checks evolving? Dealing with social media, criminal history, drug testing, contract employees, etc.
General Sessions

1:30-2:15 PM  Cross-Generational Leadership: Integrating Millennials & Generation Z into Your Security Departments

- According to Forbes, by 2025 millennials will make up roughly 75% of the global workforce, and the corporate cultures of many organizations will be directly affected by this generation’s habits and expectations.
- According to research from Bloomberg, Generation Z will surpass Millennials in 2019 as the most populous generation, comprising roughly 32% of the population.
- How do you successfully integrate these younger generations into your security organization?
- Discover how to communicate with the most educated and tech savvy generations and determine what they can bring to a security department.
- Discuss how to leverage millennial talents and work through perceived millennial weaknesses to contribute to the success of your organization and the security sector.

2:15-3:15 PM  Protecting Your Organization From Cyber Security Threats

- In today’s world, it’s more important than ever to establish cybersecurity awareness training with your employees.
- It is estimated that the global cost of cybercrime for 2017 added up to around $600 billion. The number goes up every year, and by 2021 experts are suggesting a figure of $6 trillion per year.
- Negligent employees, contractors and third-party vendors represent the cause of over half of all enterprise data breaches.
- What are the effects of a cyber security attack? Halted operations, damage reparations, and enterprise shut downs are just a few.
- Good-intentioned employees can easily make a mistake or bypass IT protocols because they’re rushed for time or are unaware there’s protocol set in the first place.
- Strong security awareness training should directly address today’s most pressing cybersecurity hazards.
3:15-3:45 PM  
Afternoon Networking Break

General Session

3:45-4:45 PM  Security Directors Roundtable: In the Wake of Recent Attacks, What Security Protocols Have Been Put In Place?

- This moderator-led, open floor discussion will feature leading security directors from tribal-owned casinos and enterprises throughout the country who will discuss pressing topics within the security industry.
- How do you recruit and retain valuable security officers in today’s economy?
- Discuss the newest technologies such as baggage screenings, metal detectors, K9 patrols and the latest research available to ensure your patrons have a safe time and enjoyable time.
- What security procedures should be put in place at large events and entertainment venues? What effect could more invasive security measurers have on overall event participation?
- Do you have a plan lined up with your local first responders?

Presenter:

Juan Baca  
VP of Security/Entertainment  
Sycuan Casino Resort

4:45 PM  Monday’s Sessions Conclude
Using Surveillance Technology Effectively at Your Location

- Today’s surveillance systems are significantly more advanced than they were just a couple of years ago. Are you taking advantage of all of its capabilities?
- How can surveillance systems be used in advance to help detect a potential hostile situation?
- Is a casino’s surveillance staff trained to assist first responders or law enforcement in using this equipment to help put an end to an armed intruder event?
- What are the benefits of remote surveillance systems? 24/7 protection for your business, boosting productivity, protection from liability, lessening the chance of false alarms, and more.

Communication During an Emergency: Leveraging Technology for Emergency Mass Notification Systems

- What technology exists that is powerful enough to handle anything from company announcements to active shooter warnings, reaching your entire organization when you need it the most?
- As active threat events continue to increase in frequency, there is a need for tools that close the deadly gaps in communication during active threat events.
- Communicating information during and following a disaster to relevant parties is a key emergency management priority. Messages should be detailed, carefully designed and include information on how both internal and external crisis communications will be handled.
- What questions do you need to consider when evaluating different emergency communication systems for your organization?
- It’s important to find a system that will meet your needs, is cost effective, easy to use, and will keep your data secure.
In today’s society, after all of the active shooter incidents that have occurred recently, many organizations are motivated to implement active shooter and situational awareness trainings for employees.

An FBI report stated that more than 200 people were killed and 722 wounded in 50 active shooter incidents in the United States in 2016 and 2017.

What is situational awareness training? Employees should have the guidelines and tools to take appropriate and quick action for safety in the event of an emergency no matter their location.

Armed security and/or armed personnel are becoming an essential element of modern-day security. What qualifies an individual to safely carry a firearm and potentially aid in a response?

Discover the best way to substantially decrease your legal liability if an incident, such as an active shooter, was to happen.

What are the benefits of participating in an active shooter simulation?
General Sessions

**11:30-12:15 PM  Managing Violence in the Workplace: Prevention & Response**

- OSHA has stated that approximately 2 million Americans are the victims of workplace violence each year, and an estimated 1.7 million employees are injured as a direct result of physical assault.
- What are the latest tools available to corporate security professionals to evaluate the risk of violence in the workplace?
- Is your organization management trained to identify behavioral concerns in employees which could lead them to conduct an act of violence in the workplace?
- Does your company have a termination protocol?
- Your liability is to protect your employees—do you have the proper employee training and equipment to diffuse an act of violence in your organization?
- Discuss the legalities of a workforce including discrimination, harassment and human resources processes.

**12:15-1:00 PM  Emergency Medicine & How It Can Save Lives**

- It can be very valuable to train employees to save themselves and their coworkers with Emergency Medicine skills.
- Eliminate deaths and serious injuries by having knowledgeable employees who can assess various situations and the care that needs to be provided.
- Knowing how to use a first aid kit is important, but knowing how to handle a situation with readily accessible resources is even better. Discover how simple everyday objects can save lives.

**1:00 PM  Security Symposium Concludes**

**1:00 PM  EXHIBITOR RAFFLE DRAWING**

*Followed by*

***GRAND PRIZE DRAWING***

***Winners must be Present to Win***