



# Drugs in the Workplace & Family – Protecting Your Employees, Their Families & Your Organization (Webinar)

## January 28, 2021 ☐ 10:00am - 11:30am

While there is always the possibility that you could fall victim to an organizational incident of violence, one thing that is absolutely certain is that you have a drug problem within your employee base. Whether it be your employee, or the family member of an employee, either way the results are devastating to your business. In fact, an employee with a family member with a drug problem is more devastating to work productivity than actually having a problem themselves.

How do you know if, and when, there are a problem? While alcohol impairment is simple because we all know what it looks and smells like, drugs, on the other hand, can be extremely difficult to detect. This is why the ability to be able to recognize signs and symptoms is so critical to ultimate success for the person with the struggle and your organization.

The next question is “How do you handle the issue once it becomes known?” Do you have appropriate policies and procedures in place? The mishandling of drug issues early on can potentially create significant liability for your organization.

This webinar is highly unique, impactful, and emotional. It looks at this horrible problem from a very practical perspective and addresses all of the critical elements of effectively managing drug issues within your organization.

### Who Should Attend:

Human Resource Officers, Training and Security

### Webinar Speakers:

**Terry Choate** is a Co-Founder and Training Specialist for Blue-U Defense. He has served as Team Commander of the Monadnock Regional Special Response (SWAT) Team and for 14 years as a Lieutenant with the Jaffrey (NH) Police Department. Prior to law enforcement, Mr. Choate spent over 20 years in management positions with Fortune 500 companies. Mr. Choate is an author and subject matter expert on: criminal behavior – understanding mind, motivations and decision-making processes of the criminal, how to influence the outcome of criminal situations, and practical and effective methods to solve problems and protect lives. Drug Abuse and Abusers – behavior leading to/result of abuse learned through extensive experience and training in illegal drugs undercover work, arrests, search warrants, and drug operations. In addition, Mr. Choate’s experience with Executive Security International provides expertise in Security Surveys, Advances, Personal and Executive Protection, CCTV Surveillance, Stalking and Dangerous Human Behavior, Anti/Counter Terrorism, and Business Security.

**Joe Hileman** is a Co-Founder and Training Specialist for Blue-U Defense. He served as the Assistant Team Commander of the Monadnock Regional Special Response (SWAT) Team and for 16 years as a Detective with the Jaffrey (NH) Police Department. Prior to his career in Law Enforcement, he served as Security Supervisor at the corporate management level of a Fortune 500 company. Mr. Hileman holds two A.A. degrees in Criminal Justice – Law Enforcement and Criminal Justice – Corrections, Probation, and Parole. He also has extensive listing of tactical training.

### Webinar Registration:

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#### **Registration Fees for LBA Members**

Live Webinar Connection \$165 per connection  
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#### **Registration Fees for Non-Members**

Live Webinar Connection \$265 per connection  
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This training will be covered under SBET (Small Business Employee Training Program). Please provide an email address on the line below to receive the necessary documentation for reimbursement:

**\*Please Note: Recordings are not eligible for SBET funding**

**Webinar access codes will be sent to registrants with confirmation emails one week prior to session.**