

BROSAN®

PROTECTING YOUR WORLD

REQUEST FOR PROPOSAL RESPONSE FOR INVESTIGATIVE SERVICES

SUBMITTED TO:

Vincent M. Marino
Town of Bethany Attorney
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Town of Bethany
Marino, Zabel & Schellenberg
Attorneys At Law
657 Orange Center Rd
Orange, CT 06477

PREPARED BY:

Mr. John Ryan
SVP, Investigations
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September 23, 2024

Delivered via Email

Vincent M. Marino
Bethany Town Attorney
657 Orange Center Road
Orange, CT 06477

Dear Mr. Marino,

It is our privilege to provide a proposal to the Town of Bethany for investigative services. We are committed to providing consistent day-to-day delivery of the highest quality and the most reliable and cost-effective investigations program.

BRC possesses the operational stability, experience, knowledge and technologies necessary to serve the Town of Bethany in a consistent, yet flexible fashion.

At Brosnan® Risk Consultants, we do not believe in a one-size-fits-all approach to investigations. Therefore, we take every step possible to understand your needs, listen to your concerns, and identify any underlying risks that may exist before we commence service to ensure the best customer experience possible. It is critical to us that any and all interactions with you, your staff and customers are friendly, helpful and effective. As such, BRC's pillars for success include: being prompt, being professional and being engaged!

We welcome any questions you may have and look forward to discussing the merits of our proposal with you.

Thank you for the opportunity to provide you with this proposal and we hope you allow us to *protect your world*.

Kind regards,

John Ryan

John Ryan
SVP, Investigations

***See BRC in Action: View BRC's brief overview videos via the links provided below.**

<https://brosnanrisk.com/about-brosnan-risk/>

<https://secure.brosnanrisk.com/gsoc-tour>

BROSNAN® - HISTORY AND ORGANIZATION // OVERVIEW

Brosnan® Risk Consultants, Ltd. (“Brosnan”) Global Headquarters is located at 1 Blue Hill Plaza, 15th Floor, Pearl River, New York. Brosnan is a full-service security and investigative firm serving global brands in all sectors. Specializing and innovating in premises security, disaster preparedness and emergency response, Brosnan sets the standard for the industry.

Founded in April 1996 by Patrick J. Brosnan, Brosnan® Risk Consultants, Ltd. is the largest privately held provider of technology-driven security services. Brosnan’s patented Smart Security Solutions integrates law enforcement, military, security professionals and IT personnel with leading-edge technology and data to provide Best-in-Class investigative results.

Brosnan’s state-of-the-art 24/7 Global Security Operations Center (GSOC) provides Command, Control, Communication and Coordination of resources to our investigative professionals nationwide.

PROTECTING
YOUR WORLD is our
NUMBER **ONE**
PRIORITY

BROSAN® - INVESTIGATIVE SERVICES //

PROJECT UNDERSTANDING AND APPROACH

Brosnan Risk Consultants is submitting this proposal in response to the Town of Bethany, Connecticut's request for an independent review of the town's response to unfortunate allegations that children in the Parks and Recreation Department's aftercare program having been sexually abused by one of the Park and Recreation Department counsellors.

A parent of one of the victim's filed a report with the Department of Children and Family Services (DCF), in December of 2022. The residents of the Town did not become aware of this serious complaint until the Connecticut State Police issued a Press Release in June of 2024, announcing an arrest warrant relative to five incidents of sexual abuse, charging former Parks and Recreation's counsellor, Anthony Mastrangelo, with the offenses. A critical focus of our investigation will determine what agencies were notified of these serious allegations, when they were notified, and what was the response of agency and Town officials when they were made aware of these complaints. Of equal importance, and focus of our inquiries, will be whom should have been notified, and if there was a failure or breach of policies, laws, or regulations, to highlight the nature of the breach, and who was responsible for the breach. To illustrate the Town's concern, and the urgency of this independent review, DCF immediately notified the Bethany Community Schools of the parent's report, and the DCF notified the Park's and Recreation Department of the allegation involving their employee, Anthony Mastrangelo. Our investigation will validate or refute the timing of these notifications and determine why there was a gap in the knowledge of the Town's officials. Additionally, the Town's handling of the accused employee, upon notification, will be scrutinized, particularly since another child was abused by the former employee in June of 2024.

BRC is uniquely qualified to handle this investigation on behalf of the Town of Bethany.

John Ryan, an attorney and member of the bar is the SVP of Investigations for BRC, was formerly the President and CEO of the National Center for Missing and Exploited Children. During his tenure at NCMEC, John led a nationwide initiative to partner with nonprofit and municipal agencies that ran youth-oriented programs and develop safety and compliance programs to prevent and respond to sexual abuse of children in their care. Working with organizations such as the Boy Scouts of America, the Boys and Girls Club, and Parks and Recreation in Baltimore and New York, Mr. Ryan developed model programs for youth-oriented programs for other agencies to implement. John will lead this investigation on behalf of the Town of Bethany, if retained.

In addition, Brosnan Risk Consultants will bring three experienced investigators to support this investigation:

Mike Carroll, who previously was an executive with the NYC Department of Investigations, has participated in numerous municipal focused inquiries involving sexual assault and misconduct, particularly with a major school district within the state of Connecticut. These investigations not only included investigating the specific allegations, but also included extensive reviews of policies and procedures to identify gaps and vulnerabilities that might have contributed to the misconduct, i.e., lack of training, insufficient background checks, poor interagency communication, etc.

Tom Murray, BRC's Director of Investigations, previously served as a Sergeant with the Connecticut State Police and has handled sexual abuse cases. As the Acting Commanding Officer of the Statewide Organized Crime Investigative Task Force, he managed and supervised investigations funded by a \$500,000.00 Federal Human Trafficking Grant. This grant helped fund numerous Sex Tracking Investigations.

Armando Rodriguez, BRC's Vice President of Investigations, is a former First Grade Detective with the NYPD, and along with Tom Murray, will conduct the bulk of the interviews relating to the inquiry.

Throughout the interview process, John Ryan and Mike Carrol will be examining the relevant laws, regulations and policies, that should have been complied with based on the allegations in this matter. We will also identify gaps in existing procedures, and make recommendations to consider either legislation, policies, or procedures, to adopt after the investigation. We will work closely with Selectmen Robert Brinton and Gina Teixeira, coordinating our plan of action, providing updates on developments, and providing a preliminary report outlining any immediate concerns and initial findings. We are very sensitive to the concern of many that there was a breakdown of overall communications in this matter, we will ensure that our work will be shared appropriately and the lines on communication constantly open.

Our Final Report will focus on recommendations to assist the Town in addressing any deficiencies in laws, regulations, or policies, that contributed to any breakdown in the Town's response to the allegations involved in this matter. We have extensive experience in partnering with organizations to develop programs focusing on child protection. Recommendations will include a review of the screening and hiring process of volunteers and staff that interact with youth. We will review and make recommendations on robust safety programs and training to prevent, detect, and report allegations of sexual abuse. Compliance programs mandating incident response and notifications will be addressed. Our goal is to assist the Town of Bethany to implement policies and procedures to mitigate the reoccurrence of the tragic incidents that commenced in December of 2022 through June of 2024.

We are prepared for any further questions you may have and are available to commence our investigation upon retention.

BROSAN® - STAFFING PLAN AND QUALIFICATIONS //

INVESTIGATIONS BUSINESS UNIT

John Ryan

Sr. Vice President, Investigations

John serves as Senior Vice President, Investigations for Brosnan Risk Consultants (BRC). BRC is a national investigative firm, headquartered in Pearl River, New York. The majority of BRC's clients are located in the Tri State area of New York, Connecticut, and New Jersey. BRC provides civil and criminal litigation support services to corporations, municipal agencies, law firms, and private individuals.

Prior to joining BRC, John was the Chairman of the Board and President and CEO of the National Center for Missing and Exploited Children. In his fifteen years of service, John became a national leader in the design, implementation, and enforcement of compliance programs addressing the sexual abuse of minors under the care of nonprofit and municipal agencies. John's partners included the Boys and Girls Club of America, the Boy Scouts of America, the Cal Ripken Sr. Foundation, and the Baltimore and New York City Parks and Recreation. Additionally, John successfully advocated on behalf of Federal legislation to mandate the reporting and notification of missing and/or abused minors in the care of social service agencies.

John is a former prosecutor, and served as the Chief of Major Offenses, in the Office of the Bronx District.

John was also appointed as a Special Assistant United States in the Southern District of New York.

John also served as Head of Investigations and Compliance at AT&T Wireless, and Head of Global Investigations at America Online, now Verizon.

John is an attorney by profession and graduated from St. John's University School of Law.



Michael Carroll

Investigator

Michael Carroll is an accomplished leader in the field of investigations, compliance, and risk management, with a career spanning over two decades. He provides investigative and compliance services to a wide range of clients, including public entities, private organizations, and nonprofits. His recent work includes high-profile advisory services for educational institutions and law firms, as well as collaborations with government agencies to enhance internal protocols and mitigate risk.

He held several senior positions at the New York City Department of Investigation (DOI), culminating in his role as Deputy Commissioner of Investigations.

His extensive background also includes corporate security management for JetBlue Airways, where he investigated a wide range of incidents, and criminal investigations for the District of Columbia's Office of the Inspector General. Earlier in his career, Michael served as a detective investigator with the NYPD and was an adjunct professor of criminal justice at St. Thomas Aquinas College.

Michael holds a Master of Arts in Criminal Justice from John Jay College and a Bachelor of Arts in Psychology from the College of Mount Saint Vincent. He is a Certified Fraud Examiner (CFE) and an active member of the Association of Inspectors General.



BROSNAN® - STAFFING PLAN AND QUALIFICATIONS //

INVESTIGATIONS BUSINESS UNIT

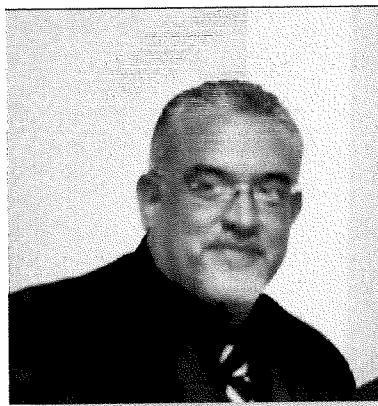
Tom Murray

Director, Investigations

Tom has more than 30 years of Law Enforcement experience. After graduating Saint Michaels College with a BA in Political Science, he interned in the New Haven County State Attorneys Office before beginning his career with the Connecticut State Police.

Tom was promoted to Sergeant and served as the Acting Commanding Officer of the Statewide Organized Crime Task Force. He was also Supervisor of the Aviation Section for 8 years and worked in Narcotics for 14 years, where he served on numerous high-profile, complex investigations resulting in his testimony being admitted as an "Expert Witness."

Since retiring from the State Police in 2012, Tom has worked extensively in the private sector as the Physical Security Manager for a major hedge fund and as a consultant, providing services related to security policies/procedures, investigations, site security, surveillance and preparation of witness for trial.



Armando Rodriguez

Vice President, Investigations

Armando is a former highly decorated Detective First Grade and 20-year veteran of the New York City Police Department. His expertise consist of law enforcement, physical security, counter terrorism and criminal and narcotics investigations. As a deputized federal agent and member of a Joint Federal Task Force he conducted and oversaw complex domestic and international investigations. These investigations subsequently lead to the successful prosecution of numerous violent gangs, criminal groups and individuals both at the local, state and federal levels. He is also the recipient of over 200 Meritorious Departmental Commendations, Awards and Citations.

BROSNAN® - QUALIFICATIONS //

CLIENT REFERENCES

REFERENCE 1:

Robert Lowery, Vice President (ret.)
National Center for Missing & Exploited Children
(P): 636-219-4861
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REFERENCE 2:

Steve Salem, CEO
Cal Ripken Sr. Foundation
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(E): ssalem@ripkenfoundation.org

REFERENCE 3:

Ju'Riese Colon, CEO
US Center for Safe Sport
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REFERENCE 4:

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New London Public Schools
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REFERENCE 5:

Lesley Brovner (former 1st Deputy Commissioner, NYC Dept. of Investigation)
Partner
Peters Brovner Law Firm
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COST PROPOSAL AND INVOICING //

SCOPE AND RATES*

Thank you for your interest in acquiring services from Brosnan® Risk Consultants (“Brosnan” or “BRC”). We are pleased to quote the Town of Bethany for investigative services as outlined below:

Project Overview:

BRC will develop an in-depth investigation to meet the specific needs of the Town of Bethany in regards the complaint filed with the Department of Children & Family services relating to one of its employees.

***Hourly Pricing:** \$275.00 per hour / per investigator *(plus applicable taxes & fees)*

***Total Budgeted Price:** \$65,000.00 *(plus applicable taxes & fees)*

***Expenses:** Mileage will be billed at the prevailing IRS Rate and based on travel from BRC Headquarters to the assignment location. Reasonable expenses such as, tolls, parking, lodging (if required) report printing, binding and shipping costs.

Scope of Work:

The primary focus of this investigation is to thoroughly assess and report on the response of the Town of Bethany to reports concerning a town employees' investigation in December 2022. The investigation will explore the following key aspects:

Who Was Informed:

- Identify the individuals (officials, employees, etc.) who were made aware of the reports of the investigation.
- Determine the timeline of when the individuals became aware of the investigation.

What They Knew:

- Establish what information each individual possessed regarding the investigation, including the nature of the reports, the details provided and the seriousness of the claims.

When they Knew It:

- Develop a detailed timeline outlining the sequence of events, specifying when each individual or group was informed of the investigation.
- Confirm the accuracy of dates and times related to key communications and reports.

Actions Taken:

- Document the actions taken in response to the reports, including both formal and informal steps.
- Identify who initiated these actions, what protocols or procedures were followed and whether they were appropriate under the circumstances.
- Investigate any delays, discrepancies or failures in the response.

By Whom and When:

- Provide a clear breakdown of who was responsible for handling the reports and executing any responses or investigations.
- Clarify whether there were any additional actions, meetings, or interventions that occurred beyond the initial reports.
- Assess the timeliness and effectiveness of the responses by relevant parties.

Conclusion: Based on the investigation's findings, a comprehensive report(s) will be generated, outlining any failures in procedure, communication, or response, as well as recommendations for future improvements.

**Please note, taxes are not included in this cost and will apply (if applicable). Should Client be tax exempt, a copy of your tax-exempt certificate will be required for audit purposes.*