



SPEAKER BIOS



SCOTT ARMSTRONG

Program Manager of the Crew Member Self Defense Training Program (CMSDT)

Scott joined the Aviation Programs Branch (APB) in February 2016 as the Program Manager of the Crew Member Self Defense Training Program (CMSDT) Scott coordinates and manages all CMSD training at the Federal Air Marshal field offices around the country. Additionally, Scott manages and directs CMSD training at airline training centers where he has established Memorandums of Understanding (MOUs) between TSA and the designated airlines. Scott also assists with the Quality Assessments of the Federal Flight Deck Officers recurrent range training as required.

Prior to joining APB, Scott was the senior training instructor at the Washington Field Office for nearly 14 years, where he supervised and conducted all aspects of FAM training for Air Marshals assigned to the office. Scott also maintained liaison with multiple federal, state, and local law enforcement agencies requiring Flying While Armed training as well as the Law Enforcement In-Flight Tactical Familiarization Course. Scott managed the Armed Security Officer training for all assigned ASOs where he scheduled and conducted training classes and semi-annual firearms requalification as needed. In addition, Scott initiated and implemented the FAM Field Training Program at WFO for all newly hired FAMs. He was solely responsible for training over 100 field training officers while monitoring all field training and the required paperwork.

Prior to joining FAMS in September 2002, Scott was a Law Enforcement Instructor for the United States Secret Service at their training academy in Beltsville, MD for 4 years. While assigned to the Special Operations Training Section, he conducted specialized tactical training for the Secret Service Counter Assault and Counter Sniper Teams, and the White House Emergency Response Teams. Scott also training the President's and Vice President's security details on all assigned weapons systems and their tactical response scenarios.

Scott also served 21 years in the Army Special Forces where he had various assignments throughout the Special Operations community. He conducted operations and work projects in sensitive locations around the world to support U. S. National Objectives before retiring as a Master Sergeant in 1999.

Scott is a certified instructor in all aspects of FAM training, to include firearms, aircraft tactics, defensive measures, active shooter, and counter-surveillance. Scott also holds multiple armorer certification courses.



RACHEL CONN

Partner and Chair, Conn Maciel Carey LLP, California

Rachel Conn is a Partner and Chair of Conn Maciel Carey LLP's California Practice. She is based out of the firm's San Francisco office. Rachel's practice focuses on OSH compliance and litigation, including inspections, audits, investigations, and enforcement actions involving Cal/OSHA, fed OSHA, and other State OSH Plans. She also represents employers and trade associations in Cal/OSHA and fed OSHA rulemakings. Previously, Rachel was a partner and led the national OSHA Practice at an AmLaw 100 law firm.



REGINA DOURAL
General Manager Compliance Services, Vault

Regina Doural is the General Manager Compliance Services for Vault Health Workforce Screening. Regina has 20 years of experience in the drug testing industry and is a Certified Substance Abuse Program Administrator. Ms. Doural is on the Board of Directors for Substance Abuse Program Administrators Association (SAPAA) and is a member of their Training Institute. She holds a B.S. in Business Administration.



KRISTEN DRAPER
Program Manager for Homeland Security Investigations (HSI)

Kristen Draper is a Program Manager for Homeland Security Investigations (HSI), Denver, Colorado. She started her career in 2002 as an HSI Special Agent and has extensive experience investigating crimes involving human trafficking and child exploitation. PM Draper served as the acting Group Supervisor for the HSI Denver Human Trafficking & Exploitation group from August of 2022 to August of 2023. As acting GS, she led a team of agents, analysts, and task force officers in initiating and executing proactive undercover operations to target and infiltrate online websites and social media platforms where offenders sought to exploit juvenile victims. PM Draper is a certified Defensive Tactics instructor as well as the Undercover Liaison Coordinator (ULC) responsible for coordinating and managing all certified undercover agents in the HSI Denver area of responsibility. PM Draper is an HSI Peer Support Member and serves as one of the coordinators for the Awareness and Resilience Mentoring for Operational Readiness (ARMOR). The ARMOR Program is a resiliency and wellness program designed for personnel involved child exploitation investigations. PM Draper is the proud mother of two boys and spends her free time shuttling the boys to sports practices and games.



**HEATHER HEALY, LCSW-C, LICSW, CCDIC, CEAP, LAP-C, Q-SAP
Flight Attendant Drug and Alcohol Program (FADAP) Program Manager
SkyWest Airlines**

Heather is the program manager for the Flight Attendant Drug and Alcohol Program (FADAP). Heather has been designing and directing EAP services across federal, state, and non-governmental workplaces for nearly 40 years. Over the past twenty-five years, Heather has worked in Aviation providing clinical and administrative oversight for the implementation and delivery of peer supported assistance services; designing and developing labor/management prevention and early intervention partnership programs; and crafting workplace policies and procedures that offer Flight Attendants with behavioral health issues the opportunity to successfully return to their safety sensitive duties. Since 1996, Heather has served as a field instructor for University of Maryland MSW graduate students. Heather currently serves as a consulting member of ICAO's Mental Health Working Group. She also currently serves at the appointment of DOT Secretary Pete Buttigieg on DOT's Advisory Committee on Human Trafficking. Heather is the Clinical Coordinator for the State of Maryland's Dental Hygiene impaired professionals' program. Finally, Heather maintains a private psychotherapy practice. She is licensed in Maryland and DC as a clinical social worker and holds multiple professional certifications



JEREMY HORN

Managing Director of Safety, Horizon Air

Jeremy Horn is the Managing Director of Safety for Horizon Air, ensuring the safety of Horizon's 3400 employees and 44 Embraer E175 regional jets. Before joining Alaska in 2019 as the head of security, Jeremy served nearly 35 years in the Air Force in a variety of roles including attack pilot, flight instructor, aerospace physiologist, and commander of numerous organizations. Jeremy holds a Bachelor of Science degree from the United States Air Force Academy and a Masters of Aeronautical Science from Embry-Riddle Aeronautical University. He is rated as an Airline Transport Pilot with over 3,500 flight hours in fighter, trainer, and civilian aircraft and flies as a first officer in Horizon's Embraer E175.

Jeremy represents Horizon on the Regional Airline Association Safety Council. After Horizon Flight 2059 in October 2023, where an off-duty pilot attempted to shut off an E175's engines in flight, he has advocated for aviation mental health reform within Alaska Air Group and on the national level, including participating in the December 2023 NTSB aviation mental health summit and FAA InfoShare panel.

Jeremy and his wife Kelli reside in West Seattle. They have four grown children and three grandchildren.



DAVID KUNTZ, PhD., F-ABFT
Executive Director for Analytical Toxicology
Clinical Reference Laboratory

David Kuntz, PhD, is the Executive Director for Analytical Toxicology at Clinical Reference Laboratory in Lenexa, Kansas. Dr. Kuntz is the past Co-Responsible Person for the SAMHSA laboratory, the College of American Pathologists (CAP) forensic drug testing Scientific Director and holds laboratory director licenses in a number of states. Dr. Kuntz is a Board-Certified Toxicologist and is a national expert in urine adulteration and drug detection.

Dr. Kuntz has worked in workplace drug testing for the past 35 years and has testified extensively regarding drug use, interpretation, and adulteration of urine, hair, oral fluid and sweat samples using GC/MS and LC-MS/MS. The primary research focus of the last 15 years has been in the development of testing panels for designer drugs, CBD, THC, and THC metabolites in urine, blood, and oral fluids.

Dr. Kuntz is an inspector for the SAMHSA and CAP forensic drug testing programs and a past member of the national Drug Testing Advisory Board, NLCP MSMS Standards Working Group, SAMHSA MRO Manual for Urine/Oral Fluid Working Group, and editorial board for Clinical & Forensic Toxicology News. Dr. Kuntz is currently serving as a consultant to the MRO Examination Development Committee for the Medical Review Officer Certification Council (MROCC) and lecturer for AAMRO training courses.



CHANEN LIVELY
Vice President, Human Resources & Employment Counsel
Envoy Air

Chanen Lively joined Envoy in 2016 as an in-house attorney, overseeing a range of legal, labor, and employment issues for the airline. She now serves as the Vice President of Human Resources & Employment Counsel, leading the team that provides essential support to the airline's more than 20,000 employees, including pay, benefits, and policies.

With degrees from Southern Methodist University and The John Marshall Law School, Chanen began her career in Chicago, gaining experience in employment and business litigation, as well as court proceedings in the Circuit Court of Cook County.

Proficient in researching and presenting complex legal issues, Chanen has served as a law clerk, associate, and hearing representative at various firms, accumulating extensive experience in employment matters. Chanen is licensed to practice law in Illinois and Texas.



DR. STEPHEN LOYD

Dr. Stephen Loyd is an Internal Medicine/Addiction Medicine physician who graduated medical school and residency from the James H. Quillen College of Medicine at East Tennessee State University. He currently serves as the Vice-President of the Tennessee Board of Medical Examiners. Dr. Loyd was the Assistant Commissioner (Opioid Czar) for Substance Abuse Services in the Tennessee Department of Mental Health and Substance Abuse Services in Governor Bill Haslam's administration. He has served as an expert witness in more than twenty federal and state cases against physicians who were improperly prescribing controlled substances. Dr. Loyd was named an Advocate for Action by the Office of National Drug Control Policy (ONDCP), an office of the President of the United States. He has delivered over five hundred educational lectures on addiction and treatment of opioid use disorder and proper prescribing of controlled substances.

Dr. Loyd was an original member (still active) of the Treatment of Chronic Pain Guidelines Committee which defined pain treatment for providers in the state of Tennessee. He has worked as an Addiction Medicine Physician in both the inpatient and outpatient settings, specializing in the treatment of opioid dependent pregnant women. Dr. Loyd has served on multiple drug courts in Tennessee and remains an active participant in drug court in the 4th Judicial District under Judge Duane Slone. He has worked with multiple community level anti-drug coalitions from Johnson County to Shelby County and has worked with all levels of state law enforcement, mainly the Tennessee Bureau of Investigation. He currently serves as Chief Medical Officer for Cedar Recovery in Tennessee and is the current Chair of the Tennessee Opioid Abatement Council appointed by current Tennessee Governor Bill Lee.

Dr. Loyd has been in recovery from opioid and benzodiazepine addiction since July 8, 2004.



**DEBORAH McCORMICK, L-DAC, CEAP, LAP-C, NCAC, Q-SAP
Flight Attendant Drug and Alcohol Program (FADAP) Coordinator
SkyWest Airlines**

Deb is a 40+-year Flight Attendant and serves as the Flight Attendant Drug and Alcohol Program (FADAP) Coordinator. Deborah is a licensed drug and alcohol counselor, certified employee assistance professional, certified labor assistance professional, a national certified addiction counselor, and a qualified substance abuse professional. Deborah has served on the Flight Attendant Peer Assistance Program at US Airways /American Airlines since 1990. She has received multiple awards and recognitions for her volunteerism in the peer assistance/EAP field.



JO MCGUIRE

Founder and Executive Director, National Drug and Alcohol Screening Association

Jo McGuire is the founder and Executive Director of the National Drug and Alcohol Screening Association, which is the largest membership organization in the U.S. for those operating in the workplace drug testing space. She was appointed to serve on the Colorado Governor's Task Force to regulate Amendment 64 due to her expertise in the drug testing industry and has participated in the United Nations General Assembly on the World Drug Agreements and the first Latin American Congress on Workplace Drug Testing. Jo is a Certified Substance Abuse Program Administrator with a B.S. in Sociology and a Minor in Cannabis Studies from Colorado State University-Pueblo and is a recognized subject matter expert and seasoned public policy advisor.



NANCY RODRIQUEZ BROWN
Director, Drug Abatement Division, Aerospace Medicine
FAA

Nancy Rodriguez Brown is a dedicated and passionate public servant. She serves as the Director for the Drug Abatement Division, Aerospace Medicine, Federal Aviation Administration (FAA), U.S. Department of Transportation. She began her journey at the FAA in 2014. During her tenure with FAA, she served as the Deputy Director and was appointed to her current role in July of 2023. She holds a Master of Science Degree in Industrial Organizational Psychology from the University of Baltimore and a Master's Degree in Public Health from Howard University. She draws upon her previous experience in organizations such as the U.S. Congress, National Institutes of Health (NIH), U.S Department of Agriculture, and Federal Railroad Administration and brings a unique blend of expertise to her role that enriches her approach to safety promotion and advocacy. She is devoted to ensuring the airline industry complies with federal drug and alcohol regulations to protect the safety of the flying public.



MERON SQUIRES
Associate, FordHarrison

Meron Squires concentrates her legal practice on solving labor relations and workplace law problems for airline employers.

Prior to joining FordHarrison, Meron spent nearly 12 years with a multinational air carrier in various roles, eventually serving as Senior Legal Advisor and Manager in Contract Administration and Labor Support. In this role, she worked closely with the company's General Counsel and Labor Relations team to negotiate contractual documents from Collective Bargaining Agreements to Letters of Agreement. She was also a liaison between Flight Operations and Flight Operations Unions to foster healthy and transparent relationships. She advised leadership on strategic decisions, union issues, employee relations, and discipline issues. In addition, Meron was called upon to frequently resolve contractual disputes and discipline-related issues, thus preventing costly formal grievance proceedings.

Previous to this role, Meron served as Assistant Manager in Logistics and Engineering for the multinational air carrier. This role gave her a depth of understanding of the preparation, planning, negotiating, and implementation of the terms, policies, agreements, and procedures included in collective bargaining agreements and vendor contracts.

Representative Experience

- » Negotiated a ratified 48 million dollar collective bargaining agreement under the RLA within the clients' economic targets and without labor disruption.
- » Actively negotiated complex sections of a multi-billion dollar Pilot contract under the auspices of the National Mediation Board.
- » Provided testimony and support in grievance arbitration proceedings, which led to favorable decisions.
- » Directed and developed policies and processes that govern operations within the Flight Operations Department.



Dr. SUZANNE L. STEELE
Chief Medical Review Officer, Vault

Dr. Suzanne L Steele is Vault's Chief Medical Review Officer and is a family medicine physician with 30 years' experience including employee and occupational health. She has been a Certified MRO for 20 years. She is a graduate of Hahnemann University College of Medicine (the current Drexel University College of Medicine and received her Bachelor of Arts degree from the University of Pennsylvania.



JACKI THOMPSON
Partner, FordHarrison

Jacki is a partner in the DC office of FordHarrison LLP where she guides clients through all facets of labor law. As a member of the firm's Airline Group, she assists both airlines and airline carrier service providers in grievance resolution matters, including grievance arbitrations and mediation. In addition, Jacki negotiates collective bargaining agreements under the Railway Labor Act (RLA) and represents management in union representation matters before the National Mediation Board (NMB). She provides assistance to employers for traditional labor law concerns, including collective bargaining negotiations and unfair labor practice cases before the National Labor Relations Board, and advises employers on legal issues related to union campaigns and picketing. She has also successfully defended multiple AIR21 cases for her airline clients.



NORMAN TOBIAS
DEA LAX Narcotics Task Force

Special Agent Norman Tobias is a 30-year veteran of the United States Department of Justice. He began his career with the U.S. Border Patrol and soon transitioned to the Drug Enforcement Administration after he started intercepting drug smugglers. For the past 8 years, SA Tobias has been assigned at LAX airport with the primary duty of intercepting illegal drugs and drug proceeds being distributed/transported through commercial flights. SA Tobias teaches both domestically and internationally on the subject of airport interdiction. While conducting his airport interdiction investigations, SA Tobias has identified and become DEA's subject matter expert on The Threat of Fentanyl to Commercial Aviation.



NANCY VAN DER VEER HOLT
Partner, FORDHARRISON

A leader of the firm's Affirmative Action Compliance/OFCCP Defense practice group, Nancy Holt provides preventive employment law counseling and efficient litigation defense to a wide range of clients, with a focus on federal contractors, airlines and salons and spas.

Nancy has significant experience representing companies in OFCCP matters, preparing for OFCCP audits, and counseling employers on issues stemming from OFCCP regulations. She regularly works with corporate counsel, human resources executives and consultants to develop practical approaches to EEO and affirmative action compliance. Nancy personally oversees the development of hundreds of Affirmative Action Plans and EEO-1 and VETS-4212 reports for clients across the country annually. She has successfully defended employers in litigation matters, OFCCP audits, and EEOC and OFCCP complaint investigations.

Drawing on hiring, promotion and termination data, Nancy is able to effectively assist clients in designing and implementing affirmative action compliance procedures relating to recruitment, applicant tracking and dispositioning, compensation systems, and broader diversity and inclusion programs, including those targeting veterans and disabled persons.

Another substantial part of Nancy's practice is the representation of clients in the airline industry. As the daughter of a commercial airline pilot and flight attendant, she finds assisting air carriers, airline service providers, and other employers in the industry to be particularly rewarding. Nancy's experience includes grievance arbitrations and employment litigation, as well as defense of state and federal agency matters, and AIR21 and FAA whistleblower complaints.

Nancy counsels employers on a variety of issues, including employee terminations, drafting and negotiating employment and separation agreements, and Title VII, FMLA, FLSA, ADA and WARN Act compliance. She represents a significant number of salons and spas through a program she developed to provide critical employment law services in a cost-effective fashion. She enjoys conducting workplace training sessions on sexual harassment prevention, affirmative action and EEO obligations and LGBTQ law, policies and best practices for inclusion.

Nancy served as a judicial law clerk for the Chief Justice of the Rhode Island Supreme Court and is a proud Teach for America alum. She enjoys running, cooking with her three daughters and taking her annual "mystery weekend" vacation with her best friends from Smith College.



SARAH WIMBERLY
Partner, FordHarrison

Sarah Wimberly spearheads FordHarrison's airline litigation and arbitration practice and is the co-leader of the airline service practice group. For 27 years she has focused her practice primarily on labor and employment matters unique to the aviation industry. She is an industry leader on absence management and leave abuse, as well as disability accommodation and compliance.

Sarah frequently works with aviation clients on complicated or sensitive harassment and discrimination complaints, complex discipline or discharge, and fitness for duty evaluations, with particular emphasis on flight crews. She arbitrates employment related union grievances, responds to crew-related administrative charges before the FAA, OSHA, EEOC and similar state agencies (including administrative trials), and litigates employment and labor (RLA) claims in state and federal court. Sarah has particular expertise and experience with leaves of absence issues (FMLA), disability accommodation (ADA), and whistleblower complaints (AIR21).

Sarah represents clients across the country in all aspects of the industry. In her 27 years of practice, she has handled litigation, arbitrations and administrative charges and complaints in almost every state. She works with mainline carriers, low cost carriers, regional carriers, cargo carriers, charter and on-demand operators, ground support companies and MROs. Sarah is a frequent speaker at industry conferences and champion of the advancement of women in the industry.



SONYA WOLFORD
Senior Vice President, InFlight Operations
SkyWest Airlines

Sonya Wolford is SkyWest's Senior Vice President of InFlight Operations, and was the first Vice President of the InFlight Department in the airline's history. Sonya is a flight attendant first and foremost and enjoys flying to this day. Sonya maintains her flight attendant qualifications, allowing her to stay well connected to the flight attendants, serving each of them, her most valued customers.

Sonya began her career as a Salt Lake City-based flight attendant in 1995. She soon became Manager of InFlight Training, took on the additional responsibility for SkyWest's InFlight recruitment and was eventually promoted to Director of InFlight Services and Recruitment. She was then named Vice President of InFlight Operations in 2002. When she joined the airline, there were just 200 flight attendants. Today, Sonya leads an unmatched team of flight attendants who are based in domiciles throughout the country. Through her leadership, the flight attendant group has progressed and implemented a number of innovative programs to ensure SkyWest delivers a quality product and exceptional service that remains an industry benchmark.

Sonya is actively involved in numerous flight attendant organizations and charities. She serves as co-chair on the Executive Council for InFlight with the Regional Airline Association (RAA).

Sonya lives in Las Vegas, Nevada, and St. George, Utah, with her husband, Bob.