
KEN D. GLADNEY, CFI

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INDUSTRY RECOGNIZED LEADER • U.S. MILITARY VETERAN • TOP-TIER PERFORMANCE • BA CRIMINAL JUSTICE

DIRECTOR, LOSS PREVENTION & SECURITY

Asset Protection | Physical Security | Risk Management | Investigations

~ A uniquely qualified Loss Prevention, Risk, Security, Operations, and Investigations Leader with more than 25 years of diverse experience protecting assets and driving top & bottom-line growth. ~

A unique professional in the Loss Prevention and Security industry that has proven success as a director on the corporate level, regional, multi-store, multi-district, large geographical area, and single store roles. Has lead teams in multiple retail formats to include **big box traditional retail, high end luxury retail, specialty retail, electronic retail, wireless retail, grocery retail, convenience stores, hospitality/entertainment, and restaurant/QSR**. Furthermore, a previous **President, and Board Member of the RLPSA**, an active member of the **IAI**, and holds the **CFI** designation. **Wicklender & Zulawski Interview Skills** trained. Also, a **U.S. Marines Combat Veteran**.

Executive Leadership Competencies:

FINANCIAL MANAGEMENT • BUSINESS PARTNERSHIPS • PROJECT MANAGEMENT • SHRINK REDUCTION

Fraud Prevention • Profit Protection • Shrink Reduction • Data Analysis • Emergency Preparedness • Crisis Management • Corporate Security • Investigation Strategies • Compliance • P&L • Physical Security • Risk Assessments • Law Enforcement Partnerships • Investigations • CCTV System Design & Integration • Threat Awareness • Operational Audits • Safety Management Strategies • Vendor Sourcing • Forensic Interviewing

BA in Criminal Justice, American Public University/American Military University, Charles Town, WV

CAREER HIGHLIGHTS

Strategic and Tactical Focus - Developed, implemented, and managed a security program and plan in response to the Covid-19 crisis, that ensured the physical security and protection of assets for long term closures of 63 US Venues. Implemented a new cash handling program that resulted in **65% cash losses reduction** to under **1% of sales**. **Reduced inventories shrink** in my area from **2.5%** to **less than 1%** by training and building partnerships with operations leadership.

Operational Excellence - Created, managed, and maintained a multi-million-dollar 3rd party security budget, which resulted in rate consistency, and a **reduction of \$300k** in security operational expense from the previous year. **Negotiated, and converted an alarm system program** to a national account that resulted in a yearly cost/expense savings of **45%**.

Leadership - Appointed by the CEO to lead a team of cross functional department heads in a strategic, and tactical program vital to the company's overall success and turnaround strategy to close underperforming restaurants, relocate associates, liquidate equipment, and assist with exit strategy. **Led a team of 14 Regional Loss Prevention Managers to 2 consecutive years** of YOY inventory shrink reduction better than company of **1.25% percent to sales**.

CAREER SUMMARY

Senior Manager, Security, Topgolf, Dallas, TX. Feb. 2019 – April 2020
Director, Loss Prevention & Security, Taco Bueno Restaurants, Irving, TX. Dec. 2014 – Dec. 2018
Manager, Loss Prevention & Security, Half Price Books LLC, Dallas, TX. Mar 2012 – Dec. 2014
Loss Prevention Manager, United Supermarkets LLC, Lubbock, TX. August 2010 – Mar. 2012
Area LP Director, RadioShack, Ft. Worth TX. Sept. 2005 – Oct. 2009

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PROFESSIONAL DEVELOPMENT

President - RLPSA (Restaurant Loss Prevention Security Association)
Board of Directors - RLPSA (Restaurant Loss Prevention Security Association)
IAI (International Association of Interviewers) Legacy Member
Wicklander & Zulawski Advanced Certification
CFI (Certified Forensic Interviewer) Certification
CFI/IAI Recertification Board Member

MILITARY

U.S. Marine Corps | Gulf War Combat Veteran | E-6 Honorable Discharge

EDUCATION

American Military University/American Public University | **Bachelor of Arts in Criminal Justice**
Rio Hondo College Police Academy | **Basic POST Certificate**