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**Subject:** Updated Information from Troutman Pepper  
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**Attachments:** [Troutman summary 8.26.20 additions.docx](#)  
[Larry Reid BIO 2020.pdf](#)

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Good afternoon,

Attached is additional information from Troutman Pepper requested by Councilperson Schnee, including the biography of corrections expert, Larry Reid, to assist in conducting the review.

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## TROUTMAN PEPPER

Michael H. Reed is a senior counsel at Troutman Pepper. <https://www.troutman.com/professionals/michael-h-reed.html>. He has practiced law in Pennsylvania for 48 years. He is a former president of the Pennsylvania Bar Association and serves as a Trustee of Temple University, and a fellow at the Pepper Center for Public Service which assists communities in solving significant community problems. Since 2012, he has served as Chair of the Philadelphia Board of Ethics and has been active in the American Bar Association and is a member of the American Law Institute.

Troutman Pepper has handled numerous high profile and significant investigations for state and local government agencies, educational institutions, and large public and private companies. The Investigations Practice Group typically handles high-profile investigations involving allegations of illegal activity and other misconduct. In those matters, Troutman Pepper lawyers are routinely called upon to provide recommendations about how to improve controls, policies, and procedures, in addition to assessing responsibility.

The investigations practice group includes numerous former prosecutors who have served in United States Attorney's Offices around the country, the United States Department of Justice, district attorney's offices, and other state and federal law enforcement agencies such as the Federal Trade Commission, the Consumer Financial Protection Bureau, the Securities and Exchange Commission, the Federal Bureau of Investigation, and state attorneys' general offices. Two Troutman Pepper partners, while serving as federal prosecutors, were appointed by the United States Attorney General to serve as Special Counsel to the Attorney General in a sensitive investigation involving counterintelligence issues. One Troutman Pepper partner oversaw the prosecution of two corrections officers in an inmate death by beating and the federal investigation of a parole officer shooting, as the head of the Corruption, Labor, and Civil Rights Division of the U.S Attorney's Office for the Eastern District of Pennsylvania.

Most recently, Troutman Pepper lawyers have:

- Represented a state law enforcement agency in connection with a shooting by a law enforcement officer;
- Represented a university in an investigation regarding use of force by the university's private police force;
- Represented a city social services agency in an investigation regarding the death of a child while in the agency's custody;
- Represented a state agency in connection with claims that a high-ranking elected official had engaged in misconduct and misused state resources;
- Represented a state educational agency in conducting a lengthy and high-profile investigation into cheating by various teachers and administrators;
- Conducted an investigation on behalf of a college involving allegations that officials of the college had falsified financial records and defrauded the institution, the Internal Revenue Service, and bondholders; and

- Conducted an investigation of the athletic programs of a major state university into allegations that an employee of the university had abused minors on the university's campus and administrators had covered up that abuse.

Mr. Reed's team in this matter includes Troutman Pepper partner Richard J. Zack, who served as an Assistant United States Attorney for the Eastern District of Pennsylvania from 1999 to 2011. Mr. Zack was the Deputy Chief of the Office's Criminal Division and the Chief of the Fraud Section. <https://www.troutman.com/professionals/richard-j-zack.html> Also assisting Mr. Reed will be Troutman Pepper partner Christen Tuttle, a former Assistant District Attorney in Philadelphia before joining Troutman Pepper in 2012, <https://www.troutman.com/professionals/christen-tuttle.html> and Troutman Pepper senior associate Thomas Cordova. <https://www.troutman.com/professionals/thomas-h-cordova.html>.

## BIO

Larry E. Reid is an independent correctional consultant who provides expert witness, consultation and training for correctional jurisdictions and other criminal justice entities. As a consultant and trainer, Larry has worked nationally and internationally with a number of jurisdictions and countries on facility operational plans; contemporary programs for high risk and segregated populations; staffing analysis; policy and procedure development; organizational management; implementation planning and correctional security programs. Larry has performed consulting services for Crime Justice Institute (CJI), Department of Justice (DOJ), National Institute of Corrections (NIC), Criminal Justice Institute (CJI) and Association of State Correctional Administrators (ASCA).

As a subject matter expert, Larry has worked with the National Institute of Corrections (NIC) in the areas of high security classification, facility activation, security auditing and assessments, critical incident reviews, development of offender programs, creating positive prison cultures, management of high risk segregated and special needs populations. Larry has co-authored two editions of NIC's Security Auditing Program Manual, participated in the in the updating of the Security Audit Instrument and has contributed to a number of publications for NIC. In 1998, Larry was instrumental in the development of the first comprehensive "Supermax" national training program provided by NIC. The training focused on the 1<sup>st</sup>, 4<sup>th</sup>, 8<sup>th</sup> and 14<sup>th</sup> Amendments of the United States Constitution, Incentive Based Behavior Management, Cognitive Programming, Offender Reintegration and Management of Offenders with Mental Illness. Today, Larry continues to consult and provide correctional training nationally in this highly sensitive and evolving area. In 2018, Larry was solicited by NIC to develop a security operational training and assessment program for National Correctional Industries Association (NCIA). The specific training and security assessments are in response to an increase of critical incidents occurring in correctional industries nationally.

As an expert witness, Larry has successfully represented correctional departments and jail services in various jurisdictions over a wide range of legal matters. He was prominently involved in a benchmark case regarding conditions of confinement and management of segregated inmates for the Florida Department of Corrections.

Larry has an undergraduate degree in Psychology and a Master of Science Degree in Criminal Justice Management from Columbus University. He began his career with the Colorado Department of Corrections in 1987 as a correctional officer and over the next 15 years held the positions of Case Manager, Shift Commander, Program Supervisor, Facility Security Manager, Program Manager and Director of Support Services. The Director position included management and supervision of Central Classification, Special Operations Response Team, Emergency Management, Private Prison Monitoring, Food Service, Laundry, Transportation, Faith Based Services and Security Operations. Prior to his appointment to Deputy Director of Prison Operations, Larry served as Warden from 2001-2010. Seven of those years Larry was Warden of Colorado's two high security prisons, Centennial Correctional Facility and Colorado State Penitentiary. For the remaining three years he served as Warden of San Carlos Correctional Facility, the Colorado Department of Corrections' mental health facility. In this role, Larry was responsible for the overall management custody and care of the incarcerated severely mentally ill offenders. La Vista Correctional Facility, a female facility and Trinidad Correctional Facility, a Minimum

Larry E. Reid, President  
Correctional Consulting Services LLC

Restricted Custody facility. From 2006-2010, Larry participated as a member of the advisory board for a Landmark Federally funded research project titled: Evaluation of the Psychological Effects of Administrative Segregation. As an advisory board member, he helped guide the highly controversial research project through the design phase, implementation and conclusion of the project.

From 2010-2014 Larry worked at Colorado Department of Corrections, Central Office. He had a brief stint as Assistant Director of Prisons prior to being appointed to Deputy Director of Prisons. In his departmental executive leadership role Larry had numerous responsibilities, to include prison operations oversight and supervision of wardens. As Deputy Director of Prisons, Larry served on several local, state and national advisory and advocacy boards. He continued to professionally train, consult and represent emerging evidenced based and promising programs to the criminal justice system.

Larry retired from the Colorado Department of Corrections as Deputy Director of Prison Operations in January 2014 after serving 27 years. In recognition for his dedicated work to improve Corrections, Larry received numerous awards and recognition for his contributions to include the Colorado Criminal Justice Association's prestigious Harry Tinsley Award.