True Security Design provides a comprehensive approach to creating the safest possible environment for your organization and facility. This includes bringing modern technology and law enforcement experience together to assess, educate and train those in your care. A new addition to our training and assessment practice is the introduction of simulated risk assessment exercises powered by BeST.

**WHAT IS BeST?**

BeST is a computerized crisis simulation software that helps organizations face potential disasters and deal with them in “simulated” real-time, better preparing for the “real thing”.

- Simulates decision-making scenarios focusing on real-life interactions
- Real-time analytics & insights to enhance your decision-making processes
- Compares real decision-making processes to “anticipated” ones
- Understand why players respond like they do
- Helps organizations improve procedures to be better prepared

How would your **School** handle an active shooter or impending tornado strike?

How would your **Police** officers address a crowd control scenario?

How would your **Hospital** staff handle a pandemic response?

How would your **Company** address an active shooter or cyber-attack?

How would your **Government** agency address an environmental disaster?
Lt. Joseph Pangaro

Lt. Joseph Pangaro (Ret.) is a highly decorated police officer having served 27 years in law enforcement. During his career, Lt. Pangaro spent time in many areas of the police department, including the patrol division, detective bureau, training bureau and administration bureau. He prepared and executed hundreds of search warrants, testified in numerous high-profile criminal court cases, and excelled in the area of criminal investigations. He has acted in undercover capacities and worked with numerous local, county, state, and federal agencies. Lt. Pangaro is an FBI trained hostage/crisis negotiator, and Homeland Security trained in conducting Threat Assessments. He is a graduate from Fairleigh-Dickinson University’s “Certified Public Manager Program” and completed the “Methods of Instruction” training accredited by the Police Training Commission of New Jersey.

After police retirement Lt. Pangaro became the Director of School Safety and Security for a large public school district. In this position, he was able to create, design, and implement progressive school security and safety projects and more effective security procedures and training programs for staff and students.

In 2009, Joseph launched Pangaro Training for Law Enforcement which brought cutting-edge training to thousands of police officers in New Jersey, Pennsylvania, and New York. Recognizing the need for school and business professionals to learn the latest security practices, Lt. Pangaro expanded his work and has written and taught many safety and security programs for schools and business throughout the country and has conducted hundreds of Threat Vulnerability and Risk Assessments.

Joseph Pangaro is currently the Director of Global Training and Security Consulting for IPVideo Corporation. He uses his vast security knowledge and experience to present at conferences, be the security expert of various panels, and conduct threat assessments and trainings for schools, businesses, and law enforcement.

“Joe Pangaro and his team are trustworthy and knowledgeable. The security audit they performed for our district was thorough and included specific recommendations to help us improve our operations. I highly recommend True Security Design to other districts seeking an unbiased perspective through the lens of a former law enforcement official.”

-Donald B. Murphy, Ed. D., Assistant Superintendent for Curriculum, Instruction & Technology, Hauppauge Public Schools

“Joe performed a comprehensive TVRA in Spring Lake Heights shortly after my arrival as the new superintendent. His thorough analysis of both our strengths and weaknesses enabled the district to create a solid plan for securing our district. Furthermore, his interactions with staff throughout his visits made them feel confident in the recommendations contained within the TVRA. Joe’s plan allowed me to make major strides in ensuring that our school community is trained and prepared for any type of emergency situation.”

-John Spalthoff, Superintendent of Schools, Spring Lake Heights Schools