

Mr. Steve Marissink, B.A. C.D.

Director, LMAR Group Ltd.

P: 780-267-0385

Stevem@lmargroup.com

www.LMARGROUP.com



Steve Marissink is Director and founder of the LMAR Group Ltd., now celebrating its 10th Anniversary. LMAR provides investigational support to clients ranging from post-secondary institutions, AHS, AB Districts and School Boards, CMHA, select law firms, corporations, not for profits and private industry.

After arriving in Alberta in 1980 he spent 24 years serving Albertans as an RCMP member, including a year with the Canadian Security Intelligence Service (CSIS). His police service included multiple years on Major Crime Units (MCU). During his time on the 'K' Division MCU, he was involved with over 100 homicide investigations where his interviewing skills were honed.

As an RCMP member, Steve served overseas with the United Nations Civilian Police (UNCIVPOL) in the former Yugoslavia, where he was responsible for investigations in the Country's southern part. He took the lead role in a war crimes investigation and authored the UN report on the Medak Pocket, the first documented war crime allegations against Croatia. Years later he provided testimony at a war crimes trial in Europe. His efforts are documented in *The Ghosts of the Medak Pocket* by CBC journalist Carole Off and included an interview on the acclaimed CBC National radio show 'As it Happens.' During the past year, Steve provided expert analysis on several high-profile homicide investigations for the CBC, appearing on *The National*, *Power and Politics*, 'As it Happens,' Edmonton's *630 CHED* and other western Canada radio stations.

For career development, he took a secondment to the Alberta Solicitor General Ministry as a liaison officer. His success in that position saw the initial six-month period extended three times. At that point, he retired from policing to accept a Director role with the Ministry in charge of Policing Standards; a unit developed to ensure professionalism by Alberta police services. He transitioned to Director, Victims Programs until 2010 when he left public service to launch the LMAR Group.

Steve has a proven track record providing investigative support to clients in the area of harassment/bullying, sexual assault/harassment, Human Rights, Occupational Health and Safety harassment, 'toxic workplace,' code of conduct, social media, abuse of authority and all manner of issues employers' experience. He earned a sub-specialty in the RCMP as a sexual assault investigator and was one of two Provincial resources in that field. Steve has successfully adapted those skill sets to the private sector. To age himself, he wrote the first DNA warrant for the RCMP in Alberta, which led to a role as the RCMP Provincial DNA expert, authoring an investigative manual, mentoring and training officers across the Province in that rapidly developing field.

Steve has worked with School Districts and Boards across Alberta, assisting with a variety of workplace allegations. As with all engagements, his primary role was to gather information, demonstrating good faith, objectivity, neutrality and applying critical analysis to arrive at a finding based on a balance of probability.

Steve is happily married with their daughter attending her first year of studies at Indiana University on a Water Polo scholarship.

Education

The University of Guelph, Bachelor of Arts 1979 (History/Political Science)

Professional Development

- Major Case Management/Analytical Analysis
- Threat Assessment
- Enhancing Personal Performance - U of A School of Business
- Building Effective Teams - U of A School of Business
- Skills for an Auditor in Charge – Institute of Internal Auditors
- Commercial Law - U of A Faculty of Extension
- Law of Human Rights - Dalhousie University,
- Legal Issues in Policing - Dalhousie University
- Medical/Legal Investigation of Death - Medical Examiner's Office, Miami, Florida, USA
- Interviewing and Interrogation Techniques
- Alternate Dispute Resolution Training,
- Criminal Profiling - R. Hazelwood, FBI ret., Vancouver
- Major Crimes Course - Canadian Police College, Ottawa
- Criminal Conspiracy – RCMP
- Arson Investigation – RCMP
- Transportation of Dangerous Goods – RCMP
- Advanced Surveillance Course – Canadian Security Intelligence Service
- Intensive Intelligence Training – Canadian Security Intelligence Service
- Ethics and Integrity in Policing, Dalhousie University
- Insurance Fraud Investigators Toronto Seminar, Canadian Association of Special Investigation Units
Internet Investigations, Canadian Association of Special Investigation Units
Toddington Advanced OSINT, SOCMINT and Cyber Psychology Masterclass

Awards

- Solicitor General and Public Security, Team Award – Sheriff's Traffic Safety Pilot Project, 2007
- RCMP 20 year outstanding service medal
- Commanding Officers Award for Employee Excellence for Service, 1992-1998
- Force Commander Commendation, Bravery – General Cot (France), United Nations, 1993
- Force Commander Commendation, Bravery – Lt. General Bertrand, United Nations, 1994

Membership

- Canadian Association of Special Investigation Units
- International Association of Special Investigation Units
- Western Canada Auto Theft Association
- Police into Private Sector
- RCMP Veterans Association

Community Involvement:

- Volunteer of the Year 2019/2020 Tsunami Water Polo Club
- Senior Official, Swim Alberta
- Board Member, Edmonton Victims of Homicide Society 2012-present
- Board Member, Alberta Water Polo Association 2013-2017
- Volunteer, Men's Olympic Qualifying Water Polo Trials, Edmonton 2012

- President Millennium Marlins Summer Swim Club 2008-2013