



**L. W. (Les) Kjemhus – Royal Canadian Mounted Police (Retired)  
President – L. Kjemhus Law Enforcement Seminars & Consulting Inc.**

- *Over 30 years of law enforcement experience with the Royal Canadian Mounted Police, specializing in drug enforcement.*
- *Expert Witness in criminal and civil trials on police procedures and drug enforcement related matters including indoor marijuana grow investigations, cannabis horticulture, surveillance of indoor grow sites, indoor marijuana grow site search warrants, raid planning and search warrant execution, indoor marijuana grow site equipment and operations, indoor marijuana grow site officer safety hazards, indoor marijuana grow site modifications for ventilation, electrical diversions and bypasses, structural damage to residences and structures due to indoor marijuana cultivation, hazardous molds at indoor marijuana grow sites, electrical hazards at marijuana grow sites, confined space air quality hazards at indoor marijuana grow sites, yield estimation and value of indoor marijuana crops, dismantling indoor marijuana grow operations, handling and processing of evidence from indoor marijuana grow cases, and undercover operations for indoor grow operations.*
- *Expert Witness in criminal and civil trials on police procedures and drug enforcement related matters including Undercover Operations, Cold Case Homicide Undercover Operations, Managing Undercover Operations, Witness Protection Operations, Informant Use and Handling, Special Weapons and Tactics (S.W.A.T.) Operations, Commanding Special Weapons and Tactics (S.W.A.T.) Teams,*
- *Law Enforcement Instructor conducts 30-40 two day law enforcement classes per year. Training events: Basic Indoor Marijuana Investigations, Advanced Indoor Marijuana Investigations, Officer Safety for Indoor Marijuana Investigations, Indoor/Outdoor Marijuana Investigations.*
- *Lecturer/Public Speaker, popular speaker at law enforcement conferences, topics include: Indoor Marijuana Investigations, The Importance of Marijuana Eradication Operations, BC Bud, North American Indoor Marijuana Trends, What the U.S. Can Learn from the Canadian Indoor Marijuana Situation, Why Legalization of Marijuana is a Bad Idea, Decriminalization/Legalization of Drugs and Officer Safety Issues at Indoor Marijuana Grow Sites.*

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- *Subject matter expert on Indoor Marijuana Grow Operations.*
  - *Experienced marijuana cultivator, has cultivated and harvested over 1500 indoor marijuana plants under license from the Canadian Government for research and during an undercover assignment.*
  - *Has set up and operated two large indoor marijuana grow sites.*
  - *Has personally investigated over 300 indoor marijuana grow site cases.*
  - *Has supervised over 1500 indoor marijuana grow site cases.*
  - *Qualified as an expert witness in regards to indoor marijuana cases.*
- *Experienced law enforcement consultant with many contracts with Federal Law Enforcement Agencies, State Police Agencies, numerous Municipal Police Departments, High Intensity Drug Trafficking Area (HIDTA) Agencies, and private and public companies and corporations.  
(client list attached)*
- *Consultant to Canadian Real Estate companies in reference to inspections of residences to determine if they have been used for indoor marijuana cultivation.*
- *Consultant to insurance companies in reference to claims where residences and buildings may have been used for indoor marijuana cultivation.*

**LAW ENFORCEMENT/CONSULTING EXPERIENCE:**

*MAR 2003 to Present: President/Owner of “L. Kjemhus Law Enforcement Seminars & Consulting Inc”. Company provides training and consulting services to law enforcement and government agencies, private companies and associations in Canada and the U.S. Personally instructs 30-40 training courses a year to law enforcement personnel in Canada and the U.S. Classes taught are: Basic Indoor Marijuana Investigations, Advanced Indoor Marijuana Investigations, Officer Safety in Indoor Marijuana Investigations, Indoor/Outdoor Marijuana Investigations. Has taught these subjects on over 450 occasions for the RCMP, DEA, US Department of Justice, Midwest Counterdrug Training Center, Western Regional Counterdrug Training Center (WRCT), Northeast Counterdrug Training Center (NCTC), Mid Atlantic Narcotic Training Academy (MANTA), Michigan State Police, Illinois State Police, Kentucky State Police, Indiana State Police, Oklahoma Bureau of Narcotics, Montana Division of Criminal Investigation, North Dakota Division of Criminal Investigation, Minnesota Division of Criminal Investigation, as well as numerous other State and local agencies.*

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*In 1990, acted as a consultant to the U.S. Drug Enforcement Agency and helped develop the DEA's "Marijuana Cultivation Investigator's Handbook" Co- wrote a published book entitled "Two Way Street - Parents, Kids and Drugs". First police officer in Canada to utilize thermal imaging in successful detection of indoor marijuana grow sites. Selected by the Drug Enforcement Administration's Domestic Cannabis Eradication and Suppression Program (DCE/SP) to instruct indoor marijuana grow investigations and thermal imaging for many years across the USA. Founding member of the Law Enforcement Thermographer's Association (LETA). Certified Law Enforcement Thermal Imaging Instructor and served on the Executive Board of L.E.T.A. for six years. Extensive background in narcotics enforcement, expert testimony and law enforcement instruction. Worked as a consultant to the U.S. Office of National Drug Control Policy, the Royal Canadian Mounted Police Drug Enforcement Branch, the California Association of Chiefs of Police and a number of other government and law enforcement agencies. Personally conducted over 300 indoor marijuana grow site investigations and supervised the investigation of over 1500 more.*

**JULY 2002 to MAR 2003:** *Officer in Charge Calgary Urban Region, South District, Calgary, Alberta. Responsible for overseeing the delivery of policing services and exercising line officer authorities to 43 field detachments and 9 support services units. Provided supervision, guidance and advice on operational matters including all major crimes, drug investigations, proceeds of crime investigations, managed the District budget and dealt with all personnel issues. The South District consists of 798 personnel with an annual operating budget in excess of \$7,500,000.00. Involved in the formation and supervision of two full time Marijuana Enforcement Teams (MET) in Calgary and Edmonton. Emergency Response Team (S.W.A.T.) Commander.*

**JULY, 1997 to JUL 2002:** *East District Officer, Yorkton, Saskatchewan Responsible for overseeing the delivery of policing services and exercising line officer authorities to 22 field detachments and 5 support services units. Required to provide guidance and advice on operational matters including all major crimes, managing the District budget and dealing with personnel issues. The East District consists of 172 personnel with an annual operating budget in excess of \$1,400,000.00. Emergency Response (S.W.A.T.) Team Commander.*

**SEPT, 1995 to JULY, 1997:** *OIC Drug Intelligence and Field Operations, Vancouver, B.C.*

*Managed the "E" Division Undercover Operations, Witness Protection, Human Source, Drug Intelligence, Marijuana Enforcement Teams (M.E.T.),*

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*Operational Support, Domestic and Foreign Support, Coastal Watch and Drug Awareness Units. Responsible for the management of major complex cases involving organized crime groups within B.C. and elsewhere worldwide. DIFO consisted of 66 highly specialized personnel with an annual operating budget of in excess of \$2,000,000.00. Responsible for the formation and supervision of full time Marijuana Enforcement (MET) Teams and supervised over 1500 indoor marijuana grow investigations.*

*Member of Lower Mainland Vancouver Emergency Response (S.W.A.T.) Team.*

**AUG, 1994 to SEPT, 1995:** *NCO In Charge, Wainwright Detachment, Wainwright, Alberta*

*Detachment Commander. Trained as Hostage Negotiator, Emergency Site Manager.*

**JUNE, 1989 to AUG, 1994:** *NCO In Charge, “K” Division Undercover Coordinator Unit/“K” Division Source Witness Protection Unit, Edmonton, Alberta*

*As a member of the staff of the Division Criminal Operations Officer, managed the Undercover and Witness Protection Programs, providing guidance to the OIC Drug Enforcement Branch through the review and approval of undercover operational plans, conducting witness protection interviews and preparing Letters of Agreements between the RCMP and prospective agents, monitoring and supervising all major RCMP drug and other undercover investigations in the Province. Many of these investigations involved organized crime groups in Alberta, B.C., and elsewhere throughout the world. During this period was also seconded to assist in setting up the first Integrated Proceeds of Crime Unit in Edmonton, working closely with Edmonton Police Service personnel and acting as 2 i/c the unit. Selected to this and other Joint Forces operations due to working relationships with outside agencies, in particular the Edmonton Police Service and Revenue Canada/Customs. As the officer responsible for the division drug expert witness program was required to establish a procedure to qualify potential expert witnesses in the area of indoor marijuana investigations. As a result, I coordinated and participated in a licensed indoor marijuana grow operation in Edmonton, Alberta. Set up and operated an actual indoor marijuana grow operation, grew cannabis and harvested the plants over a one year period in order to gain expertise in the growing process, setting up and use of the equipment required to grow marijuana indoors, harvesting of cannabis and the yield potential of indoor marijuana plants.*

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*Cultivated indoor marijuana under license for the RCMP on a number of occasions to train investigators. Cultivated indoor marijuana in an undercover capacity. Become a recognized law enforcement expert in North America in the field of indoor cannabis cultivation investigations.*

*Member of Edmonton Emergency Response (S.W.A.T.) Team.*

**MAR, 1986 to JUNE, 1989:** *Team Leader, Edmonton Drug Section, Edmonton, Alberta - Corporal in charge of a 5 member major project team, working on upper level targets involved in drug trafficking, importation, manufacturing, and conspiracy. Cases involved wiretap intercepts, surveillance, use of agents and human sources, and undercover techniques. During this period, was selected to participate in a year long Joint Forces Undercover operation (Operation COMPACT) with members of the Edmonton Police Service Drug Section targeting upper level cocaine distributors. This was a very successful operation which has led to numerous JFO operations between the agencies since. Has worked as an undercover operative extensively in Canada in both drug and other criminal cases. During this period of time, was selected to run a 5 member full time Indoor Marijuana Enforcement Team. The “Green Team” was responsible for over 200 indoor marijuana grow investigations during my time as team leader. During this time I became a recognized expert in North America in the field of indoor cannabis cultivation investigations. Conducted hundreds of indoor marijuana grow investigations in Canada and testified as an expert in this field in both Canada and the USA. Member of Edmonton (S.W.A.T.) Team.*

**DEC, 1980 to MAR, 1986:** *Grande Prairie Municipal Drug Section Senior constable in charge of two member drug sections, worked projects involving wiretap intercepts, surveillance, undercover, agents and human sources. Member of Grande Prairie Emergency Response (S.W.A.T.) Team. Conducted numerous indoor marijuana grow investigations.*

**JAN, 1978 to DEC, 1980:** *Crowsnest Pass General Investigation Section, Blairmore, Alberta GIS/Drug Investigator position, worked projects involving wiretap intercepts, surveillance, undercover, agents and informants. Conducted several indoor marijuana grow investigations.*

**AUG, 1975 to JAN, 1978:** *Bonnyville Detachment, Bonnyville, Alberta General duty investigator*

**AUG, 1974 to AUG, 1975:** *Vegreville Detachment, Vegreville, Alberta Recruit Field Training, general duty investigator*

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**SIGNIFICANT ACHIEVEMENTS AND HIGHLIGHTS:**

- Selected for plain clothes duties at Crowsnest Pass GIS with 3 years service
- Selected as i/c drug section at Grande Prairie with 6 years service
- Emergency Response Team (S.W.A.T.) member, Team Commander
- Selected as "K" Division Drug/Undercover Coordinator in 1989
- Developed expertise in the areas of indoor cannabis cultivation and thermal imaging, allowing me to travel extensively in Canada and the U.S. testifying as an expert and facilitating investigator's training in these areas
- Have acquired investigative experience in the U.S., Europe and Asia
- Completed the RCMP Officer Candidate Program and was commissioned into the position of OIC D.I.F.O. in Vancouver due to my experience and expertise in managing major complex investigations
- Selected as a District Officer in Saskatchewan, allowing me to gain further management skills in a contract policing setting
- Successfully completed the RCMP Executive Development Program
- Started and currently operate a very successful law enforcement training and consulting company operating in Canada, U.S. and Australia.

**ACADEMIC ACHIEVEMENTS AND TECHNICAL SKILLS:**

- Grade XII, Province of Alberta, 1973
- Communications in Management, Athabasca University, 1990
- One year French Language Training, Alberta 1990
- Basic Accounting, Grant McEwan College, 1991
- Computer Literacy, DOS to Dbase, Grant McEwan College, 1992
- DOS and Windows Literacy, Grant McEwan College, 1993
- Managing the Hard Drive, Grant McEwan College, 1993
- WordPerfect, Basic and Intermediate, 1993
- National Coaching Certificate Program, 1994
- Conflict Management Negotiation, Canadian Center for Management Development  
1996
- Certified and accredited Thermographer, certified to teach Thermal Imaging, 1996
- RCMP Executive Development Program, 1999

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**POSITIONS HELD:**

- Founding member, Executive Board Member, Law Enforcement Thermographer's Association, (LETA)
- Faculty member, International Narcotics Interdiction Association (INIA)
- Faculty member, Institute of Advanced Police Studies (IAPS)
- Member, Saskatchewan Association of Chiefs of Police
- Co/Director of Security, Saskatchewan 2000 Summer Games
- Member, California Narcotics Officers Association

**SPECIALIZED POLICE TRAINING:**

Basic RCMP Recruit Training – Regina, SK – 1974  
Radar/Speedmeter Training – Viking, AB – 1974  
Advanced Police Driver Training – Edmonton, AB – 1975  
Basic Police Studies – Edmonton, AB – 1975  
Breathalyzer Operator/Technician Training, Edmonton, AB – 1976  
Cross Cultural Education Training, Edmonton, AB – 1977  
Roadside Alcohol Tester Training – Edmonton, AB, - 1978  
Chemical Weapons Training – Edmonton, AB, - 1978  
Senior Criminal Investigators Training, Edmonton, AB, - 1979  
Emergency Response (S.W.A.T.) Team Training, Shilo, MB - 1980  
Drug Investigational Techniques Training – Ottawa, ON – 1980  
Undercover Operator Training – Vancouver, BC – 1983  
Police Defensive Baton Training – Edmonton, AB, - 1983  
Basic First Aid/CPR Training, Grande Prairie, AB – 1985  
Advanced First Aid/CPR Training, Grande Prairie, AB – 1985  
Police Explosives/Bomb Squad Training – Winnipeg, MB – 1985  
Basic Surveillance Techniques – Edmonton, AB – 1987  
Advanced Surveillance Techniques, Edmonton, AB – 1988  
Basic Indoor Marijuana Investigations – Edmonton, AB – 1990  
Advanced Indoor Marijuana Investigations – Vancouver, BC - 1991  
Basic Accounting – Edmonton, AB – 1991  
Drug Abuse Prevention Officers Training – Ottawa, ON – 1992  
Undercover Operation Management – Vancouver, BC – 1992  
Police Supervisors Training – Edmonton, AB, - 1993  
S.W.A.T. Operations – Barricaded Persons – Ottawa, ON – 1995  
Emergency Site Manager Training – Ottawa, ON – 1995  
Hostage Negotiators Training – Ottawa, ON – 1995  
Interest Based Negotiation Training – Ottawa, ON – 1996

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*S.W.A.T. Commanders Training – Ottawa, ON - 1997  
Commissioned Officer Orientation Training – Ottawa, ON – 1996  
Executive Development Training – Ottawa, ON – 1999*

**CONSULTING CLIENT LIST:**

*Royal Canadian Mounted Police (RCMP)  
U.S. Drug Enforcement Administration – Domestic Cannabis  
Enforcement/Eradication Program (DCE/SP)  
Western Australian Police  
U.S. National Guard Counterdrug Program  
U.S. Office of National Drug Control Policy (ONDCP)  
National Narcotic Officers Association Coalition (NNOAC)  
California Association of Chiefs of Police  
California Department of Justice  
California Narcotics Officers Association (CNOA)  
Midwest Counterdrug Training Center (MCTC)  
Northeast Counterdrug Training Center (NCTC)  
Western Regional Counterdrug Training (WRCT)  
Multijurisdictional Taskforce Training Center (MCTFT)  
Regional Counterdrug Training Academy (RCTA)  
Mid Atlantic Narcotics Training Academy (MANTA)  
Texas Department of Public Safety  
Kentucky State Police  
Michigan State Police  
Indiana State Police  
Nebraska State Police  
Illinois State Police  
Tennessee State Police  
Idaho State Police  
Ohio Bureau of Criminal Investigation  
Missouri Highway Patrol  
Montana Division of Criminal Investigation  
North Dakota Division of Criminal Investigation  
Minnesota Division of Criminal Apprehension  
Oklahoma Bureau of Narcotics  
South Dakota Division of Criminal Investigation  
Tennessee Alcohol and Beverage Control Agency  
Tennessee Bureau of Narcotics*

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*Illinois Narcotic Officers Association  
Missouri Sheriffs Association  
Ohio Narcotic Officers Association  
Wisconsin Narcotic Officers Association  
Utah Narcotic Officers Association  
Iowa Narcotic Officers Association  
New Mexico Sheriffs Association  
Honolulu Police Department  
Maui Police Department  
Phoenix Police Department  
Las Vegas Metro Police Department  
Plano, Texas Police Department  
Kalamazoo, Michigan Police Department  
Sandy, Utah, Police Department  
Appalachia HIDTA  
Puerto Rico HIDTA  
California Border Alliance HIDTA  
Northern California HIDTA  
Rocky Mountain HIDTA  
North Texas HIDTA  
Houston, Texas HIDTA  
Nevada HIDTA  
Las Vegas HIDTA  
Idaho Police Officer Standards and Training  
Los Angeles Police Department  
Los Angeles Sheriffs Department  
Oceanside, CA Police Department  
Fort Worth PD Narcotics  
Delaware County, PA District Attorney's Office,  
Pennsylvania Electric Corporation (PECO)  
Bucks County, PA Sheriffs Office  
Network Environmental Systems (NES)  
Royal LePage Real Estate – Calgary, AB  
Re Max Real Estate – Calgary, AB  
Pathway Group – Nisku, AB  
Macomb Criminal Justice Center – Detroit, MI  
Universal Property Casualty Insurance Company.  
Loughren & Doyle, PA Law Office - Fort Lauderdale, FL.*