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Western States Hostage Negotiators' Association
TRAINING CRISIS NEGOTIATORS SINCE 1986

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PIERCE COUNTY, WASHINGTON, SHERIFF'S OFFICE
HNT RODEO, A TRADITION OF QUALITY TRAINING
BY LIEUTENANT TARA SIMMELINK

I appreciate the recognition and have tried to encourage other teams to consider organizing something similar in their respective areas. It has proven to be a great opportunity for practical training, collaboration, and team building.

We started hosting this training day in 2021, initially inviting all the negotiator teams in Pierce County. The event has continued to grow, and over the years, we have had members from the following teams participate: Tacoma Police Department, Lakewood Police Department, Pierce County Metro, FBI, Joint Base Lewis McCord (JBLM), Washington State Patrol, Aberdeen, Thruston County, Valley Metro, Bellevue Police Department, King County, and Kitsap County. We host the event in a secured parking lot, where each team sets up their own NOC (Negotiation Operations Center). Each team brings a scenario that they facilitate for two other teams during the training day, while also having the opportunity to work through scenarios developed by two other teams. The focus is on "phone time," with the scene already secured and necessary equipment deployed, allowing negotiators to concentrate on communication and the negotiation process. We develop a schedule with the goal of pairing teams with others they may not regularly work alongside. This creates additional opportunities to learn different approaches, exchange ideas, and build working relationships. During lunch, which was generously provided by WSHNA, we encourage networking and collaboration, providing an opportunity for teams to explore equipment, exchange ideas, and share resources. The lunch provided allows participants to connect with one another and recharge before continuing with the training day.

We welcome participation from other teams and are always happy to share information, lessons learned, or anything else that may help another group organize a similar event. Thank you again, WSHNA, for the continued support and encouragement. Opportunities like this are enhanced by organizations that recognize the value of ongoing training, collaboration, and professional development.

TRAINING FUNDS & SCHOLARSHIPS ARE AVAILABLE TO MEMBERS IN GOOD STANDING

DEREK JENSEN – SALEM 2027

Derek Jensen is the Supervisory Special Agent overseeing the Transnational Organized Crime Squad in the FBI's Las Vegas Field Office. Since arriving in June 2026, he has led efforts to identify, disrupt, and dismantle criminal networks operating across international boundaries.

Before joining the Las Vegas Division, Jensen spent seven years in Eugene, Oregon, where he investigated a broad range of threats, including transnational organized crime, white-collar offenses, public corruption, and terrorism. His diverse casework provided a strong foundation for his current leadership role.

Jensen became a Certified Crisis Negotiator in November 2021 and served on the Portland Crisis Negotiation Team throughout his tenure in Oregon, rising to Team Leader in August 2025. During that time, he completed multiple advanced negotiation trainings, instructed more than ten forty-hour crisis negotiation courses across Oregon, and taught a forty-hour course in South Korea in August 2024. He continues his service as a crisis negotiator with the Las Vegas team.

Kidnap for Ranson

We will go over a Kidnap for Ranson that occurred in April 2026 in Vancouver, Oregon. The kidnapping went on for about 2 weeks and required around the clock support by FBI Seattle & Portland for several days. We will go over the events that occurred but also the coordination that was required at the case agent level, team leader level, field office, and headquarters/international support. Hoping to educate the audience to KFRs, and the steps to follow the next time one occurs.

JOHN HINTERREITER – SALEM 2027

John Hinterreiter is a Senior Agent with the Lakewood Police Department in Lakewood, Colorado, with 20 years of law enforcement experience. Currently assigned to the Patrol Division, he has served for more than 12 years as a Crisis Negotiator with the West Metro SWAT Team, where he contributes as a Team Leader and CNT Field Trainer. Throughout his career, John has served in several specialized assignments, including the Lakewood Police Department Special Enforcement Team and the Colorado Violent Offender Task Force, where he was specially deputized by the United States Marshals Service. His additional experience includes service with the Police Honor Guard, Field Training Unit, Speaker's Bureau, and McGruff handler.

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Recognizing a gap in traditional crisis negotiation training involving non-responsive barricaded subjects, John developed *Loud-Hail: Bullhorn Instruction and Verbal Strategies*. Since its creation, he has had the privilege of presenting the seminar to crisis negotiation teams and conferences at the local, state, and national levels.

Loud-Hail: Bullhorn Instruction and Verbal Strategies

Crisis negotiators are trained extensively in the art of communication, but what happens when the subject refuses to communicate back? Establishing dialogue with a non-responsive barricaded subject presents a unique challenge, and effective loud-hail communication can play a critical role in breaking that silence.

Historically, the bullhorn has been viewed primarily as a tool for making announcements, serving warrants, or issuing commands. *Loud-Hail* challenges that traditional approach by treating amplified communication as an extension of the negotiation process rather than simply a means of giving orders.

This course provides crisis negotiators with practical techniques for developing and delivering effective loud-hail messages during one-sided communication. Participants will explore verbal strategies that incorporate active listening principles and the Behavioral Influence Stairway Model, while learning how message content, delivery, timing, and repetition can be used to encourage engagement and move a non-responsive subject toward meaningful dialogue.

Learning Objectives - Upon completion of this course, participants will be able to:

- Recognize the challenges of one-sided communication and identify opportunities to use loud hailing as a negotiation tool when subjects refuse to engage in traditional dialogue.
- Apply principles of the Behavioral Influence Stairway Model and active listening to develop messages that encourage rapport, cooperation, and communication, even without a verbal response.
- Identify effective loud-hail strategies, including message construction, word selection, tone, timing, and repetition, to improve the delivery and effectiveness of amplified communication.
- Differentiate between command-driven announcements and negotiation-focused messaging, recognizing when each approach may be appropriate during a critical incident.
- Develop practical loud-hail messages that support crisis negotiation objectives and encourage non-responsive subjects to engage in meaningful dialogue.

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TRAINING FUNDS AVAILABLE FOR YOU

You too can have training funds. Guidelines are at www.wshna.com. Recently the Ada County Sheriff's Office (ID) and the Idaho State Police conducted a joint training day. WSHNA paid for their lunch. Funds are available for training day expenses, lunches, or individual scholarships.





SPOTLIGHT ON YOUR WSHNA BOARD – STACY REJAIAN



After graduating from high school, Stacy attended the University of North Carolina where she earned a bachelor's degree in political science with a minor in communication studies. After college Stacy moved back to Oregon and was a legislative assistant for a state representative in the Oregon Legislative Assembly for two legislative sessions. It was during that time Stacy first learned about what a reserve (volunteer) deputy does and decided to become a reserve deputy for the Marion County Sheriff's Office to volunteer and give back to her community. Stacy became a reserve deputy in 2005 and was hired full-time as a patrol deputy for the Enforcement Division of the Marion County Sheriff's Office in 2007.

A few months after being hired full-time at the Sheriff's Office, Stacy graduated from George Fox University with a Master of Business Administration. During her 21-year law enforcement career with Marion County Sheriff's Office, Stacy has served in variety of roles including a field training officer, defensive tactics instructor, advisor for the Cadet Unit and member of the Domestic Violence Team and Recruitment Team. Stacy's passion in law enforcement is for crisis and

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hostage negotiations. Throughout her career, Stacy has negotiated and de-escalated many high risk and potentially deadly situations to a peaceful resolution as a member of the Marion County Inter-Agency Tactical Negotiations Team and during her primary assignment as a patrol deputy.

Stacy has served on the Board of Directors for the Western States Hostage Negotiators Association since 2009. Stacy is currently the treasurer for WSHNA and has also served as the Oregon District Representative and secretary.

In addition to her law enforcement career, Stacy is also a small business owner. Stacy owns Olympic Realty and is a licensed real estate principal broker in the State of Oregon. Stacy has been serving residential real estate clients in Willamette Valley since 2012.

Stacy believes in the importance of volunteering, community involvement and giving back. Stacy currently serves on the Board of Directors for the Mid-Valley Association of Realtors Community Foundation, the Crusader Club (the booster club for Salem Academy) and the Mid-Valley Association of Realtors. Stacy is also the president of the Marion County Law Enforcement Association, the union representing the enforcement and corrections deputies and other non-sworn staff of the Marion County Sheriff's Office. Stacy loves being involved at her kids' school and volunteers for a variety of committees and activities.

Stacy and her family live in Salem. Stacy's husband, Bejan, is on active duty with the Oregon Army National Guard and has served in the Oregon Army National Guard for 26 years. Stacy and Bejan have two amazing kids, Demetri and Emmelia.

SALEM 2027
REGISTER NOW

Registrations for Salem 2027, our 41st annual Training Seminar & HNT Challenge, opened October 1, 2026. Registrations prior to January 1, 2027, get a 10% discount per registration. That is a discount of $35.50 per person. Also, historically our room allocation at our host hotel, The Grand Hotel, will fill up quickly.

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