



SENIOR GRYPHON LEADERSHIP

Gryphon Group sets the highest standards in the industry for our services and our personnel. We recruit only the best from the law enforcement, military special operations, intelligence, and executive protection communities. Our standards are high and our emphasis on talent and integrity are unyielding. All Gryphon Cadre Members Undergo the most comprehensive selection and qualification program in the industry. Our Cadre has extensive documented experience providing specialized combat training to thousands of USSOCOM personnel from the Army, Navy, Air Force, and Marines.



Founder / CEO / President / Master Instructor (Full Spectrum) **Michael K. Vaden**

Michael K. Vaden is the Founder, CEO, President, & Managing Partner of Gryphon Group Security Solutions LLC, and has over 30 years of military special operations experience. Since establishing Gryphon Group, he has trained over 35,000 American Warfighters & Federal Agents in specialized combat training.

Mr. Vaden has been a leading innovator in the military training industry. He has designed, developed, and implemented new types of combat training methods and programs that have saved lives in combat operations around the world.

Mr. Vaden served in the United States Marine Corps' special operations team & intelligence units. He also served with the United States Army Special Forces, and joint special mission units. Mr. Vaden has worldwide combat & operational experience in the Middle East, Central Asia, Europe, the Balkans, Africa, Central & South America, and East Asia. He has taught advanced combat training and unconventional warfare methods in both Armed Services. Mr. Vaden taught at the U.S. Marines Corps Scout/Sniper School at Camp Lejeune and at the John F. Kennedy Special Warfare Center (JFKSWC) at Fort Bragg. He was a Senior Resistance Instructor at the U.S. Army's Level C Survival, Evasion, Resistance, & Escape (SERE) School at Camp Mackall North Carolina.

Mr. Vaden has written on foreign policy and national security issues for Congress and senior-level policymakers. He has a Masters Degree in U.S. Foreign Policy from the American University's School of International Service. For over five years, Mr. Vaden was a Program Associate with the Smithsonian Institution's prestigious national security think-tank, the Woodrow Wilson International Center for Scholars in Washington DC. There, he worked on non-traditional national security threats, nuclear weapon proliferation issues, and national intelligence policy.



Chair – Gryphon Board of Advisors **Brigadier General Gary “Mike” Jones (U.S. Army Special Forces Retired)**

Gary “Mike” Jones was the President of Gryphon Group for 10 years, and is recognized as a proven, experienced-forged senior leader in military and international affairs. He is now the Chair of the Gryphon Board of Advisors. General Jones has 28-years military special operations experience with extensive operational expertise in Europe, Sub-Saharan Africa, Central Asia, the Caribbean, Central America and the Middle East.

Some of the milestones of his exceptional military career include:

- Commander, 3rd Special Forces Group (Airborne)
- Deputy Commanding General, United States Army Special Operations Command
- Deputy Director, Central Intelligence Agency Counter-Terrorism Center
- Deputy Commander, Combined Joint Task Force-Mountain-Operation Enduring Freedom
- Commanding General, Special Operations Europe
- Commanding General, United States Army Special Forces Command



After his years of military service, General Jones served as Senior Vice President for Performance Materials, Inc., a company providing innovative armor solutions for the Department of Defense; as Senior Vice President of Saffron Technology, an innovative Software Company providing state of the art analytical support to the Department of Defense and the Intelligence Community; and as President of Myrmidon Consulting, LLC. He has provided consulting support to U.S. Special Operations Command as a senior mentor to the Unified Quest series exercises, and to the Joint Chiefs of Staff J7 for Irregular Warfare doctrinal review. General Jones is an alumnus of Louisiana State University where he earned a Bachelor Degree in Criminal Justice and is a graduate of the Army War College and the Conflict Management and Negotiation programs, John F. Kennedy School of Government, Harvard University.



Senior Vice President
Pamela L. Lande

Pamela Lande is a Gryphon Group Senior Vice President and manages all administrative and logistical aspects of Gryphon's global operations. Ms. Lande is one of the original Gryphon Cadre members.

For over 18 years, she has been directly involved with the training of over 35,000 American Warfighters & Federal Agents in specialized combat training programs. Ms. Lande came to Gryphon with over 15 years of crisis management and customer service experience. She is also responsible for coordinating and supporting our Mobile Training Teams worldwide. In coordination with the rest of our staff, Ms. Lande maintains communication with our current and prospective clients to ensure that our client's questions are being answered and their training needs are being met. She is the principal liaison between Gryphon Group and military special operations units and federal agencies world-wide. Ms. Lande was a Registered Private Investigator in the Commonwealth of Virginia as well as a Licensed Private Investigator in the State of Florida.

Executive Vice President / Master Instructor (Full Spectrum)

Frank McBee

Mr. McBee is the Executive Vice President of Gryphon Group and is responsible for all operations at Gryphon's Fort Bragg Combat Training Center. He has been a Gryphon Cadre Member for over 18 years. Mr. McBee is the former Vice President of the Florida SWAT Association and served over ten years as the Training Coordinator of the Southeast United States for the International Association of Law Enforcement Firearms Instructors. Since joining Gryphon Group, he has trained over 35,000 American Warfighters & Federal Agents in specialized combat training. Mr. McBee has been a Law Enforcement professional for over 20 years, including 17 years as an Emergency Response Team member. He is a graduate of the Southern Police Institute at the University of Louisville and has trained extensively in the areas of Mass Casualty Incidents and Management of Natural Disasters.

Mr. McBee's operational focus centers on Counter Drug Initiatives, Counter-Terrorism and Organized Crime, having served on the Regional Domestic Security Task Force for the State of Florida as well as numerous Federal Task Forces. As a Firearms Instructor, he has traveled and trained extensively in the United States and Europe, training elite civilian and military units in firearms and small unit tactics. Mr. McBee has served as an Adjunct Instructor for HK Inc., Olympic Arms and Offshoots Training Institute. He specializes in Small Arm Tactics for Squad Deployment such as Hostage Rescue, Vehicle Assaults, Vessel Assaults, and Counter Force Initiatives.

Director of the Special Weapons Program

Colonel Bogdan Gieniewski (U.S. Army Special Forces - Retired)

Mr. Gieniewski served over 30 years in the U.S. Army with 24 years as an Army Special Operations officer, retiring in 2010. Mr. Gieniewski started his career as an infantry officer with 1st Bn 187th Inf Regiment in the Republic of Panama. He then attended the Special Forces Qualification Course and was assigned to the 1st Bn, 10th Special Forces Group in Bad Toelz, Germany. Mr. Gieniewski has extensive experience training soldiers as an instructor, John F. Kennedy Special Warfare Center and School, observer/controller Joint Readiness Training Center, G3 training chief and deputy G3 United States Army Civil Affairs and Psychological Operations Command and Deputy J7 United States Special Operations Command.



At the request of the Commander USSOCOM, Mr. Gieniewski served as Liaison Officer to the Polish Special Operations Command in Krakow, Poland, and was instrumental in assisting with the stand up of their new Joint Command. Mr. Gieniewski is currently an adjunct senior instructor with the Joint Special Operations University (JSOU), MacDill AFB Tampa Florida where he serves on JSOU's world wide mobile education team, routinely conducting SOF/NATO courses for foreign SOF and conventional forces in Europe. Mr. Gieniewski has extensive experience in Eastern Europe and speaks Polish fluently. His expertise also includes an in-depth knowledge of foreign weapons, both light and heavy, and is a licensed manufacturer of Machine Guns, suppressors and Destructive Devices. Mr. Gieniewski has appeared as a foreign weapons expert and advisor on the Smithsonian Channel, and has assisted in supporting various museum and living history events. As a weapons expert, he has assisted Gryphon Group in acquiring and starting a Foreign Weapons Training Program.

Senior Advisor to the CEO & Master Instructor (Full Spectrum)

J. Brian Skelly

J. Brian Skelly is one of the most widely recognized driving instructors in the world. Mr. Skelly has directly trained tens of thousands of American Warfighters. He has appeared on the Discovery Channel and the Learning Channel while training Corporate/Military bodyguards and Law Enforcement Officers in advanced security skills. Mr. Skelly holds Instructor Certifications through the Florida Department of Law Enforcement, the International Association of Professional Law Enforcement Emergency Response Trainers, the Department of Defense, the Federal Emergency Management Agency, General Motors, Ford and the ATV Safety Institute, to name a few.

He is a certified Emergency Vehicle Operators Course Instructor with 20 years of experience with the Orange County Sheriff's Office as the Driver Training Instructor Supervisor. Mr. Skelly ensures quality and continuity, develops curriculums, and conducts training courses in all aspects of emergency vehicle operations to include: Tactical Police Driving, Collision Avoidance, Pursuit Conditions, Police Motor Cycle Operations, Four by Four off Road/Hummer Driving, Dignitary Protection/Escorts and Police Recruit Driving Training. He was a Registered Private Investigator in the Commonwealth of Virginia as well as a Licensed Private Investigator in the State of Florida.

Chief of Program Development / Master Instructor (Full-Spectrum)

Brandon Salazar

As an original Gryphon Cadre Member, Mr. Salazar has trained over 20,000 thousand of Army Special Forces Soldiers, Naval Special Warfare personnel, Air Force Special Tactics Operators and Special Operations Marines, as well as Federal Agents. He is the Senior Advisor to the CEO for Program Development. Mr. Salazar is involved in all aspects of Gryphon's Operational Programs. He served in the United States Marine Corps as an Amphibious Reconnaissance Marine and has extensive special operations experience in Central America, South America, West Africa, and South Africa.

Mr. Salazar has conducted numerous personal protection operations for COMMARFORSOUTH as well as dignitaries in high threat areas of Latin America and the Middle East. Some of his other duties while at 2nd Marine Reconnaissance Battalion included being a platoon marksmanship instructor for NATO small arms. Mr. Salazar is also licensed to operate most Soviet-bloc military vehicles ranging from tanks to troop carriers. He has been a martial arts instructor for over 20 years. Mr. Salazar was a Registered Private Investigator in the Commonwealth of Virginia as well as a Licensed Private Investigator in the State of Florida. He is a NRA Certified Pistol Instructor, Certified Rifle Instructor, Certified Shotgun Instructor, Certified Home Defense Instructor, and Certified Range Safety Officer.

Director of Special Projects

John Hoover

John Hoover has over 21 years of military experience and served with the United States Army Rangers, as well as a member of the United States Army Special Forces. During Mr. Hoover's military career, he was a distinguished member of the United States Army Parachute Team - The Golden Knights. As a Competitive-Skydiver, he conducted over 12,000 jumps, winning two World Championships, setting five World Records and is a five-time National Champion in Formation Skydiving.

In 1989 as a Ranger, Mr. Hoover participated in the invasion of Panama during Operation Just Cause. He was a Ranger Indoctrination Program Instructor for the 75th Ranger Regiment. In the 1990s, as a Special Forces Weapons Sergeant (18B), Mr. Hoover conducted missions in Africa and drug interdiction operations in North America. During Operation Enduring Freedom with the U.S. Army 3rd Special Forces Group, he served two combat tours in Southern Afghanistan working closely with Afghan Forces against the Taliban insurgency.

Director of Special Activities

C.W. Ogburn

Mr. Ogburn served with the Central Intelligence Agency and with the United States Marine Corps. He has over 24 years of field experience in Intelligence Operations directed at counter-terrorism and counter-narcotics. Mr. Ogburn has over 16 years of overseas experience training foreign military, police and civilian agencies. He specializes in Threat Assessment, Investigations, Organizational Structure and Media Relations. Mr. Ogburn has broad and deep experience providing specialized and technical training in Operational Security. He presently provides Latin American Area Analysis and Security Studies with a primary focus of Program Development and Implementation with direct managerial duties and responsibilities. Mr. Ogburn has provided consulting services in the field of crisis management to private agencies, individuals and firms nationwide as well as internationally.

Director of the Operational Canine Division

Travis Bobo

Sergeant First Class Travis Bobo (U.S. Army Special Forces Retired) has over 16 years of active military service and has world-wide operational experience. His career began as a Fire Direction Control Specialist for Multiple Launch Rocket Systems (MLRS) and High Mobility Advanced Rocket Systems (HIMARS) and conducted multiple combat rotations in Afghanistan in support of the United States Army Special Operations Command (USASOC). In 2010, Mr. Bobo was selected to attend the Special Forces Qualification Course and graduated as a Special Forces Communications Sergeant in May of 2012 and assigned to 3rd Special Forces Group. He conducted 2 rotations to Afghanistan as a senior communications sergeant before volunteering to be assigned as Multi-Purpose Canine (MPC) Handler in late 2014. During his time as an operational canine handler, Mr. Bobo deployed to multiple countries in Africa as well as ISO JSOC during Operation Inherent Resolve. He has attended over 1,200 hours of formal training on training MPC canines in all areas of canine capability. Mr. Bobo is a graduate of the Special Forces Qualification Course, SERE-High Risk, Military Freefall Parachutist Course, USASOC Jumpmaster Course, Special Forces Communications Course and is a graduate of the International Sports Science Association (ISSA) Personal Training Certification Course.

Senior Instructor (Full Spectrum)

Richard Ramsey

Richard Ramsey served 11 years in the United States Army. Mr. Ramsey was a Technician and Senior Technician for a twelve-man Tactical Nuclear Weapons Fire Team. As Senior Technician, he was responsible for the Transportation, Security and Detonation of Tactical Nuclear weapons. Mr. Ramsey also tested new conventional explosives for practicality of use by the United States Army.

In addition, he served as a Military Police Officer and served as a Squad Leader, a Patrol Supervisor, and as Point Man on the Special Reaction Team for the 2nd Infantry Division in Camp Casey, Korea. While assigned to Ft. Hood, Mr. Ramsey deployed with the military police to Panama in support of Operation Promote Liberty. He was also assigned to the 89th Military Police Brigade III Corps and Ft. Hood's Special Reaction Team. Some of Mr. Ramsey's duties included Entry Team Leader, Sniper, Hostage Negotiator, Traffic Enforcement Section Assistant NCOIC, Special Reaction Team NCOIC and Lead Instructor for Ft. Hood's Military Police Academy. As a Special Reaction Team NCOIC, his duties included the personal security of all visiting dignitaries and VIP's.

Senior Instructor (Full Spectrum)

David Blalock

Mr. Blalock is a Full Spectrum Instructor at Gryphon Group and has over 22 years of law enforcement experience. He conducted hundreds of investigations which included surveillance operations, conducting interviews and interrogations with witnesses and suspects, investigations of homicides, violent assaults, domestic-violence, drug trafficking, & burglaries. Mr. Blalock served as a member of the several Special Weapons & Tactics Teams which conducted law enforcement special operations in high threat circumstances.



He received Police Canine Certification and worked with K-9s as part of a multi-agency drug interdiction team. Mr. Blalock was a Lieutenant and Supervised a shift of Patrol Officers in County-wide operations. Prior to his law enforcement career, Mr. Blalock was a Private Investigator in the State of North Carolina and conducted dozens of surveillance missions in support of various investigations. He also worked as an Executive Protection Specialist. Since joining Gryphon Group, Mr. Blalock has helped to train thousands of Special Operators & American Warfighters from the Army, Navy, Air Force, & Marine Corps as well as Federal Agents in specialized combat training.

Instructor & Chief Mechanic

Brandon Oxendine

Mr. Oxendine is the Chief Mechanic at Gryphon Group and is a lead Instructor on several of our “specialized training programs”. He has taught over one thousand American War-fighters in Vehicle Sabotage, Vehicle Commandeering, Field Expedient Vehicle Repairs, and many other Irregular Warfare topics. Mr. Oxendine has over 12 years of experience as a mechanic and fabricator. He worked for a railroad line as a diesel mechanic on locomotives rebuilding engines, generators, and traction motors. Mr. Oxendine was a lead welder and fabricator in the railroad diesel shop and did complete repowers which consists of removing factory engines and replacing them with up to date more efficient Detroit 60 series engines and also new style generators. He is a JLG certified mechanic and qualified heavy equipment mechanic. Mr. Oxendine has broad experience in all aspects of military vehicle operations to include foreign right-hand drive vehicles and special tactical vehicles. He is a certified firefighter and a certified ambulance driver.

Special Advisor to the CEO

Glenn Bangs

Glenn Bangs has over 38 years of experience in the sport and military freefall community, having amassed over 10,000 jumps. He served with the United States Army Rangers in the 1st and 3rd Battalions, and while assigned to 3/75th Ranger Battalion was assigned as Special Skills Officer, responsible for sustainment training for all Battalion HALO jumpers and Jumpmasters, conducting multiple Mobile Training missions for these critical skills to Yuma, Arizona to work in concert with the United States Army Military Freefall School. During his military career of over 20 years, Mr. Bangs had two distinguished tours with the United States Army Parachute Team, “The Golden Knights”, becoming a two-time World Champion in competitive skydiving and participated in the 1989 Summer Olympics Opening Ceremony in Seoul, Korea.

Mr. Bangs is a USPA Examiner for the Coach Course, Accelerated Freefall, and the Plexus Tandem System, and served as a MARSOC instructor in their Military Freefall Training Facility in Coolidge, Arizona. Mr. Bangs is a former Director of Safety & Training and President of the United States Parachute Association. A combat veteran with the 82nd Airborne Division, Mr. Bangs served as a Rifle Company Commander during Operation Desert Shield/Desert Storm. For the past five years, Mr. Bangs served as a Security Contractor in Afghanistan with OGA.

Master Trauma Instructor

Gabriel Danet

Mr. Danet is a Master Trauma Instructor at Gryphon Group and has over 10 years of experience in special operations. He has extensive teaching experience training special operations units in trauma management in austere conditions. Mr. Danet deployed to Afghanistan as a member of 2nd Marine Division’s Personal Security Detachment. He conducted numerous PSD missions in Afghanistan for various American Flag Officers and conducted route reconnaissance for special operations units. As a Fleet Marine Force Corpsman, Mr. Danet also was attached to the Explosives Ordnance Disposal School at Eglin AFB. He has deep experience scripting and conducting “full-mission profiles” for Marine Special Operations Command units in Foreign Internal Defense & Unconventional Warfare mission sets. Mr. Danet is also a soccer coach & wrestling coach.

Senior Advisor to the OMD Director & Master Trauma Instructor

LTC Brad Morgans served over 21 years with the U.S. Army in military medicine. Mr. Morgans started his career as a medic in the 101st Airborne, later obtaining his degree in Anesthesia. He has over 12 years in combat trauma experience serving in the Joint Special Operations Command. Mr. Morgans has 15 deployments in multiple theaters in support of Tier 1 units to include Operation Iraqi Freedom and Operation Enduring Freedom.



He served as the chief anesthesia provider and Research and Development coordinator in JSOC. He is responsible for developing numerous programs and TTP's that have enhanced the operational capabilities and knowledge of special operations medics on the battlefield. Mr. Morgans is a contributing author for the Special Operations Medical Handbook, as well as contributing to the Tactical Medical Emergency Protocols manual. He has been an active member of the Curriculum Evaluation Board (CEB) for the past 5 years, he also sits on the Prolonged Field Care committee, and the Telemedicine working group. Mr. Morgans also holds the distinction of being the only Active Duty CRNA to support Special Operations as a Military Free Fall Instructor.

Medical Director, Operational Medicine Division

Captain Richard C. Osman, MD, FACS (U.S. Navy - Retired)

Dr. Richard Osman serves as Gryphon Group's Medical Director and provides medical expertise to the Director of OMD and the CEO in regards to in the development of all training programs, internal SOP's, as well as ensuring that appropriate structures, systems, protocols, competencies, and values are maintained. Dr. Osman holds the rank of Captain in the United States Navy.

His military experience spans over 20 years of combined active and reserve service. Captain Osman was a Naval Flight Surgeon with Carrier Air Wing One aboard the USS America in the Red Sea and Persian Gulf during both Operations Desert Shield and Operation Desert Storm. As a reserve officer, Captain Osman served as the Commander of the Aviation Medical Unit of Marine Air Group Four Two. He deployed to the Al Anbar Province of Iraq during Operation Iraqi Freedom (OIF) in 2005. Dr. Osman is a practicing Otolaryngologist with 28 years of medical and surgical experience. He is a graduate of the University of Illinois's College of Medicine in Chicago and completed Internship training at the Naval Regional Medical Center in San Diego, CA.

Otolaryngology Residency training followed in San Diego before serving as the Chief of Service at the U.S. Naval Hospital in Okinawa Japan, 1995-1997. Leaving active service, Dr. Osman entered private practice in South Carolina in 1999. He has served the local and medical communities in many ways. He has served as Chief of Surgery and Chief of Staff at Grand Strand Medical Center in Myrtle Beach South Carolina.

He has been involved in medical leadership positions and currently serves as the Chairman of the Board on the South Carolina Medical Association. He also serves the community as the Chairman of Access Health Horry, a non-profit organization serving the low income uninsured of Horry County.

Founder of the Operational Medicine Division and Special Advisor

Joshua McElroy

Joshua McElroy was the Founder of Gryphon's Operational Medicine Division and now serves in an advisory capacity to Gryphon Senior Cadre. Mr. McElroy has 12 years of combat trauma medicine experience with the U.S. Army and over 8 years of operational combat experience with top tier special operations units. He was assigned to Korea and served in the 1-503 INF RGT as both a line medic and evac medic. Mr. McElroy was sent from Korea to the 82nd Airborne Division and was assigned to the 1-407th FSB where he served in both evac and treatment sections. He volunteered to augment the 3-325 INF RGT on deployment to OIF for the First Elections there in 2004-2005.

Mr. McElroy is a graduate of the Special Operations Combat Medic Course. He was recruited by the 160th Special Operations Aviation Regiment (Airborne) and served in both the 1st and 2nd Battalions on multiple combat rotations to both Operation Iraqi Freedom and Operation Enduring Freedom. Mr. McElroy eventually becoming the Senior Flight Instructor for 1st Battalion. He was involved in developing the Flight Paramedic Certification Program, as well as being a contributing member on the first Night-Stalker Medic Handbook. Mr. McElroy was then assessed and selected for the Joint Special Operations Command. He served as the Tactical Medical NCOIC and as the Counter Proliferation SME/NCOIC while at JSOC.