

The Pinkerton Threat Management Group provides expert guidance and unwavering support during challenging and high-pressure situations. The crisis response professionals specialize in crises communications and management, identifying insider threats, threat management team building and policymaking, and assessing risk of targeted violence across government, corporate, and non-profit sectors for over 15 years. Their collaborative efforts have earned recognition and awards, including an Emmy Award for a workplace violence training and video production.

The team's commitment to the broad field of workplace violence prevention and behavioral threat assessment and management is demonstrated through their deep roots in the Association of Threat Assessment Professionals (ATAP) over two decades. They have served at local and national levels, contributed to preventing targeted violence globally and lead in policy-making and behavioral threat management.



Raymond Fleck, MPS, CTM™
Global Director

Ray is a safety and security professional with over 25 years of experience in helping organizations protect their employees, assets, and reputations. Prior to joining Pinkerton, Ray had a distinguished career at the United States Department of Justice with the United States Marshals Service, including assignments to the Centers for Disease Control and Prevention and Joint Terrorism Task Force.

Ray is a Certified Threat Manager through the Association of Threat Assessment Professionals and has served on the board of directors for over 10 years. Ray holds a master's in Safety and Security Leadership from George Washington University and a bachelor's in Law and Justice with a minor in psychology from Central Washington University.



Kate Schoeneman, PhD
Chief Operational Psychologist

Dr. Kate Schoeneman, Ph.D., is a seasoned, licensed clinical psychologist with a focus on preventing violence and a background in federal law enforcement, including experience with the U.S. Marshals Service and FBI. With nearly two decades consulting on threat assessment and management, Dr. Kate handles cases ranging from workplace violence to sexual offenses, integrating complex behavioral and mental health inquiries.

She has participated at both national and regional levels in the Association of Threat Assessment Professionals (ATAP) and has been recognized for her contributions to research in the field. Dr. Kate's academic foundation is a Ph.D. in clinical psychology with a forensic specialization from the University of Nebraska-Lincoln.



Melissa Muir, JD
Senior Threat Management Consultant

Melissa is a human resource professional with more than 25 years of experience as a trusted advisor, thought leader, and strong advocate for bringing prevention upstream into our people practices. Before joining the PTMG, Melissa worked as an HR director in the federal courts as well as in the cities of Seattle and Shoreline in Washington State.

As a national and regional leader with the Association of Threat Assessment Professionals (ATAP) over the last decade, Melissa has focused on building meaningful multidisciplinary partnerships between security and human resources/legal. Melissa holds an MBA from the University of Washington and a law degree, with a focus on employment law and mediation, from the Seattle University School of Law.