**CARLOS R. DAWSON**

**THE CORD STRATEGIES GROUP, LLC**

**SENTENCING MITIGATION ▪ MEDIATION ▪ ALTERNATIVE DISPUTE RESOLUTION**

**Jacksonville, Florida**

**(904) 910-5059**

**crd@cordstrategiesgroup.com**

**RESUME**

**Experience**

**Sentencing Mitigation Consultant/Florida Supreme Court Certified Civil and Appellate Court Mediator, The Cord Strategies Group, LLC**

September 2012 - Present

Serves as the Group's principal sentencing mitigation consultant, specializing in federal criminal sentencing mitigation support for criminal defendants and families

Death Penalty Mitigation Support Consultant

Maintains a mediation practice with certification in circuit civil and appellate court cases in the State of Florida

Alternative Dispute Resolution (ADR) Consultant

Investigator Florida Dispute Resolution Center (DRC) Mediator Qualifications/Training Review Board

**Sentencing Guidelines Specialist, Administrative Office of United States Courts**

1988 - September 2012 (Retired)

Appointed by the Honorable Wm. Terrell Hodges

Prepared judicial recommendations which included in-chambers briefings to federal judges regarding applicability of sentencing guidelines and the applicability of factors in aggravation and mitigation of sentencing

Conducted more than 1,000 complete presentence investigations on federal criminal defendants for all federal offenses

Served as lead investigator on teams addressing complex litigation, for cases such as, conspiracy offenses, white collar crime, mortgage fraud, commercial sex acts, sexual exploitation of minors, internet child pornography, racketeering, bid-rigging, and offenses involving high profile defendants

Conducted presentence investigations and reports on corporate and organizational defendants with recommendations to federal judges for sentencing

Maintained knowledge of changes in case law, criminal statutes, and sentencing guidelines promulgated by the United States Sentencing Commission

Regularly staffed cases with the United States Attorney to ascertain case theory

Collected and interpreted voluminous discovery; evaluated evidence for inclusion in recitation of offense conduct in support of judicial findings at sentencing

Compiled and evaluated complex criminal histories to determine factors in aggravation and mitigation of the offense

Facilitated and mediated Position-of-the-Parties meetings between Assistant United States Attorneys and defense attorneys on disputed legal and sentencing guidelines issues

Authored addenda to the presentence report, supported by case law, reflecting the position of the probation office on unresolved issues between the government and the defendant prior to sentencing

Reviewed and interpreted medical, psychiatric, psychological, and substance abuse reports to ascertain factors in mitigation permissible under the sentencing guidelines and case law

Testified at sentencing and revocation hearings

Conducted complex financial investigations to make recommendations on sentencing guidelines adjustments, and defendant's ability to pay fines and restitution

Communicated with victims and created victim impact statements for consideration at sentencing

Counseled families of defendants on the nature of the federal sentencing guidelines and the federal sentencing process

Supervised felons on probation, supervised release, and military parole

**Correctional Probation Officer, State of Florida-Department of Corrections**

Conducted all presentence and post-sentence investigative reports for use by judicial officers

Actively supervised convicted felons to ensure compliance with judicial orders

Conducted collateral interviews with law enforcement, correctional treatment providers, and victims of crime

**Instructor, Florida State College at Jacksonville**

Provided educational delivery of prepared pre-release and self-improvement curriculum to work release inmates

Provided programmatic pre-release counseling to inmates

Provided liaison services between warden and college program director

**Court Records Specialist, Miami-Dade County Court**

Provided Small Claims Court Assistance to the Public

**Education**

University of North Florida, Jacksonville, Florida - Master of Public Administration/Concentration in Urban Studies (MPA)

Florida State University, Tallahassee, Florida - Bachelor of Science: School of Criminology - 18 Cognate Hours in Psychology, Sociology, and Government/Dean's List

Florida International University, Miami, Florida - Special Student: Expository Writing

**Specialized Training**

* 2008 ABA Conference - Sentencing Advocacy, Practice, and Reform Institute
* Federal and State Approaches to Fraud, Schemes, and Other Financial Crimes
* Guideline Departures & Variances Outside of the Advisory Range under 18 U.S.C. § 3553(a)
* Departure Analysis & the Role of the Probation Officer
* Child Pornography and Sex Offenses
* Determining Victims & Harms for Restitution in Federal Criminal Cases
* Alternatives to Incarceration
* Bureau of Prisons - Role of the Halfway House
* Advanced Immigration Guidelines Training
* Armed Career Criminal Training
* Addiction and the Brain
* Disposition of Multiple Counts, Grouping, and Unitizing
* Advanced Relevant Conduct Training
* Money Laundering/Racketeering
* Complex Criminal History Analysis
* Organizational Guidelines
* Kinesics Interviewing Techniques
* Putting Critical Thinking into Action - Federal Judicial Center
* Testifying Skills Workshop
* Working With Mentally Disordered Offenders
* Mental Health Counseling Assessments
* Confidentiality & Disclosure of Information

**Communications**

Staff facilitator/consultant for training on Criminal Monetary Penalties: A Guide to the Probation Officer's Role

Office spokesman for the Jacksonville Division of the Middle District of Florida New Attorney's Admissions Program

One of several principal planners/developers of FEDFACTS, an interactive media presentation designed to educate middle and high school students on federal sentencing practice and policy; personally delivered dozens of on-campus presentations to students in Northeast Florida county schools

**Leadership**

Served as the college intern program coordinator for the United States Probation Office, Division of the Administrative Office of United States Courts

Member of the Management Advisory Work Group

Assisted in the drafting of policy for the Employee Recognition Program for the United States Probation Office for the Middle District of Florida

Created the "Eagle Award" in recognition of unit and office efficiency

Long-term presenter at high school career days; individual mentor for teenage male students in Jacksonville, Florida

**Awards**

2002 Outstanding Contribution Award - United States Probation Office

2004 Sustained Superior Performance Award - United States Probation Office

2006 Outstanding Contribution Award - Presentence Best Practices Committee

2007 Outstanding Contribution Award: Case Law Review Committee - United States Probation Office

2008 Special Service Award: Crack Cocaine Retroactive Project - United States Probation Office

**Professional Associations**

National Alliance of Sentencing Advocates and Mitigation Specialists (NASAMS) – Death Penalty Section

Florida State Courts Dispute Resolution Center

Jax Mediation Center, Jacksonville, Florida

**Certifications**

Supreme Court Certified Circuit Civil Court Mediator – Florida Dispute Resolution Center (No. 29167 RA)

Supreme Court Certified Appellate Court Mediator – Florida Dispute Resolution Center

**Licenses**

State of Florida Class C Private Investigator License (No. C-3000278)

**Publications**

The Three Tiers: Sentencing Mitigation in Federal Cases. The Florida Defender, 12-15. (2015, Spring)

How an Idea Becomes a Federal Sentencing Guidelines Amendment. The Florida Defender (2016, Spring)

**Media**

Panelist on Media Roundtable with the Florida Times Union. Questions and Answers: Basics of Federal Sentencing Guidelines and Practice. Law Offices of the Bedell Firm, Jacksonville, Florida (August 2017).

**References**

Supplied Upon Request