



## JAMES HAYES JR.

### VP, SPORTS ENTERTAINMENT + GOVERNMENT AFFAIRS

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## OVERVIEW

James T. Hayes, Jr. is a 20-year veteran of United States Immigration and Customs Enforcement and since his retirement, has provided his security expertise and guidance in the private sector.

As vice president of Sports and Entertainment at Guidepost Solutions, Mr. Hayes is responsible for building the Sports and Entertainment practice and maintaining relationships with current clients including the NFL, NBA, San Francisco 49ers, Notre Dame, Atlanta Braves, Dallas Cowboys, University of Phoenix Stadium, and the NCAA, among others.

Formerly vice president of financial crimes compliance for First Data Corporation, Mr. Hayes was responsible for development, implementation and execution of financial crimes compliance programs, including leadership of Anti-Money Laundering Investigations (AML) programs.

Mr. Hayes has an extensive background in Federal law enforcement and executive management. He previously served as the Special Agent in Charge for U.S. Immigration and Customs Enforcement, Homeland Security Investigations (HSI) New York office, where he was responsible for the management of HSI's largest investigative field office. Mr. Hayes led numerous high-profile criminal investigations resulting in the prosecution of sensitive, complex criminal investigations targeting terrorism, money laundering, racketeering, child exploitation, narcotics trafficking, human smuggling and trafficking, and intellectual property violations.

Mr. Hayes also led Homeland Security's efforts to work with sports leagues, franchises and entertainment companies to safeguard their intellectual property rights, protect their brands and enhance security management.

Mr. Hayes began his career as a United States Border Patrol Agent in Del Rio, Texas.

## SOLUTIONS

Security Consulting  
Risk + Compliance  
Investigations + Business Intelligence  
Preparedness + Training  
Federal Firearms + Explosives Compliance  
Federal Procurement  
Sports + Entertainment Security

## EDUCATION

Bachelor's Criminal Justice Administration, Park University