

# BERTRAND BLANC

*A multidisciplinary professional biography*

Semiconductor design automation • SoC methodology • engineering infrastructure • technical leadership • education & mentorship • public safety • entrepreneurship

Professional biography • September 2026 • Public, institutional and primary-source evidence reviewed through September 2026.

## PROFILE AT A GLANCE

Bertrand Blanc is a French-American engineer, educator, entrepreneur and public-safety instructor whose career spans semiconductor design automation, SoC methodology, engineering infrastructure, technical leadership and regulated professional education. Educated in mathematics, computer science and software engineering in France and later in Administration of Justice in California, he has worked across research, EDA, standards, consulting and large-scale engineering infrastructure, with professional experience associated with Esterel Technologies, Texas Instruments, Altera/Intel and NVIDIA. He is also the founder and lead instructor of Safe Firearms Education, where his work includes curriculum development, civilian and professional training, competency assessment and instructor development. Across these roles, Blanc has combined technical depth with cross-functional leadership, mentorship, teaching, entrepreneurship and an international, multilingual perspective shaped by professional life in France, Europe and the United States.

## Executive Profile

Bertrand Blanc's career is best understood as a progression from deep individual technical expertise toward organizational enablement. In semiconductor design automation, he moved from formal-language and HDL research into SoC methodology, standards, vendor coordination, design-data infrastructure and EDA automation. In parallel, he developed a substantial public-safety career built on Administration of Justice education, POST training, regulated firearms instruction, curriculum design and instructor development.

These two tracks reinforce one another without being conflated. Engineering contributes abstraction, systems thinking, automation and technical rigor. Public-safety education contributes structured investigation, evidence discipline, situational judgment, competency assessment and human-factors awareness. Leadership and Agile practice connect the two: clarify the outcome, expose constraints, discover the underlying need, align the relevant experts, remove impediments, develop capability and verify that the solution works in practice.

Taken together, his experience is broader than a conventional senior-engineering profile: researcher, methodology specialist, technical educator, cross-functional facilitator, mentor, entrepreneur and public-safety instructor. Much of his leadership has been exercised through expertise, trust, influence and enablement rather than formal hierarchy.

## Education and Analytical Foundation

### Engineering, mathematics and computer science

Blanc's technical formation began in France with undergraduate mathematics at Université de Provence, followed by bachelor- and master-level computer-science studies, research-oriented graduate work at Université Nice-Sophia-Antipolis, and software-engineering education at Polytech Nice Sophia (then ESSI). His DEA research internship at INRIA Sophia-Antipolis placed him at the boundary between software languages and digital hardware design. He also worked part-time in Esterel Technologies R&D while completing his engineering studies.

That foundation established several themes that persist throughout his later career: translation between representations, formalization of complex behavior, interoperability between heterogeneous systems, and the practical conversion of abstract requirements into executable engineering methods.

### Administration of Justice, investigation and public-safety studies

After establishing his engineering career in Silicon Valley, Blanc returned to formal education in a markedly different field and earned an Associate of Science in Administration of Justice, Law Enforcement major, from West Valley College. His public record also shows a 2016 Lambda Alpha Epsilon Silver Key recognizing outstanding scholarship attainment with a 4.0 GPA.

His Administration of Justice studies developed a second analytical toolkit around investigation: planning an inquiry, securing and recording a scene, handling physical evidence, interviewing people, maintaining field notes, conducting follow-up work, evaluating forensic information and presenting findings. The discipline emphasizes source reliability, provenance, objective documentation, competing hypotheses and the limits imposed by incomplete evidence. Blanc's own coursework explicitly compared inductive and deductive reasoning and emphasized that conclusions must change when stronger facts invalidate the working hypothesis.

His public-safety training later expanded through California POST Basic Academy Modular Levels III and II, PC 832 Arrest & Firearms, and POST law-enforcement firearms-instructor training. These experiences added applied disciplines that complement his engineering background: criminal law, search and seizure, evidence,

report writing, use of force and de-escalation, crime-scene work, cultural awareness, patrol and decision-making under time, safety and legal constraints.

He also completed Leiden University's Terrorism and Counter-Terrorism: Comparing Theory and Practice in 2015, earning 91.9%. That study broadened his exposure to empirical policy analysis, multi-causal explanation, organizational behavior, unintended consequences and resilience - useful complements to engineering systems thinking and risk assessment.

## **Engineering Career: From Formal Methods to Infrastructure at Scale**

### **Research and early semiconductor work**

At INRIA Sophia-Antipolis, Blanc's DEA research examined translation from the synchronous language Esterel into behavioral VHDL, working in the research environment associated with Laurence Pierre and Robert de Simone. At Esterel Technologies, where he worked part time in R&D during his engineering studies, he also worked on generation of HDL/C test benches from Esterel scenarios. The same formal-language background then moved into production semiconductor engineering through work for Texas Instruments.

In 2003-2004, working through Esterel Technologies in the TI environment, Blanc applied Esterel methodology to OMAP/Nokia-related engineering and multi-clock design. He coauthored work on multiclock design and synthesis based on real TI designs, linking formal-language concepts to production implementation and verification.

### **Texas Instruments, Beach Solutions and 3B Consultancy**

From 2004 to 2005, Beach Solutions placed Blanc in a Technical Account Manager role supporting Texas Instruments SoC methodologies. He held worldwide account responsibilities spanning pre-sales, post-sales and user support, feedback into product quality and features, SPIRIT/IP-XACT and OCP2-related compliance work, and an internal user base of roughly 150 engineers. The role required him to operate across the boundary between end users, methodology owners and EDA vendors rather than inside a single development silo.

From 2005 to 2008, through his own 3B Consultancy, that scope expanded into register management, SoC integration and connectivity, IP packaging, IP-XACT-centered methodology, third-party EDA requirements, project audits and technical leadership of vendors. The work combined engineering judgment with adoption: defining what tools needed to do, validating whether they met the need, coordinating external suppliers and helping internal engineers use the resulting methodology.

### **Standards, publications and knowledge contribution**

#### **Standards and interoperability**

During his Texas Instruments years, Blanc became directly involved in the emerging SPIRIT/IP-XACT ecosystem as semiconductor companies sought more systematic ways to describe reusable IP, registers, interfaces and integration metadata. His responsibilities went beyond using the standard. Historical professional records describe him defining and driving worldwide methodologies for SoC register management, integration and connectivity, IP packaging, and flows built around an IP-XACT backbone; representing Texas Instruments requirements and customer concerns to The SPIRIT Consortium; and technically leading third-party EDA work needed to make those methodologies operational. A 2007 SPIRIT Consortium IP-XACT draft independently lists "Texas Instruments: Bob T. Maaraoui, Bertrand Blanc" among the participants.

This work placed him at the boundary between semiconductor design teams, methodology owners, standards bodies and EDA suppliers. The task was not simply to select a format: it required identifying recurring integration problems, deciding what information had to be represented unambiguously, translating local engineering needs into reusable abstractions, and then ensuring that commercial and internal tools could consume those abstractions consistently. His documented vendor-facing work included defining requirements and features for Duolog BITWISE and Magillem PANDORA/NAXOS derivatives, while his Beach Solutions role included SPIRIT and OCP2 compliance follow-up and support for an internal methodology toolset used by roughly 150 engineers worldwide.

### **From formal research to industrial methodology**

The intellectual foundation for that standards work can be traced to Blanc's earlier research in formal and synchronous languages. At INRIA Sophia-Antipolis, working in the research environment of Laurence Pierre and Robert de Simone, he studied translation from Pure Esterel into behavioral VHDL through an intermediate representation. The problem was fundamentally one of preserving meaning while moving between different computational models - a theme that later reappeared in register descriptions, IP metadata, tool interoperability and system integration.

That research orientation moved into production engineering in 2004 with "Multi-clock Design and Synthesis with Esterel," co-authored with Simona Bernardi and Stephane Lebailly of Texas Instruments and Gerard Berry and Jean Dormoy of Esterel Technologies. The paper described a practical way to extend a normally single-clock Esterel design methodology to systems containing asynchronous clock zones. It addressed clock-domain separation, synchronization and metastability concerns, and reported that the methodology had been applied to two Texas Instruments designs that were fully synthesized and verified. Blanc's historical resume identifies the work as the SAME 2004 Best Paper Award winner. The significance is practical: a formal-language technique was adapted to real multi-clock semiconductor constraints and validated on production-oriented designs.

### **Endianness and system-level reasoning**

In December 2005 Blanc and Texas Instruments engineer Bob Maaraoui published the 15-page white paper "Endianness or Where is Byte 0?" The paper deliberately moved beyond the familiar CPU-level explanation of big- and little-endian ordering and examined the problem from the perspective of registers, interfaces and heterogeneous system integration. It treated sub-width accesses, byte and bit swapping, data atomicity, communication between components with different endian assumptions, and the interpretation of exchanged data when independently designed blocks are assembled into one system.

That perspective is characteristic of Blanc's methodology work: a component can be locally correct yet fail at the system boundary because two subsystems attach different meaning to the same representation. The paper therefore addressed a broader interoperability question - how semantic intent is preserved when independently designed components communicate. It has also had an unusually long public afterlife for an engineering white paper and remains cited in general technical reference material on endianness.

### **Common platforms and next-generation IP/SoC development**

Blanc's publication record next lists "Common Platform for SoC Integration and Verification," presented at a Texas Instruments IC Design Verification symposium in Dallas in 2006. The work belongs to the same methodological arc as his TI responsibilities: common descriptions and common platforms intended to reduce friction between design, verification and integration while improving reuse and automation.

By 2012, that line of work had evolved into a broader development-platform problem. At the 49th Design Automation Conference, Blanc, then at Altera, presented "A Next Generation IP and SoC Development Platform" with Fergus Slorach and Simon M. Butler of Methodics. The DAC record describes an environment supporting a seamless IP design, verification and integration methodology while automating the delivery and

assembly of production-ready IP components for Altera's integration teams. The progression is important: Blanc's work had moved from representing individual hardware behavior, to representing reusable IP and interfaces, to shaping the infrastructure through which entire organizations could assemble complex SoCs.

### **Knowledge embodied in tools, methodologies and adoption**

A significant part of Blanc's engineering contribution did not appear as a paper. It was embodied in schemas, tool requirements, validation rules, automation and deployment methodology. His detailed historical resume describes technical leadership of third-party projects for SoC register management, connectivity and assembly, and IP packaging; project audits intended to keep development aligned with milestones and user needs; and the definition of product features required for Texas Instruments workflows. These activities are a form of knowledge contribution in their own right because they convert specialized engineering understanding into infrastructure that other engineers can repeatedly use.

Knowledge transfer was part of the same responsibility. His TI-era records describe worldwide tool deployment and training, including on-site methodology evangelism, while the Beach Solutions period involved support of approximately 150 users. Later at Altera/Intel, coworker recommendations connect Blanc both with operation of the IC Manage design-data environment and with technical training that made its concepts and commands easier for engineers to understand. In this sense, his contribution was not complete when a tool or methodology existed; it was complete when the surrounding engineering community could adopt it effectively.

Taken together, the record shows a coherent sequence of technical contribution: formal-language research at INRIA; practical multi-clock methodology applied to Texas Instruments designs; system-level work on data representation and endianness; participation in SPIRIT/IP-XACT standardization; definition of vendor tool requirements and reusable SoC methodologies; common integration and verification platforms; a next-generation IP/SoC development platform at Altera; and, later, stewardship and teaching around large-scale engineering infrastructure. The common thread is the conversion of difficult engineering knowledge into forms that can be shared, automated, verified and scaled across organizations.

### **Altera / Intel and NVIDIA**

At Altera and later Intel PSG, Blanc's work broadened into design-data management and engineering infrastructure, including IC Manage. Former coworker Sivaraman Chokkalingam describes his contribution as "crucial to keeping the design database (IC Manage) at Altera up and running at all times." Another colleague, Henry J., remembers Blanc's IC Manage training as "very interactive and fun," noting that he used physical props to make difficult concepts and commands easier to understand. Those recommendations jointly support two dimensions of the role: stewardship of critical infrastructure and enablement of the engineers who depended on it.

That trajectory later continued at NVIDIA in Santa Clara in EDA/design automation: formal methods and HDL research evolved into SoC methodology and standards, then into large-scale engineering infrastructure, design-data management and automation.

## **Public Safety and Professional Instruction**

### **Safe Firearms Education LLC: scope and professional standing**

Blanc developed a parallel public-safety practice in California while continuing his semiconductor career. He began range-safety and custom-coaching activity in 2013 and expanded into broader community training in 2015; the Better Business Bureau lists February 3, 2015 as the business start date and identifies Bertrand Blanc as owner. The practice extends from novice firearm safety through California CCW, professional

security, less-lethal devices, range operations, personal protection, firearms maintenance and instructor development.

His credentials span NRA instruction in multiple disciplines, Range Safety Officer and Chief Range Safety Officer roles, NRA Training Counselor status, California DOJ Firearm Safety Certificate instruction and instructor training, BSIS firearms-instructor credentials, security/exposed-firearm/baton qualifications, Taser and OC/tear-gas training, and POST law-enforcement firearms-instructor training. California DOJ and county records independently corroborate important parts of this standing, including recognized firearms-safety training and approved CCW training activity.

## **Curriculum engineering and competency assessment**

Blanc's California PC26165 License-to-Carry / Concealed Carry Weapon program illustrates the depth of his instructional design. The approximately 160-slide curriculum integrates firearm safety and handling, legal use of force, safe storage and transportation, mental-health resources, handgun mechanics, shooting fundamentals, range procedures, live-fire qualification and certification requirements. It maps institutional and statutory requirements into a teachable architecture rather than merely reproducing a commercial course.

Assessment is built into that architecture. The program combines classroom participation, explanation and demonstration requirements, a 50-question written examination with a 90-percent passing threshold, and firearm-specific practical qualification with documented scores and certification. That structure demonstrates a complete instructional lifecycle: identify requirements, build content, teach, observe performance, diagnose problems, assess competence and retain evidence that the standard was met.

Customer feedback reinforces the same teaching pattern. As accessed in September 2026, the Yelp listing for Safe Firearms Education showed 5.0/5 across 53 reviews; review highlights describe Blanc as “extremely knowledgeable and very patient” and emphasize his attention to safety. The comments are testimonial rather than credential evidence, but they align with the patience, clarity and safety discipline required by his instructional work.

## **Instructor development and professional education**

The public-safety work extends beyond teaching end users. As an NRA Training Counselor, Blanc's stated role includes developing and coaching future firearms instructors; his California DOJ-related activity similarly includes instructor-development work. This moves the role from subject-matter delivery to professional formation: setting standards, modeling safe behavior, observing other instructors, giving corrective feedback, assessing readiness and preparing people to teach independently.

## **Leadership, Agility and People Development**

Blanc's leadership record is most coherent when viewed as technical and organizational leadership without dependence on hierarchy. His public professional development includes ScrumMaster and Product Owner training, Scrum Alliance affiliation, and coursework in team effectiveness, communication, conflict management, accountability, crucial conversations, decision-making, creativity, innovation and influence without authority. These subjects align closely with the environments in which he has worked: matrixed engineering organizations, vendor relationships, cross-team methodology adoption and professional instruction.

By 2013, Blanc had articulated a situational view of leadership rather than a single preferred style. In his management studies, he argued that directive leadership can be appropriate when conditions are genuinely chaotic and immediate order is required, while complex knowledge work is better served by clear outcomes, transparency, trust, expert autonomy and self-organization. His Agile/Scrum model emphasizes bidirectional

information flow, protection from unnecessary interference, access to information, conflict handling, impediment removal and accountability while allowing capable people to own execution.

One concrete example was an eighteen-month working group involving representatives from twelve teams. Blanc describes leading through expertise, trust, consensus, recognition and referent influence rather than positional authority. Representatives carried conclusions back to their teams, collected feedback and educated coworkers, creating a distributed adoption mechanism connected to the next-generation IP/SoC platform later presented at DAC. His management-course instructor, Rob Leadbeater, described Blanc's analysis as exceptionally well researched and “comparable with MBA candidates,” adding that he learned from it.

## **Investigative listening: applying lateral knowledge to engineering leadership**

The Administration of Justice and POST studies add a distinctive capability to this leadership model: investigative listening. Requirements discovery is often weakened when a leader records the solution a user requests instead of reconstructing the underlying problem. Investigative training encourages a different sequence: establish context, gather observable facts, ask structured questions, evaluate source reliability, compare accounts, inspect artifacts, identify what is missing, test alternative explanations and revise the hypothesis when the evidence changes.

Applied to Tools, Flows and Methodologies, that discipline helps distinguish superficially similar problems that demand different responses. A complaint about a “bad tool” may actually arise from undocumented dependencies, poor data quality, ownership boundaries, a training gap, a brittle handoff, missing observability or a genuine functional deficiency. The leadership value is therefore not simply listening to users, but discovering the real scarcity before committing organizational resources to a remedy.

Teaching and mentorship then provide the scaling mechanism. In engineering, Blanc has supported methodology adoption and trained users; in public safety, he designs curricula, assesses practical competence and develops other instructors. Across both domains, the management-level pattern is the same: turn personal expertise into shared methods and people who can operate independently.

## **Languages, Cultural Range and Professional Communities**

Blanc's professional identity is also cross-cultural. Born and educated in France and later established in Silicon Valley, he has worked across French, European and American engineering environments and supported worldwide users during his Texas Instruments / Beach Solutions period. His public profile lists French and English at native or bilingual proficiency, German at elementary proficiency, and Hebrew at limited working proficiency.

His interests outside the immediate engineering and public-safety tracks reinforce that range. He completed Israel State and Society through the Hebrew University of Jerusalem and pursued Advanced Hebrew at San Jose State University. He also built a browser-based Hebrew virtual keyboard supporting block and cursive script, niqqud, transliteration, QWERTY/AZERTY input and multilingual translation, and contributed Hebrew-learning flashcards to Morim. He has maintained ties to several distinct communities, including the French engineering/scientific community, Scrum Alliance and the American Philatelic Society.

The leadership relevance is practical rather than decorative. Moving repeatedly across languages, countries and professional subcultures - research, semiconductor engineering, standards bodies, consulting, public colleges, regulated public safety, instructor development and independent business - requires attention to vocabulary, assumptions, communication norms and context. That cultural range complements the investigative and Agile habits described above: understand how different groups frame the same problem before trying to align them around a method, decision or change.

## Entrepreneurship and End-to-End Ownership

3B Consultancy EI/LLC and Safe Firearms Education LLC show repeated willingness to assume responsibility beyond the technical core of the work. Both required need identification, service definition, customer and stakeholder communication, delivery accountability, vendor or facility coordination, documentation, administration and maintenance of professional credibility. Safe Firearms Education adds the obligations of a regulated training business: credential maintenance, course updates as laws change, scheduling, assessments, certification records, equipment and range coordination, and customer service.

The common point is operational ownership. Blanc has repeatedly worked in roles where success was not measured only by whether he personally solved a technical problem, but by whether a usable service or methodology continued to work for other people.

## Selected Chronology

| Period                 | Milestone                                                                                                                                                                                                                 |
|------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Pre-2000               | Mathematics and computer-science studies in Marseille; early CNRS-related research exposure.                                                                                                                              |
| 2000-2002              | Polytech Nice Sophia / ESSI software-engineering studies; part-time Esterel Technologies R&D; DEA research at INRIA Sophia-Antipolis.                                                                                     |
| 2003-2004              | Texas Instruments environment through Esterel Technologies; OMAP/Nokia-related engineering and Esterel methodology.                                                                                                       |
| 2004-2005              | Beach Solutions Technical Account Manager supporting TI SoC methodologies and worldwide users.                                                                                                                            |
| 2005-2008              | 3B Consultancy; consultant in TI SoC Methodologies; IP-XACT, register management, connectivity, IP packaging and EDA-vendor requirements.                                                                                 |
| 2004-2006              | Technical publications/presentations on multiclock Esterel design, endianness and common SoC integration/verification platforms.                                                                                          |
| By 2012                | Altera, San Jose; DAC presentation on a next-generation IP and SoC development platform.                                                                                                                                  |
| Altera / Intel PSG era | Design-data management and IC Manage engineering infrastructure; technical training for silicon-development users.                                                                                                        |
| 2010s                  | Associate of Science in Administration of Justice; documented Criminal Investigation study; POST Modular Levels III/II and PC832; 2015 Leiden terrorism/counterterrorism study; expansion into public-safety instruction. |

| Period     | Milestone                                                                                                                                                                   |
|------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2013-2015  | Range-safety and custom coaching begins in 2013; broader Safe Firearms Education community training in 2015.                                                                |
| 2019-2025+ | Repeated appearance on Santa Cruz County Sheriff approved CCW instructor lists; current records also show Santa Clara County approved training-vendor status.               |
| Current    | NVIDIA EDA/design-automation career in Santa Clara while continuing Safe Firearms Education; California DOJ recognizes SFE as a comparable firearms-safety training entity. |

# Source Notes and Evidentiary Basis

**Evidentiary method.** The biography uses a layered source model. Independent institutional and government records are treated as the strongest corroboration for matters such as published research, standards participation, academic-program scope and regulatory approval. Authored papers, curricula and academic work are primary evidence of what Blanc researched, wrote, designed or taught, but they are not treated as independent verification of every biographical claim. Historical resumes and public professional profiles are used for chronology, responsibilities and self-described credentials, with independent corroboration added wherever available. Coworker and customer testimonials are used only as evidence of observed reputation or experience. Current West Valley College and California POST materials are used to contextualize program competencies; they are not represented as historical transcripts of the exact curriculum in force when Blanc attended. Proprietary NVIDIA duties are not inferred beyond public information.

*Web sources last verified 19 September 2026 unless otherwise stated. User-supplied primary-source documents are identified explicitly and have no public URL unless one is known.*

## A. Core biographical and professional records

[1] **LinkedIn public professional profile** — Primary public professional profile used for current NVIDIA affiliation, education, publications, honors, languages, professional organizations, continuing education, project history, and visible coworker recommendations. This is self-curated professional evidence except for recommendations authored by third parties. <https://www.linkedin.com/in/bertrandblanc>

[2] **LinkedIn Projects record** — Public project entry documenting “California Penal Code 197 within the context of PC26165” (May 2017), described as development and delivery of comprehensive training content on PC 197 in the PC 26165 context. <https://www.linkedin.com/in/bertrandblanc/details/projects/>

[3] **Historical resume, Bertrand B. Blanc, Release V1.2 (7 Oct. 2009)** — Primary self-authored career record for education, CNRS and Esterel Technologies work, INRIA research, Texas Instruments / Beach Solutions / 3B Consultancy chronology, worldwide SoC-methodology responsibilities, vendor/tool requirements, IP-XACT/SPIRIT work, training and technical accomplishments. [https://perso.bertrand-blanc.com/Resume/BertrandBlanc\\_Resume.pdf](https://perso.bertrand-blanc.com/Resume/BertrandBlanc_Resume.pdf)

[4] **Detailed historical resume** — Extended self-authored professional record used for additional detail on TI methodology ownership, third-party technical leadership, project audits, deployment, training, vendor coordination and consulting responsibilities. Used as a primary biographical source and distinguished from independent corroboration. [https://perso.bertrand-blanc.com/Resume/BertrandBlanc\\_Resume\\_detailed.pdf](https://perso.bertrand-blanc.com/Resume/BertrandBlanc_Resume_detailed.pdf)

[5] **3B Consultancy public site** — Historical/company source for the consultancy identity and for Blanc’s broader professional interests in technical consulting, Agility, leadership, knowledge transfer and people development. Availability and redirects may vary because the site is archival. <http://www.3b-consultancy.com/>

[6] **Safe Firearms Education public site** — Business-owned source for Safe Firearms Education’s public-facing training identity and service scope. Used for business/course context rather than as independent credential verification. <https://www.safefirearmseducation.com/>

## B. Engineering research, standards, publications and knowledge contribution

[7] **INRIA, TICK Project Activity Report 2002** — Independent institutional record. Section 6.7 identifies Bertrand Blanc, Laurence Pierre and Robert de Simone and describes Blanc’s DEA research on translation from Esterel through GRC to behavioral VHDL, including the event-driven simulation / causal-control problem. The report also records Blanc’s participation in FDL’02 and the SYNCHRON’02 research environment. <https://radar.inria.fr/rapportsactivite/RA2002/tick/tick.pdf>

[8] **Bernardi, Lebailly, Blanc, Berry & Dormoy, “Multi-clock Design and Synthesis with Esterel,” SAME 2004** — Direct technical paper. Describes a practical multi-clock Esterel methodology, including asynchronous clock zones, synchronization considerations and application to two Texas Instruments designs that were fully synthesized and verified. This directly supports the industrial-methodology discussion; the Best Paper characterization is attributed to Blanc’s historical resume. <https://citeseerx.ist.psu.edu/document?doi=1f031f084b43e7d491e2e4f797c82623b025e4f5&repid=rep1&type=pdf>

[9] **The SPIRIT Consortium, IP-XACT Standard draft (19 Dec. 2007)** — Independent standards document listing “Texas Instruments: Bob T. Maaraoui, Bertrand Blanc” among SPIRIT Schema / ESL working-group contributors or reviewers. Used to independently corroborate participation in the IP-XACT standards ecosystem. [https://www.cl.cam.ac.uk/research/srg/han/ACS-P35/documents/ixact\\_d4\\_dec19.pdf](https://www.cl.cam.ac.uk/research/srg/han/ACS-P35/documents/ixact_d4_dec19.pdf)

[10] **Blanc & Maaraoui, “Endianness or Where is Byte 0?” (Dec. 2005)** — Direct 15-page technical white paper. Supports the discussion of register/system-level endianness, byte and bit ordering, sub-width data, swapping, atomicity and integration of heterogeneous components. <https://3bc.bertrand-blanc.com/endianness05.pdf>

[11] **Kuphaldt, Modular Electronics Learning (ModEL), Appendix E references** — Independent later technical reference that cites Blanc and Maaraoui’s 2005 endianness paper, used as evidence of continuing technical citation beyond its original TI/3B context. [https://ibiblio.org/kuphaldt/socratic/model/mod\\_number.pdf](https://ibiblio.org/kuphaldt/socratic/model/mod_number.pdf)

[12] **Wikipedia, “Endianness,” bibliography** — Secondary citation trace showing the Blanc–Maaraoui white paper remains included in a widely used general-reference bibliography. Used only as evidence of citation persistence, not as authority for the paper’s technical claims. <https://en.wikipedia.org/wiki/Endianness>

[13] LinkedIn publication record: “Common platform for SoC Integration and Verification” (TI Symposium on IC Design Verification, Dallas, Sept. 2006) — Public professional publication record establishing title, venue and date. No independent full paper was located in the reviewed public corpus; substantive interpretation is therefore limited to its documented title, venue and relationship to the surrounding TI methodology work. <https://www.linkedin.com/in/bertrandblanc>

[14] 49th Design Automation Conference program (2012) — Independent conference program listing User Track Poster Session 6.2, “A Next Generation IP and SoC Development Platform,” with Fergus Storach and Simon M. Butler of Methodics and Bertrand Blanc of Altera. <https://www.yumpu.com/en/document/view/2472854/tuesday-keynote-mike-muller-dac>

[15] LinkedIn publication record: “A Next Generation IP and SoC Development Platform” (DAC’12) — Primary public professional record adding the abstract-level description: seamless IP design, verification and integration methodology and automation of production-ready IP delivery and assembly for Altera integration teams. <https://www.linkedin.com/in/bertrandblanc>

[16] Historical-resume record of TI vendor/tool influence — Primary career evidence for requirements defined for Duolog BITWISE and Magillem PANDORA/NAXOS, SPIRIT/OC2 compliance work, register-capture enhancement concepts, and the reported later relationship to Magillem MRV. These claims are retained as self-described historical accomplishments unless separately corroborated. [https://perso.bertrand-blanc.com/Resume/BertrandBlanc\\_Resume.pdf](https://perso.bertrand-blanc.com/Resume/BertrandBlanc_Resume.pdf)

## C. Leadership, Agility, education and analytical-method evidence

[17] Mission College MGMT\*132, “The Styles of Leadership” (2013) — User-supplied primary-source paper by Bertrand Blanc. Documents his situational/adaptive leadership thinking, Agile/Scrum leadership, empowerment, transparency, followership, trust, recognition, influence without hierarchy, team maturity, emotional intelligence and an 18-month working-group case involving representatives from 12 teams. The document also contains instructor feedback from Rob Leadbeater; that feedback is treated as third-party academic commentary, not independent verification of every project detail.

[18] West Valley College, Administration of Justice: Law Enforcement — Associate in Science — Current institutional program page confirming the A.S. degree title and learning outcomes including legal research, evidence/data analysis, Constitutional principles, criminal-justice-system integration and objective report writing. Used to contextualize the degree, not as a historical transcript of Blanc’s individual coursework. <https://www.westvalley.edu/catalog/programs/administration-of-justice-law-enforcement-associate-in-science-degree.html>

[19] West Valley College Administration of Justice department catalog page — Institutional catalog corroborating that Administration of Justice: Law Enforcement is an Associate in Science program within the department and distinguishing it from the AS-T program. <https://www.westvalley.edu/catalog/departments/administration-of-justice.html>

[20] West Valley College ADMJ005, Criminal Investigation portfolio (Fall 2013) — User-supplied 46-page primary-source academic portfolio by Bertrand Blanc covering investigation, legal aspects, crime-scene work, physical evidence, interviewing/interrogation, field notes and reporting, follow-up investigation, crime laboratories, forensics, DNA, cybercrime, terrorism and courtroom testimony. Used specifically to support discussion of investigative reasoning, evidence discipline, interviewing, source reliability and documentation.

[21] California Commission on POST, Regular Basic Course — Modular Format — Official POST overview of the three-module sequence, prerequisites, testing requirements and requalification framework. Used to explain what Modular Levels III and II represent, while recognizing that POST specifications evolve over time. <https://post.ca.gov/regular-basic-course-modular-format>

[22] California POST, Modular Format — Module III Training Specifications — Official current Module III learning-domain list, including leadership/professionalism/ethics, criminal law, arrest, search and seizure, evidence, investigative report writing, use of force/de-escalation, crime scenes and forensics, information systems and cultural diversity/discrimination. <https://post.ca.gov/modular-format-module-iii-training-specifications>

[23] California POST, Modular Format — Module II Training Specifications — Official current Module II learning-domain list, including property crimes, crimes against persons/death investigation, criminal statutes, arrest/search, evidence/report writing, use of force/de-escalation, patrol, crimes in progress, crime scenes/forensics, cultural awareness and active-shooter training. <https://post.ca.gov/modular-format-module-ii-training-specifications>

[24] California POST, Training and Testing Specifications for Peace Officer Basic Courses — Official source explaining learning domains, learning objectives, testing and minimum mandated content for basic courses. Used as a general reference for how POST structures competency-based training. <https://post.ca.gov/training-and-testing-specifications-for-peace-officer-basic-courses>

[25] California POST, Student Workbooks / PC 832 resources — Official source explaining that PC 832 Arrest and Firearms is the minimum training standard for California peace officers and providing the workbook framework. Used to contextualize the PC 832 credential described in Blanc’s public instructor profile. <https://post.ca.gov/student-workbooks>

[26] Leiden University / Coursera, “Terrorism and Counter-Terrorism: Comparing Theory and Practice” (Edwin Bakker, 2015) — User-supplied primary-source course notes/certificate record showing 91.9% completion, approximately 30 hours, and study of empirical terrorism research, primary-source limitations, multi-causal explanation, policy effectiveness, organizational behavior and resilience. Course certificate URL recorded in the source document. <https://www.coursera.org/account/accomplishments/certificate/6K6AGXJMGYAV>

## D. Public-safety credentials, curriculum and regulatory corroboration

[27] Safe Firearms Education / ShootingClasses instructor profile — Public professional instructor profile used for the A.S. degree, POST Modular III/II and PC 832 claims, POST law-enforcement firearms-instructor training, BSIS/NRA/DOJ roles, NRA Training Counselor status, range-safety roles, Glock armorer status, course portfolio, instructor-development activity and the statement that collaborative-learning techniques are applied. These are profile-based claims unless independently corroborated below. <https://www.shootingclasses.com/sfe/>

[28] California Department of Justice, Firearm Safety Certificate Program — Comparable Training Entities — Official state record. Lists Safe Firearms Education, owner Bertrand Blanc, San Jose, among entities recognized by DOJ as providing firearms-safety training comparable to entities specified in Penal Code section 31635(b). Also documents qualifying instructor categories and FSC instructor requirements. <https://oag.ca.gov/firearms/fscinfo>

[29] Santa Clara County Sheriff, Policy 207 Attachment A — Approved Training Vendors (revised 25 Feb. 2026) — Official county record. Lists Safe Firearms Education as a recognized CCW training facility/vendor, providing current independent corroboration in Santa Clara County. [https://files.santaclaracounty.gov/exjcpb1376/2026-03/2026\\_ccw-schedule-a\\_revised\\_02.25.2026.pdf](https://files.santaclaracounty.gov/exjcpb1376/2026-03/2026_ccw-schedule-a_revised_02.25.2026.pdf)

- [30] **Santa Cruz County Sheriff, Approved CCW Instructors (updated 3 Jan. 2019)** — Official county record listing Safe Firearms Education / Bertrand Blanc. Supports the beginning of a multi-year public approval trail. <https://shf.santacruzcountyca.gov/Portals/1/Approved%20List%20of%20CCW%20Instructors.pdf>
- [31] **Santa Cruz County Sheriff, Approved CCW Instructors (updated 9 Dec. 2021)** — Official county record again listing Safe Firearms Education / Bertrand Blanc and stating that instructor qualifications and course outlines are reviewed for approval. <https://shf.santacruzcountyca.gov/Portals/1/County/sheriff/formsdocs/Approved%20List%20of%20CCW%20Instructors%202021.pdf>
- [32] **Santa Cruz County Sheriff, Approved CCW Instructors (updated 25 Jul. 2024)** — Official county record listing Safe Firearms Education / Bertrand Blanc under the updated 16-hour training framework then in force. <https://shf.santacruzcountyca.gov/Portals/1/County/sheriff/formsdocs/CCW%20instructors%20updated%202024%2025.pdf>
- [33] **Santa Cruz County Sheriff, Approved CCW Instructors (revised 9 Jun. 2025)** — Official county record listing Safe Firearms Education / Bertrand Blanc and stating that qualifications and course outlines are reviewed for compliance with applicable California law and regulations. <https://shf.santacruzcountyca.gov/Portals/1/County/sheriff/formsdocs/Approved%20CCW%20Instructor%20list.06102025.pdf>
- [34] **Santa Cruz County Sheriff, Approved CCW Instructors (revised 30 Sep. 2025)** — Official county record again listing Safe Firearms Education / Bertrand Blanc, extending the independently documented approval trail from 2019 through 2025. <https://shf.santacruzcountyca.gov/Portals/1/County/sheriff/formsdocs/Approved%20CCW%20Instructor%20list.09302025.pdf>
- [35] **Better Business Bureau, Safe Firearms Education business profile** — Third-party business directory record listing business start date 3 Feb. 2015 and Bertrand Blanc as owner. BBB's entity-type field is historical directory data and is not used to determine current legal form. <https://www.bbb.org/us/ca/san-jose/profile/gun-safety/safe-firearms-education-1216-702540>
- [36] **California PC26165 LTC/CCW Curriculum, Release 1807-v10 (22 Jun. 2025)** — User-supplied 80-page / approximately 160-slide primary-source curriculum authored by Bertrand B. Blanc / Safe Firearms Education. Documents course architecture, NRA BPS prerequisite material, statutory/legal topics, mental-health resources, use-of-force reasoning, safe handling, handgun mechanics, marksmanship, range commands, malfunction handling, live-fire exercises, written examination, firearm-specific qualification and completion certification. Used as evidence of curriculum design and instructional-system development, not independent credential verification.
- [37] **SFE California CCW Training — Santa Clara County course page** — Public course listing describing a 16-hour CCW course, classroom/range division, written test, defensive shooting topics and firearm-specific qualification. Used as public evidence of current advertised training structure. <https://www.shootingclasses.com/sfe/course/?courseid=3033>
- [38] **SFE NRA Basics of Pistol Shooting — Instructor-Led course page** — Public course listing describing classroom, range, safe-handling, marksmanship, qualification and cleaning components. Used to corroborate breadth of instructional delivery rather than credential status. <https://www.shootingclasses.com/sfe/course/?courseid=722>
- [39] **SFE NRA Basic Personal Protection Inside The Home course page** — Public course listing documenting advanced defensive-shooting, personal-safety, legal and home-protection instructional content. <https://www.shootingclasses.com/sfe/course/?courseid=814>
- [40] **SFE Taser for Civilians & Security Officers course page** — Public course listing documenting a four-hour Taser course for civilian and security-officer audiences, including use-of-force, maintenance and cartridge deployment. <https://www.shootingclasses.com/sfe/course/?b=0&courseid=3034&f=0&p=12&z=>
- [41] **Yelp business listing and review highlights for Safe Firearms Education, San Jose** — Third-party customer-testimonial source. Structured listing/review metadata accessed in September 2026 showed a 5.0/5 rating from 53 reviews and recurring comments on knowledge, patience and safety. Used only as evidence of customer experience; not used to verify professional credentials. Direct page crawling may be restricted by Yelp.

## E. Languages, cultural range and professional communities

- [42] **LinkedIn languages, organizations, honors and continuing-education records** — Public professional profile source for French and English native/bilingual proficiency, German elementary proficiency, Hebrew limited working proficiency, Hebrew University "Israel State and Society," Lambda Alpha Epsilon Silver Key / 4.0 GPA, Scrum Alliance membership, American Philatelic Society membership, IEEE affiliation, Polytech alumni affiliation and French Engineers & Scientists / CNISF-IESF registration. These are profile-derived records unless separately corroborated. <https://www.linkedin.com/in/bertrandblanc>
- [43] **"XHTML Hebrew Virtual Keyboard with Nikkud, translations & Latin keyboard"** — Public presentation credited to Bertrand Blanc describing a standalone Hebrew-learning web application supporting Hebrew block and cursive letters, nikkud, transliteration, QWERTY/AZERTY input, mixed Hebrew/Latin text and translation into 16 languages; it identifies the original project URL under morim.bertrand-blanc.com. <https://www.slideserve.com/cora-collier/xhtml-hebrew-virtual-keyboard-with-nikkud-translations-latin-keyboard>
- [44] **Morim.com, "Vocabulaire et notions"** — Independent public page explicitly listing "les flashcards de Bertrand Blanc," used to corroborate a separate Hebrew-learning contribution beyond the keyboard application. [https://www.morim.com/cour\\_notion.php](https://www.morim.com/cour_notion.php)

## F. Testimonial and reputation evidence

- [45] **LinkedIn recommendation — Sivaraman Chokkalingam** — Third-party coworker recommendation visible on Blanc's public profile. Used to support the statement that his work was considered important to keeping Altera's IC Manage design database operational. Treated as testimonial evidence, not an independently audited operational metric. <https://www.linkedin.com/in/bertrandblanc>
- [46] **LinkedIn recommendation — Henry J.** — Third-party coworker recommendation visible on Blanc's public profile. Used to support the description of his large-scale silicon data-management knowledge and interactive, memorable IC Manage training. Treated as testimonial evidence. <https://www.linkedin.com/in/bertrandblanc>
- [47] **Mission College instructor feedback — Rob Leadbeater** — Third-party academic feedback embedded in the 2013 leadership paper. Used to document the instructor's assessment of the research depth and quality of the work, not to independently verify Blanc's employer-specific project claims.

## G. Scope and limitations of the evidence

**Corroboration boundaries.** The source base is strongest where institutional records, direct technical publications and official government lists coincide with Blanc's own professional record. Some items — particularly detailed historical job responsibilities, specific vendor-feature

influence, exact private-team scope, and individual credentials not exposed through a public regulator search — remain supported principally by Blanc’s historical resumes or professional instructor profile. The biography therefore describes those items as documented/self-described responsibilities rather than converting them into independently verified facts. Current POST and West Valley program descriptions are contextual references only and are not used to assert that historical curricula were identical. Customer reviews and recommendations establish perceived qualities and experiences, not formal competence. No source is used to infer confidential NVIDIA project details, internal level, reporting structure, or unpublished accomplishments.