



# **National Insider Threat Special Interest Group (NITSIG)**

*U.S. / Global Insider Risk Management (IRM) Information Sharing & Analysis Center  
Educational Center Of Excellence For IRM & Security Professionals*

## **NITSIG Overview**

The NITSIG was created in 2014 to function as a National Insider Threat Information Sharing & Analysis Center (ISAC), as no such ISAC existed. The NITSIG has been successful in bringing together Insider Risk Management (IRM) and other security professionals from the U.S. Government, Department of Defense, Intelligence Community Agencies, universities and private sector businesses, to enhance the collaboration and sharing of information, best practices and resources related to IRM. This has enabled the NITSIG membership to be much more effective in identifying, responding to and mitigating Insider Risks and Threats.

The NITSIG membership (**Free**) is the largest network (**1000+**) of IRM professionals in the U.S. and globally. Our member's willingness to share information has been the driving force that has made the NITSIG very successful.

**See Page 17** for comments from our membership and other individuals that have attended NITSIG meetings, workshops and Insider Threat Symposium & Expo events.

### **The Mission Of The NITSIG Is To:**

- ✓ Developing a community of IRM Experts that are comprised of individuals that manage or support IRM Programs. (Insider Threat Analyst, FSO, CSO, CISO, Human Resources, CIO - IT, Network Security, Counterintelligence Investigators, Mental Health / Behavioral Science Professionals, Legal Etc.)
- ✓ Review, Validate, Enhance and Maintain the IRM Essential Body Of Knowledge, originally developed by the NITSIG in 2014, that was designed with input from IRM Experts who have extensive experience in developing, implementing, managing or optimizing IRM Programs.
- ✓ Provide guidance to members for IRM from a practical, strategic operational, tactical and cost effective approach.
- ✓ Provide IRM Education through various events. (Training Courses, Webinars, Meetings, Conferences, Etc.)
- ✓ Mentor Cyber Security and other security professional and provide them with the **Core / Advanced Knowledge, Skills and Resources** needed for developing, implementing, managing, optimizing or supporting an IRM Program.

### **The NITSIG Provides Guidance And Training To The Membership On:**

- ✓ Insider Risk Management Programs (Development, Management & Optimization)
- ✓ Insider Risk Management Program Working Group / Hub Operations
- ✓ Insider Threat Awareness Training
- ✓ Insider Risk / Threat Assessments & Mitigation Strategies
- ✓ Insider Threat Detection Tools (UAM, UBA, DLP, SEIM) (Requirements Analysis & Purchasing Guidance
- ✓ Employee Continuous Monitoring & Reporting Programs
- ✓ Insider Threat Awareness Training
- ✓ Workplace Violence Guidance / Active Shooter Response Guidance & Training

### **NITSIG Membership**

The NITSIG membership is **FREE**. To join you must complete and sign the membership application. Instructions for sending the application to the NITSIG are in the application. You will be put on the NITSIG e-mail distribution list for future meeting announcements and other relevant information.

[www.nationalinsiderthreatsig.org/nitsigmembership.html](http://www.nationalinsiderthreatsig.org/nitsigmembership.html)

### **NITSIG Meetings**

The NITSIG has meetings at the John Hopkins University Applied Physics Lab in Laurel, Maryland and other locations ([NITSIG Chapters, Sponsors](#)). There is **NO CHARGE** to attend. See the link below for some of the great speakers we have had at meetings.

<http://www.nationalinsiderthreatsig.org/nitsigmeetings.html>

### **NITSIG IRM Resources**

Posted on the NITSIG website are various documents, resources and training that will assist organizations with their IRM / IRM Program efforts.

<http://www.nationalinsiderthreatsig.org/nitsig-insiderthreatsymposiumexporesources.html>

### **NITSIG LinkedIn Group**

The NITSIG has created a Linked Group for individuals that are interested in sharing and gaining in-depth knowledge related to IRM and IRM Programs. This group will also enable the NITSIG to share the latest news and upcoming events. We invite you to join the NITSIG LinkedIn Group. You do not have to be a NITSIG member to be join this group: <https://www.linkedin.com/groups/12277699>

### **IRM Mentoring Program (IRMMP)**

The IRMMP is the only mentorship program available for Cyber Security Professionals and other security professionals that will enhance and advance their knowledge of IRM to the **EXPERT LEVEL**. Security Certifications such as those offered by CompTIA, and the Certified Information Systems Security Professional (CISSP), Certified Information Security Manager (CISM), Certified Threat Manager (CTM), Certified Protection Professional (CPP) and many others do not cover the IRM in any depth for the security practitioner to thoroughly comprehend the holistic and very comprehensive approach that is needed to identify detect, deter mitigate and prevent Insider risks and threats.

The timeframe for the IRMMP is 6 months. The IRMMP will ensure the mentee is well versed in the many areas of IRM (Technical, Non-Technical), that are essential for a creating an IRM Framework and a comprehensive IRM Program. The mentee will be provided with an abundance of training materials and other resources related to IRM, and will also receive guidance from IRM experts who are NITSIG advisory board members. After completing the mentoring program, students will take an exam. Mentee's that successfully pass the exam will be awarded an IRM Specialist Certificate.

**For More Information Contact:** [jimhenderson@nationalinsiderthreatsig.org](mailto:jimhenderson@nationalinsiderthreatsig.org) or call 561-809-6800.

### **NITSIG Insider Threat Incidents E-Magazine**

The NITSIG and [Insider Threat Defense Group](#) maintain the largest public repository of Insider Threat incidents. The Insider Threat Incidents E-Magazine contains over **5,400+** incidents that have occurred since 2014. The e-magazine is updated daily.

You can view the e-magazine on the link below, or download the Flipboard App to view on your m mobile device: <https://flipboard.com/@cybercops911/insider-threat-incidents-magazine-resource-guide-tkh6a9b1z>

## **NITSIG Insider Threat Incident Reports**

The NITSIG and Insider Threat Defense Group are the only organizations that jointly produce **EYE OPENING** monthly reports that show just how serious the Insider Threat problem is, and the very costly and damaging impacts to organizations of all types and sizes.

**The SEVERE IMPACTS to an organization from a Malicious / Opportunist Employee can be broad:** Financial Loss (Trade Secrets / Data Theft, \$\$\$ Embezzlement), Operational Impact For The Organization To Execute Its Mission (IT / Network Sabotage, Data Destruction, Facility Sabotage), Workplace Violence, Legal, Compliance & Liability Impacts, Stock Price Reduction, Employees Lose Jobs / Company Goes Out Of Business and more.

## **Download Reports**

<https://nationalinsidethreatsig.org/nitsig-insidethreatreportssurveys.html>

## **NITSIG Insider Threat Symposium & Expo**

The NITSIG is the creator of the “*Original*” Insider Threat Symposium & Expo (ITS&E). The ITS&E is recognized as the *Go To Event* for in-depth real world guidance from Insider Threat Program Managers / Insider Risk Program Managers with *Hands On Experience*.

Attendees leave the symposium with an in-depth understanding of how to develop, implement, manage or enhance an Insider Risk Management Program, and gain in-depth knowledge for gathering, analyzing and correlating data sources to detect and mitigate Insider Threats.

At the expo are many [vendors](#) that showcase their training, services and products. This [link](#) provides all the vendors that exhibited at the 2019 ITS&E, and provides a description of their solutions for Insider Threat detection and mitigation. ITS&E events were not held in 2020, 2021 and 2022 because of COVID. The next ITS&E is scheduled for March 4, 2025 at the John Hopkins University Applied Physics Lab in Laurel, Maryland

The ITS&E provides attendees with access to a large network of security professionals for collaborating with on all aspects of IRM.

Some of the many great comments that have been provided to the NITSIG about past ITS&E events, were the outstanding speakers and the large selection of vendors that were on display. **(See Page 17)**

## **NITSIG Advisory Board**

The NITSIG Advisory Board (AB) is comprised of IRM Subject Matter Experts with extensive experience in IRM Programs. AB members have managed U.S. Government Insider Threat Programs, or currently manage or support industry and academia IRM Programs. Advisory board members will provide oversight and educational / strategic guidance to support the mission of the NITSIG, and also help to facilitate building relationships with individuals that manage or support IRM Programs. Below is a summary of AB members’ backgrounds and experience in IRM.

## **NITSIG AB Members Disclaimer**

### **AB Members:**

- ✓ Have been selected for their IRM expertise, not because of who they are employed by.
- ✓ Have received approval from their employer, and are participating in their own personal capacity, not as a representative of their employer.

- ✓ That share any experience / knowledge, are doing so based upon their own experience / knowledge and their guidance does not represent or reflect the policies or opinions of their employer.
- ✓ May be serving in a non-attributable capacity, due to the sensitive nature of their work, and the organization or company they work for.

### **NITSIG AB Members Information:**

#### **Jim Henderson** (CISSP, CCISO)

- Mr. Henderson is the CEO of the Insider Threat Defense Group (ITDG), Inc., Founder / Chairman Of The NITSIG and Insider Threat Symposium & Expo (ITS&E). ([Bio-Background](#))
- The ITDG has assisted **675+** organizations (U.S. Government, Private Sector) with developing, managing and optimizing their Insider Risk Management (IRM) Programs. ([Training](#) / [Consulting Services](#))
- The ITDG has provided IRM Program Training to **1000+** students, and issued them an Insider Threat Program Manager / Insider Risk Program Manage Certificate / Credential.
- Mr. Henderson developed and taught an Information System Security Program Management Training Course to 100 NSA Security Professionals.

### **The ITDG Has Provided IRM Training / Consulting Services To An Impressive List Of Clients:**

White House, U.S. Government Agencies, Department Of Defense (U.S. Army, Navy, Air Force & Space Force, Marines), Defense Contractors, Intelligence Community Agencies (DIA, NSA, NGA), Law Enforcement (DHS, TSA, FBI, U.S. Secret Service, DEA, Police Departments), Critical Infrastructure Providers (Power & Water), Aviation / Aerospace Providers (JetBlue Airways, Delta Airlines, Spacecraft Manufacturing & Launch), Banking & Financial Industry (Visa, Capital One Bank, BB&T Bank, HSBC Bank, KeyBank, Goldman Sachs, American Express, Equifax, TransUnion), Health Care Industry, Universities, Fortune 100 / 500 companies and others; Microsoft, Verizon, Walmart, Home Depot, Nike, Tesla, Dell Technologies, Nationwide Insurance, Discovery Channel, United Parcel Service, FedEx Custom Critical, and many more. ([Client Listing](#))

Combining NITSG meetings, ITS&E events and ITDG training courses / consulting services, the NITSIG and ITDG have provided IRM guidance and training to **3,400+** individuals.

#### **Jim Henderson, CISSP, CCISO**

**CEO Insider Threat Defense Group, Inc.**

**Insider Risk Management Program Training & Consulting Services**

**Insider Risk Management Program Training Course Instructor**

**Insider Risk / Threat Vulnerability Assessment & Mitigation Specialist**

**ITP Gap Analysis / Evaluation & Optimization Expert**

**Founder / Chairman Of The National Insider Threat Special Interest Group (NITSIG)**

**Founder / Director Of NITSIG Insider Threat Symposium & Expo**

**Insider Threat Researcher / Speaker**

**FBI InfraGard Member**

[LinkedIn Profile](#)

#### **Contact Information**

561-809-6800

[www.insidertreatdefensegroup.com](http://www.insidertreatdefensegroup.com) / [jimhenderson@insidertreatdefensegroup.com](mailto:jimhenderson@insidertreatdefensegroup.com)

[www.nationalinsidertreatsig.org](http://www.nationalinsidertreatsig.org) / [jimhenderson@nationalinsidertreatsig.org](mailto:jimhenderson@nationalinsidertreatsig.org)

**Warren Holt** (CISSP, PMP)  
NITSIG Co-Founder, Technical Advisor

**KBR, Inc.**  
Director, Defensive Cyber Operations

- Mr. Holt has over 20+ years of Cyber Security and 15+ years of Insider Threat Program Development - Management experience supporting the U.S. Government.
- Mr. Holt supported the Executive Office of the President implementing a Data Loss Prevention & Insider Threat technical capability.
- Mr. Holt's track record of mitigating data loss and mission compromise is well known and highly respected throughout the Intelligence Community (IC) and Department of Defense (DoD).
- Mr. Holt is well known within the DoD and IC specifically for his experience in; Computer Network Defense, Security Control Assessments, Risk Management Framework (RMF), Complex System Requirements or Cross Domain Solutions, Security Engineering, Vulnerability Assessments and Insider Threat Program Creation & Implementation.
- One of his highlights was when he was the Technical Director for the Consolidated Afloat Networks and Enterprise Services (CANES). He led this \$2 Billion+ project that consisted of 12 direct reports and over 200 personnel cross-functionally and cross culturally; ensuring precision, synergy, accuracy, and full cyber security compliance utilizing a transformational Risk Management Framework (RMF) strategy.

**Previous Positions**  
**Millennium Corporation**  
Senior Program Manager  
2019 - 2024

**Aveshka, Inc**  
Technical Director Data Loss & Insider Threat  
2017 - 2019  
Supporting White House Insider Threat Program

**Department Of The Navy**  
Division Head Security Control Assessments & Engineering  
2011 - 2017

**Office of Naval Intelligence**  
Navy Special Program  
Chief Information Security Officer / Command Information Systems Security Manager  
2009 - 2011

[LinkedIn Profile](#)

**Contact Information**  
443-510-7620  
[warrenjtholt@gmail.com](mailto:warrenjtholt@gmail.com)

**Shawn Thompson**  
NITSIG Legal Advisor

**Insider Threat Management Group CEO**

- Mr. Thompson a licensed attorney with over 20 years of experience investigating and prosecuting malicious employees and managing Insider Threat Program's.
- Mr. Thompson is widely recognized for his Insider Threat expertise and unparalleled scope and breadth of experience.
- Mr. Thompson has been involved with creating and managing Insider Threat Program's for numerous federal agencies.
- Mr. Thompson worked with the National Insider Threat Task Force led to the creation of the National Insider Threat Policy and Insider Threat Program Minimum Standards for Executive U. S. Government Agencies.
- Mr. Thompson is a co-instructor for classes taught by the Insider Threat Defense Group, providing legal guidance for ITP Development - Management.

**Previous Positions**

**Department of Defense (DoD) Insider Threat Program Manager - Special Agent**

2010 To 2015

**Chairman, Insider Threat Mission Group / Office of the Director of National Intelligence**

2013 To 2015

**DoD Senior Litigation Attorney**

2009 To 2010

**FBI Assistant General Counsel**

2004 To 2009

**Assistant United States Attorney**

2005 To 2007

**Professor University Of Maryland University College**

2011 To 2014

Designed and administered courses on information sharing, data privacy, and investigations as they relate to intelligence systems and employee misconduct.

[LinkedIn Profile](#)

**Contact Information**

410-858-0006

[shawn@itmg.com](mailto:shawn@itmg.com)

**Jason Blue**

**NITSIG Technical Advisor**

**BAE Systems**

**Insider Threat Program Manager**

**Insider Threat Detection Tool Technical Director / Data Analysis**

**2005 To 2020**

- At BAE Systems, Mr. Blue implemented and managed the Insider Threat Program at 40% of the staffing and cost of peers' programs.
- Mr. Blue developed Insider Threat detection tactical and strategic capabilities and contributed to global Insider Threat risk best practices, standards, and implementations.
- Mr. Blue was responsible for the Insider Threat, litigation support (eDiscovery), digital forensics & investigations, and cybersecurity training functions.
- Mr. Blue developed and tested analytics for anomaly, outlier, and insider threat detection using traditional and machine learning models in combination with behavioral indicators resulting in a false positive rate of less than 3%.
- As a Senior Principal Program Manager for Securonix, Mr. Blue managed a top 10 bank's transition from a SIEM tool to a User Entity Behavior Analytics tool.

**Previous Positions**

**Securonix, Inc.**

**Senior Principal Program Manager**

**2020 To 2023**

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**Contact Information**

703-424-6206

[tzachyb@gmail.com](mailto:tzachyb@gmail.com)

**Larry Knutsen**

**NITSIG Advisory Board Member**

**Central Intelligence Agency (CIA) (Retired)**

**Former Senior Intelligence Service Officer**

**CIA Insider Threat Program Manager**

- Mr. Knutsen retired as a Senior Intelligence Service Officer with the Central Intelligence Agency, after 30 years of service.
- Within the National Clandestine Service, he was responsible for creating the vision, and leading the Agency's sophisticated Counterintelligence and Security Technical Insider Threat Detection Program, which became recognized as the 'Gold Standard' for the U.S. Government Intelligence Community.
- Mr. Knutsen lead an interagency team of technical and policy experts in response to unauthorized disclosure from WikiLeaks resulting in the adoption of numerous enhancements to protect sensitive information.
- Mr. Knutsen has supported both commercial and government customers to enhance their Insider Threat Programs.

[LinkedIn Profile](#)

**Contact Information**

540-222-7412

[cyberfourllc@gmail.com](mailto:cyberfourllc@gmail.com)



## **Matthew Cheeseman**

**NITSIG Advisory Board Member**

### **Guidehouse Management Consulting Company**

**Insider Threat Program Senior Official (ITPSO)**

**2023 To Present**

- As the Guidehouse ITPSO, Mr. Cheeseman is responsible for maintaining Guidehouse's Insider Threat Program.
- Mr. Cheeseman is responsible for monitoring, triaging events, building use cases, and coordinating with key stakeholders across Guidehouse. By establishing processes in an ever-changing environment.
- Mr. Cheeseman is responsible for ensuring Guidehouse's data and personnel remain secure against insider threats.
- Mr. Cheeseman has over 18 years of law enforcement, intelligence, cyber security, and insider threat experience.
- Mr. Cheeseman has supported the establishment of multiple Insider Threat Programs across government and commercial sector.

### **Previous Positions**

**Insider Threat Principal BNY Mellon**

2021 To 2023

**Raytheon Insider Threat & Intelligence Manager**

2017 To 2021

**Current Army National Guard Intelligence Officer**

2010 To 2023

[LinkedIn Profile](#)

### **Contact Information**

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[mcheeseman@guidehousefederal.com](mailto:mcheeseman@guidehousefederal.com)

## **Chomnan Loth**

**NITSIG Advisory Board Member**

### **Anthropic**

**Manager, Insider Risk & Protective Intelligence**

**2024 To Present**

- Develop, implement and lead the insider risk and protective intelligence function of the organization; responsible for daily monitoring of various information sources to detect emerging threats and trends affecting our company's physical security, geopolitical landscape, and forecasting future threats. This involves conducting detailed research and analysis on security threats, creating intelligence reports, risk assessments, and maintaining an updated threat matrix across all facilities.
- Collaborate with internal stakeholders and establish relationships with external networks to expand access to threat intelligence information. Additionally, conduct vulnerability assessments, propose risk mitigations and contingency plans, and coordinate information sharing with security peers to optimize threat visibility and resource planning.
- My role also encompasses insider risk management, including developing strategies, policies, and procedures to identify, assess, investigate and mitigate insider threats. Stay updated on the latest security intelligence tradecraft and implement advanced monitoring tools to detect anomalies and potential threats in real-time, ensuring compliance with regulatory requirements and industry standards.

### **Seagate Technology**

**Senior Manager Global Trust And Security, Internal Protection Program**

**2022 - 2024**

Chomnan has led the Insider Threat Program globally for Seagate Technology LLC since 2022. Chomnan spearheaded the development of the program from its inception, securing organizational-wide support.

Choman collaborates with global business partners to identify and mitigate security risks that could adversely impact the company. This involves conducting risk assessments, process improvements, training global staff on internal risks, and enhancing Seagate's processes to address vulnerabilities. The program's primary focus on internal sabotage, espionage, theft, fraud, and active threats is instrumental in safeguarding the company's assets and upholding the trust of its stakeholders.

In addition, Chomnan also lead major external investigations, including MIT (Missing In Transit), fraud as well as other significant cases while building sustainable long-term partnership with law enforcement (LE) globally.

Prior to coming to Seagate Chomnan brings over two decades of LE experience and nearly 10 years of executive-level leadership to the table. Leveraging this extensive background, global network of LE contacts, and doctoral degree in Business Administration, he possess a wealth of knowledge and expertise in crisis management, investigations, tactical response, insider threat, process improvements and business continuity.

### **Previous Positions**

**Field Operations Division Commander**

**Newark Police Department**

**2019 To Dec 2021**

**Police Officer, Major Crimes Detective, Sergeant, Lieutenant**

**Newark Police Department**

2002 To 2021

[LinkedIn Profile](#)

**Contact Information**

510-552-1584

[chomnanloth17@yahoo.com](mailto:chomnanloth17@yahoo.com)

**Andrew Frisbie** (CISSP)

**NITSIG Advisory Board Member**

**NBT Bancorp, Inc.**

**Vice President / Director Of Information Security**

**2020 - Present**

Provide strategic leadership to and oversight of the Information Security, Cyber Operations, Third-Party Risk Management and Insider Risk Management programs.

**Previous Positions**

**LCG Discovery Experts**

CISO / VP / Director of Investigations,.

**2011 - 2020**

Primarily conducted and supervised computer forensic investigations for corporations and law firms that focused on allegations of insider misconduct at all levels; testified as an expert witness in state and federal civil courts throughout the US. Assisted clients on cybersecurity matters.

**Contractor, U.S. Department Of State, Anti-Terrorism Assistance Program / Cyber**

Short-term contracting engagement to train foreign law enforcement on electronic evidence collection techniques.

**Sergeant / Detective / Police Officer, Burlington, VT Police Department. 2003-2011**

Responded to and investigated various crimes, including homicides, assaults, financial and property crimes, drug crimes and internet/computer facilitated crimes against children. Supervised patrol officers and Internet Crimes Against Children (ICAC) investigators.

[LinkedIn Profile](#)

**Contact Information**

[Andrew Frisbie\\_IRM@proton.me](mailto:Andrew_Frisbie_IRM@proton.me)

**William Smith, Jr.**

**NITSIG Advisory Board Member**

**Johns Hopkins University Applied Physics Laboratory / Laurel, Maryland**

**Insider Threat Analyst**

**2016 - Present**

- Mr. Smith worked closely with key stakeholders to define requirements to help develop, implement and support the Insider Threat Program.
- Mr. Smith serves as member of the Insider Threat Working Group.
- Mr. Smith leads cyber investigations as part of Insider Threat Program Hub, and works closely with the Counterintelligence Team and the Insider Threat Program Manager.
- Mr. Smith is responsible for the deployment and configuration of the User Entity Behavior Analytics (UEBA) tool.
- Mr. Smith works closely with data owners to facilitate access to approved data sources to support the UEBA tool.
- Mr. Smith served as Technical Lead for the DLP pilot project in support of the Insider Threat Program.

**Previous Positions**

**Cyber Security Analyst / Security Operations Center Lead**

**Johns Hopkins University Applied Physics Laboratory / Laurel, Maryland**

2008 - 2016 ·

**Security / System Administrator**

**Johns Hopkins University Applied Physics Laboratory ·**

1998 - 2007 ·

[LinkedIn Profile](#)

**Contact Information**

301-221-7371

[wesmithjr@gmail.com](mailto:wesmithjr@gmail.com)

**Kelly George-Crovo**

**NITSIG Advisory Board Member**

**Walsingham Group, Inc. / A Service Disabled Veteran Owned Business**

**Chief Operating Officer / Director Security Services**

**2010 - Present**

Mrs. Kelly George-Crovo serves as the Chief Operating Officer at Walsingham Group, with a tenure of 12 years within the organization. Her strategic leadership has been instrumental in positioning Walsingham Group as a provider of special operations support services and comprehensive logistics, operations, and maintenance solutions for the Department of Defense and Intelligence Community.

Mrs. Crovo has over 22 years of experience in the Special Operations and Intelligence Community. Her professional journey includes pivotal roles such as Global Security Officer, Program Officer, Identity Management Ops Officer, and executive professional at the Joint Operations Command and Defense Intelligence Agency. She has undertaken deployments globally, supporting the Intelligence Community and United States Special Operations Command. Kelly has also shared her expertise through adjunct undergraduate instruction across various disciplines of Intelligence & Security Studies.

Mrs. Crovo serves as an Advisory Member and active contributor on esteemed committees including the National Industrial Security System (NISS) National Industrial Security Program Policy Advisory Subcommittee and the National Classification Management Society (NCMS) International Security Subcommittee. Notably, as the Chief Security Officer, she was honored with the Defense Counterintelligence and Security Agency James S. Cogswell Award in June 2022.

Mrs. Crovo holds a Master of Arts in Business and Organizational Security from Webster University, complemented by a Bachelor of Science in Business Administration from Fayetteville State University.

[LinkedIn Profile](#)

**Contact Information**

**Mobile:** 910-603-6761

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## **Carrie Staugler**

### **NITSIG Advisory Board Member**

As a highly experienced leader of global teams in both public and private industry, Carrie Staugler is a well-recognized expert in her field. Carrie's career started with over a decade of Active-Duty service in the U.S. Air Force, after which she served in the Air Force Office of Special Investigations, followed by roles at the Pentagon Force Protection Agency as Operations Chief for the Counterintelligence Directorate and the Insider Threat Program Manager. From here, Carrie went on to serve as the Insider Threat Program Manager for the U.S. Department of Justice, before joining the private sector as a departmental leader in some of the most recognized enterprise corporations in the world.

A Credentialed Federal Investigator, Carrie has an extensive background in conducting and handling employee investigations, as well as consulting with executives and partners on remediation actions. Since she has supported every step of risk mitigation, from prevention to incident response and policy change, she brings specialized knowledge to the Advisory Board. In addition to continued leadership, Carrie serves the security community as a passionate educator on Security and Counterintelligence Risk Awareness and training.

Carrie was selected to participate in the American University Key Executive Leadership Program and holds both a BS and MS in Criminal Justice / Law Enforcement Administration. The organizations she has served include the U.S. Air Force, the Department of Defense with, the Department of Justice, Bridgewater Associates, The Clearing House, Paypal (including subsidiaries Venmo, Braintree, EBay, and GoPay), Zoom and Marriott International. She also serves on the Advisory Board for Teramind.

[LinkedIn Profile](#)

### **Contact Information**

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## **Kevin Burton**

### **NITSIG Advisory Board Member**

## **Capital One Bank**

**2012 - Present**

### **Director, Cyber Insider Threat And Technical Investigations**

Kevin Burton serves as Director, Cyber Insider Threat and Technical Investigations (ITTI) at Capital One, where he leads the Cyber Insider Threat function. In this role, Kevin collaborates with key stakeholders to protect the organization's critical data by assessing threats to lines of business (LOB) operations, communicating these threats to the LOBs, and designing strategies to mitigate these threats. Additionally, Kevin guides the ITTI investigators & analysts that identify insider threat attack patterns, providing insight on the latest cybersecurity threats to the Cyber Senior Leadership team.

Prior to Capital One, Kevin served over 20 years as an FBI Special Agent. Kevin entered on duty with the FBI in 2002, and was assigned to the Philadelphia Division, where he conducted a myriad of investigations, including cyber, counterterrorism, counterintelligence, violent crime and civil rights.

In 2006, Kevin was promoted to Supervisory Special Agent (SSA) and transferred to the Cyber Division, where he served as PM and Unit Chief (UC) leading CONUS and OCONUS national security and criminal cyber investigations. Kevin is one of the plank holders who stood up the National Cyber Investigative Joint Task Force (NCIJTF). In 2010, Kevin transferred to the Washington Field Office and served as SSA of a cyber investigative squad, Cyber Crime PM and Cyber TF Coordinator. In 2013, Kevin transferred to Behavioral Analysis Unit-2 (BAU-2), Cyber Behavioral Analysis Center (CBAC) providing cyber behavioral analysis support for cyber investigations. In 2015, Kevin was promoted to UC of BAU-2, which houses the Cyber Behavioral Analysis Center (CBAC) and Counterintelligence Behavioral Analysis Program (BAP), which provides behavioral analysis support for cyber and counterintelligence operations for theUSIC, FVEY, and US Military.

Kevin is a graduate of St. John's University with a B.S. in Criminal Justice and the University of Maryland University College (UMUC), where he earned his M.S. in Cyber Security and MBA. Kevin holds information security credentials, including CISSP, CCISO, GSEC, GCFA, GCIH, GCFE, GISP, GSLC, and is a Certified Scrum Master. Kevin also serves as an Adjunct Associate Professor for UMUC's Graduate Cyber Security Program.

Kevin served approximately eight years as a police officer with the NYPD as a Patrol Officer, Task Force Officer, and later with the Street Crime Suppression Unit, where he interdicted violent street crimes.

Kevin served as an enlisted USMCR Marine Radio Operator (2531) for the 6th Communication Battalion. In his final active duty tour, Kevin served as instructor at The Basic School, Marine Corps Base Quantico, where he trained more than 2,000 newly commissioned officers for service in the Fleet Marine Force. In 2015, Kevin retired from the USMC Reserve at the rank of Major.

[LinkedIn Profile](#)

### **Contact Information**

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## Comments About The NITSIG

Thank you Jim Henderson for sharing this valuable Insider Threat Incidents Report for September 2023. It's crucial for organizations, regardless of their size, to recognize the significance of insider threats. Your report highlights the ever-present danger posed by disgruntled, malicious, and opportunistic employees.

Your examples of damages and impacts paint a vivid picture of the multifaceted risks posed by insider threats, ranging from national security concerns to financial losses and damage to an organization's reputation. It's essential for organizations to foster a culture where employees view reporting suspicious behavior as a responsible action rather than tattling, as early detection can prevent dire consequences.

I encourage everyone in the security and risk management community to download and read this report to gain valuable insights into insider threats. Education and awareness are pivotal in strengthening an organization's ability to detect and mitigate these risks effectively.

Trisha DeLucia  
Thomson Reuters  
Workforce Management Screening Solutions  
Insider Threat & Security

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This is really eye opening how recent these examples are - all of these Insider Risk Incidents have been reported in September alone!!! Special thanks to Jim for compiling the list!

Brian Stoner  
Vice President Worldwide Channels and Alliances  
DTEX Systems  
brian.stoner@dtexsystems.com

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I like the Insider Threat Monthly Incident Reports. Only place where I've seen these events catalogued.

Todd Masse  
JHU Applied Physics Laboratory  
Program Manager, Counterintelligence & Insider Threat  
Security Services Department

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Thank you for approving my application for membership to this vital organization. I am already using the resource for the COVID Vaccine Mandate And Insider Threat Implications.

Kenneth J Ference  
Carlow University Police  
Police Communication Center Supervisor PCO1

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Thank you for the information handout. I was not able to attend the entire meeting due to a conflict with another meeting but the portion I did attend was informative. Look forward to future virtual insider threat meetings.

Beverlee Kennedy  
Tactical Engineering & Analysis, Inc.  
Facilities Security Officer / West Coast Operations

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Mr. Henderson

Please find my application for NITSIG attached to this email. I would also like to take the time to thank you for the NITSIG Insider Threat Symposium that I attended last week. I am fortunate enough to be able to attend security conferences regularly and I have to tell you, this was one of the most informative and relevant that I have attended in years. The speakers were informative and there was a wide variety of subject matter that I really enjoyed.

Heidi Mullane  
Assistant Facility Security Officer  
WorldWide Language Resources, LLC

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The Symposium and Expo was excellent. It was great to hear all the speakers and I took away loads of information from each.

Renee Kinney  
Booz | Allen | Hamilton

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Jim,

Thanks for hosting the NITSIG meeting this week. The topics were relevant and speakers were well informed. I am looking forward to attending the next meeting.

Terrence D. Gibson  
Liaison Officer  
National Insider Threat Task Force

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Jim

I really enjoyed the conference last week and assisting with Registration.

The Speakers that you had were awesome, is it possible for you to steer me to a website to obtain them so that I can incorporate some of the them into my training program?

Thanks again for hosting this event for the community.

Ernie R. Fedewa Jr.  
InCadence Strategic Solutions Corp  
Security & Compliance Director

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Hi Jim

Thank you for the guest invitation to the NITSIG ITSE on Friday... I found it very insightful and informational, and would like to join the NITSIG. I have attached my membership application for your consideration.

David J. Burger, CISA, C|EH, CISSP-ISSMP, C|CISO, CCSP  
Alternate Information System Security Manager  
Johns Hopkins Applied Physics Lab  
Security Services Department  
Information System Security Group

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I recently had the pleasure of attending a NITSIG meeting. I must admit, to my surprise I thought I was pretty knowledgeable on this subject matter, but there were some great outside the box threat scenarios provided at the NITSIG meeting that gave me a different perspective. I have already implemented some techniques, tactics and procedures that I acquired from taking the NITSIG meeting.

Warren Holt, CISSP  
Division Head Assessment & Validation  
Office of Naval Intelligence

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Thank you for the interactive group you put together. I think it is awesome! I really liked the smaller group yesterday, and I look forward to the future of the group. I am sending the symposium invite to several Deloitte practitioners as soon as I have it.

Renee Thompson  
Deloitte LLP

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Jim  
Wanted to thank you once again for the invite. Truly enjoyed the program – very professional – nice job. If there is anything we can do in the future to help promote National Insider Threat Special Interest Group just let us know.

Chuck Collins  
Thomson Reuters  
Risk, Fraud and Investigation

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I really enjoyed the Insider Threat Symposium yesterday. You had great speakers presenting and there was a lot of valuable information shared. I look forward to the next symposium.

Stacey Abrey  
Security Representative  
Thales Defense & Security, Inc.

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Jim,

I had to run off at noon and didn't have a chance to tell you how much I appreciate the local chapter. Also loved this session – Rob (Dr. Gallagher) as always helps with our continuous evolution of strategy to detect the insider, and the presentation by Transunion supported our theories on the importance of a holistic cross-discipline approach.

Looking forward to next one and possibly presenting in a future one,

Jason D. Blue  
Director, Forensics & Investigations (SIFT)  
BAE Systems Inc. Cybersecurity

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Jim,

Thank you so much for having this in Virginia. I thought it was very informative and I plan to come to more of these events. I am an adjudicator at the National Geospatial-Intelligence Agency (NGA) and I gave very positive feedback about this training to my division leadership and they were excited by it.

Very Respectfully,

Kathleen L. Ford  
National Geospatial-Intelligence Agency  
Personnel Security Division Adjudications Branch

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Thank you very much for sharing the NITSIG meeting presentation. I was on the webinar, the Behavioral Brief was fantastic. This content is great.

Thank you for coordinating.

Teri Twigg  
Director of Corporate Projects  
Facility Security Officer  
DECO, Inc.

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Jim

I found the meeting very informative and I look forward to receiving a copy of the presentations.

Denise Rottier  
FSO/ITPSO  
Chenega Corporation  
Security Strategic Business Unit

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Jim,

Today's presentation was awesome and exceeded my expectations. Thank you,

Sven Sahkul / Director  
HITT Contracting Inc.

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Good Morning Jim

I was lucky to be able to attend the NITSIG training yesterday and was able to gain a lot of information that I will relay to my coworkers here in Maine. We are new in the security realm here at TRC so it was very helpful to get a better understanding of active shooter and workplace violence.

Thank you,

Ainsley Kilgore, M.S.  
Emergency Preparedness and Security Specialist-  
TRC Solutions

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Good Morning Jim,

Thank you so much for putting together the most recent workshop about Workplace Violence. The slides and presentations were extremely helpful and will be sent to all of my staff in our next newsletter.

Aisha Williams  
Assistant Facility Security Officer  
Quality Support, Inc.

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Jim,

Thanks for organizing a very informative briefing today.

Thank you,

Steve Lapinski  
Insider Threat Technical Lead  
General Dynamics Mission Systems

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Hi Jim, I just wanted to reach out to you and say thank you. The information you've been putting together consistently over the years has been outstanding and incredibly helpful to me in my role here at Chemours since I left the FBI. Thanks again. I hope to get out to one of the NITSIG meetings soon.

Daniel Gray  
Senior Security Manager at The Chemours Company  
(FBI Retired / Military Veteran)

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Hi Jim,

I just wanted to reach out to thank you for letting some of the APL Staff who attended your recent event hosted here at the Lab, and compliment you on many of the speakers. Bill Evanina is always a great keynote speaker – as his perch, personality, and depth of knowledge sets a good tone for the substantive discussions that follow. CMU – CERT – Dan Costa – very good as well.

Todd Masse  
Program Manager, Counterintelligence and Insider Threat  
Security Services Department  
JHU Applied Physics Laboratory

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Thank you for acceptance into the group and the information that you have already sent on the Insider Threat topic. Have used some of it already in demonstrations and discussions on the topic with Boeing my own company and others in the community.

Chad Scott  
Strategy and Business Development  
Boeing Integrated Information Systems

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Thanks for all the great material, adding it to my stack of materials to read. Looking forward to the conference, it seems like you have a great panel set-up.

Thanks, Craig  
Riv Data Corporation

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Thank you very much for organizing the symposium. I found it to be very well run and your speakers provided valuable insight and information.

Very respectfully,

Jim Williams  
Director of Business Development  
Allied Associates International, Inc.

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I wanted to thank you for your efforts to put on a great symposium today. Unfortunately, I wasn't able to stay til the end, but I did get a chance to take in some great briefs, talk to some vendors about some really interesting products and do a lot of good networking. So, I would call that a big success. Please put me on the mailing list for future products and gatherings that NITSIG is a part of.

Thanks again for hosting a great event.

Patrick Thacker  
Jacobian Enterises, LLC  
Owner, Chief Insider Threat & Risk Management SME

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Jim / Mike:

Your inaugural conference was a clear success judging by the significant number of attendees who stayed until the very last hour. Steven McIntosh's presentation was wonderfully organized and addressed many of the underlying issues associated with implementing insider threat programs. Ron Ross (NIST), DeWayne Sharp (FBI), Greg Pannoni and Kathleen Branch also garnered good feedback, as did Mike Caimonao of Boeing. Lastly, you clearly hit a home run with Kurt Stammberger's presentation of Norse's insight into the Sony breach.

Kudos for a great day! I'm delighted for you and NITSIG's bright future.

Cindy Faith  
Business Development Consultant  
Cybersecurity

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The meeting yesterday was great a resource of information. Thank you for having a diverse professional panel!

Manny Ty  
Government Security Manager / ISSM  
Avaya Federal Solutions |

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Hi Jim:

Just wanted to thank you for allowing Pete and I to attend the symposium last Tuesday. It was extremely well run and the guests were great. I was very impressed by the whole operation.

I am looking to get in touch with Mr. DeWayne Sharp from FBI who was a guest speaker and panelist from the event. Is it possible you could forward his contact information to me or mine to him?

Much appreciated and we look forward to staying up with the doings of the NITSIG.

Rebecca A. Morgan, Ctr.  
Instructor  
Counterintelligence & Cybersecurity  
Defense Security Service, CDSE

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Great presentation yesterday regarding the behavioral characteristics of those who may potentially prove be an insider threat. Dr. Rob Gallagher is a great speaker with lots of pertinent information and the audience participation added an interesting spin to the subject matter.

Steve Barry  
Enterprise Account Manager  
Centrify Corporation  
Federal Government Operations

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I am very happy to be a part of this group and think what you have done is great so I don't want to miss anything.

Let me know if there is anything I can do to help going forward ... i have already started spreading the word!

Susan G. Fisher  
Owner, Founder NobleWorx, LLC

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Jim,

Really appreciate your taking the time to talk to the SE Michigan Chapter of NCMS today. Your perspective was right on and your knowledge very apparent. Talking to contractor companies of various sizes was definitely apparent as you closed the loop while discussing what each will face when requirement becomes "signed".

Once again thanks for just simply being there and a person each can rely upon if / when needed. I am looking forward to attending your training in March.

Alan Pierce  
Loss Prevention Manager  
Facility Security Officer  
NAVISTAR-Defense

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Great meeting yesterday—very interesting discussion and valuable information provided.

Thank you.

Katherine D. Mills  
CSO / Security Director  
CENTRA Technology, Inc.

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Hi Jim,

Today was my first attendance at NITSIG and I enjoyed the experience. Thanks again for the opportunity to join.

Sandy MacIsaac  
Senior Program Manager  
Deloitte LLP

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Jim

I just want you to know that your posts, information, insights and NITSIG are my absolute favorites having anything to do with Insider Threat. THANK YOU for the work that you do.

Anastasia Edwards

Human Risk Analyst & Program Engineer / Cybersecurity Awareness

Aerospace & Defense Tech Company

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