

INSIDER THREAT: DETECTING THE BAD ACTORS?

SCCE REGIONAL COMPLIANCE & ETHICS CONFERENCE

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INTRODUCTION & BACKGROUND

Education:

- Fordham University, BA
- University of Maryland, MS

Career Experience:

- Air Force Office of Special Investigations (AFOSI), Special Agent
- CACI, Contract Intelligence Analyst (U.S. Intelligence Community Customer)
- Lockheed Martin Counterintelligence & Insider Threat Operations, Intelligence Analyst

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INSIDER THREAT PHENOMENON

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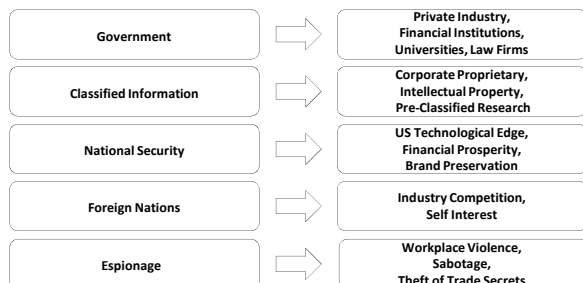
INSIDER THREAT DEFINITION

- Intelligence & National Security Alliance (INSA) definition:
 - *"The threat presented by a person who has, or once had, authorized access to information, facilities, networks, people, or resources; and who wittingly, or unwittingly, commits: acts in contravention of law or policy that resulted in, or might result in, harm through the loss or degradation of government or company information, resources, or capabilities; or destructive acts, to include physical harm to others in the workplace"*
- Based upon commonly shared behaviors preceding acts of workplace violence, suicide, and espionage
- A program built around behavioral analysis allows for applicability for a variety of threats
- Allows for education of employees based on broad observable behaviors

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SHIFTING THREAT LANDSCAPE



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ENVIRONMENTAL FACTORS

- The incidence of employee financial hardships during economic downturns
- Employer affordability initiatives
 - Reduction of benefits and pension plans, lay-offs, etc.
- The global economic crisis
 - Foreign nations more eager to acquire new technologies, R&D
 - Mergers, acquisitions, divestitures, joint ventures
- Ease of stealing anything stored electronically
- Increased exposure to foreign intelligence entities (FIE) presented by the reality of global business
- Increase in FIE recruitment of students
- Widespread data breaches

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INDIVIDUAL MOTIVATING FACTORS

- *"I was **angry** all the time...I had an overwhelming need to lash out [at the FBI]...and strike out...I wanted to hurt them."* - Earl Edwin Pitts
- *"I needed the **money**. Plus, well, I was extremely **angry**."* - David Sheldon Boone
- *"I obeyed my conscience rather than the law. I believe our government's policy towards Cuba is cruel and unfair, profoundly un-neighborly, and I felt **morally obliged** to help..."* - Ana Montes
- *"I used examples based on my B-2 experiences and knowledge. At that time I knew it was wrong and I did it for the **money**."* - Noshir Gowadia
- *"I think he's just a man, and that flattery does much to their **ego**, and he's just fallen into it."* – Witness re: Benjamin Bishop
- *"I tried to **serve two countries** at the same time. That does not work. There can be no justification for violating the trust given an intelligence officer."* - Jonathan Pollard
- *"No one held a gun to my head. There was a lot of **psychological pressure**."* - Joseph Helmich

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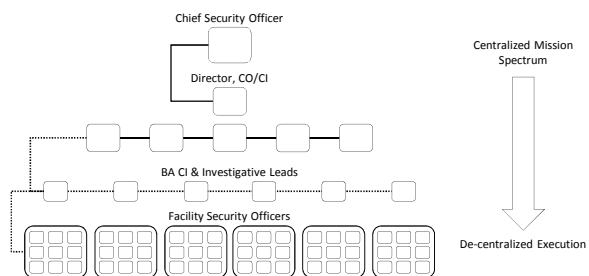
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DETECTION & MITIGATION

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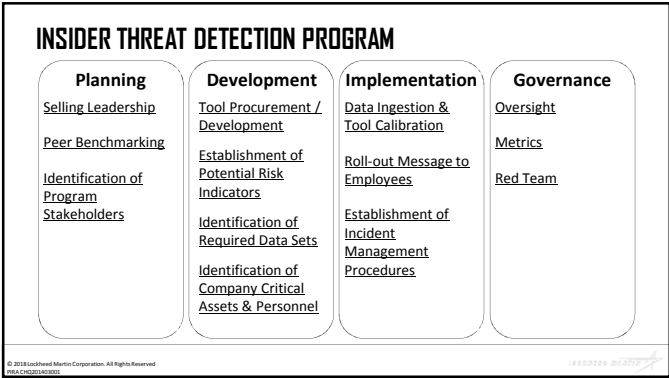
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ORGANIZATIONAL STRUCTURE



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INSIDER THREAT DETECTION PROGRAM

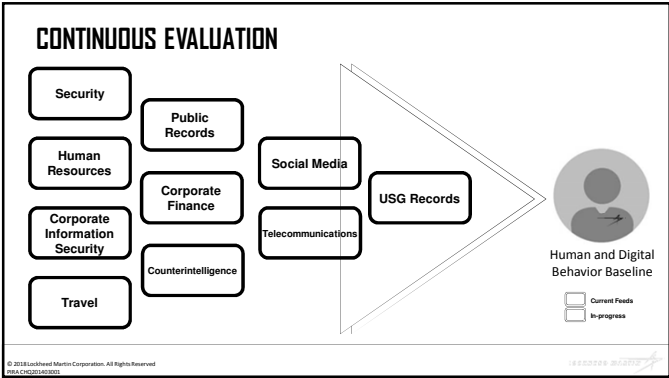
- Proactive alignment with Executive Order 13587
- Over and above government requirements
- Identifies indicators of persons at risk & potentially malicious activity
- Analyzes data for behavioral patterns
- Applications beyond traditional Insider Threat
- Government interest in approach
- Recipient of 2014 CSO40 Award
- 2011, 2013 & 2016 Defense Security Service Award for Excellence in Counterintelligence
- 2017 Lockheed Martin NOVA Award

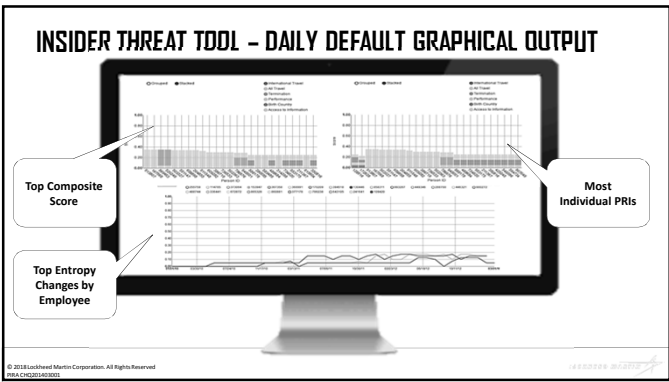
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INSIDER THREAT TOOL

- Evaluation of employee attributes, behaviors and actions according to analyst-defined models
- Automated link analysis
- Analyst defined categories and attributes of interest
- Weighted categories and attributes
- Models run against an entire population or subsets
- Based on Big Data technologies (petabyte+)
- Notifications and alerts
- Data encryption
- NO PROFILING

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**PROGRAM GOVERNANCE &
CORPORATE RESPONSIBILITY**

PROGRAM GOVERNANCE

- Oversight
 - Board of Directors
 - Corporate Risk & Compliance Committee
 - Internal Audit
 - Corporate Sustainability
 - Insider Threat Steering Committee
 - Security, Legal (Privacy), HR, **Ethics**, Corporate Information Security
 - Quarterly briefings on results, successes, challenges, etc.
 - Manage company policy updates
- National Industrial Security Program requirements
- System Audit Logging

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PRIVACY CONSIDERATIONS

- Communications plan to properly introduce program to employees
 - Provide appropriate mechanism to voice concerns
- Proper adoption of local restrictions applicable to foreign and expatriated employees
- Access to automated tool heavily restricted
- “Red team” exercises to ensure highest level of system defenses
- Continual coordination with Chief Privacy Officer (General Counsel)
- Member of CI team privacy certified through international association of privacy professionals (IAPP) – (in progress)
- NO PROFILING!

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QUESTIONS?

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