

**National Industrial Security Program Policy Advisory Committee (NISPPAC) Meeting**  
**Wednesday, November 15, 2023 10am EST**  
**National Archives and Records Administration (NARA)**  
**Information Security Oversight Office (ISOO)**  
**Meeting held virtually**

**Agenda**

<b>Welcome, Introductions, and Administrative Matters</b>	<b>10 mins</b>
<b>Action Item Follow Up</b>	<b>5 mins</b>
<b>Reports and Updates</b>	
<b>Industry Update</b>	<b>20 mins</b>
<b>Department of Defense (DoD) Update</b>	<b>20 mins</b>
<b>Defense Counterintelligence and Security Agency (DCSA) Update</b>	<b>15 mins</b>
<b>Office of the Director of National Intelligence (ODNI) Update</b> <b>Security Executive Agent</b>	<b>10 mins</b>
<b>Department of Homeland Security (DHS) Update</b>	<b>5 mins</b>
<b>National Background Investigation Services (NBIS) Update</b>	<b>15 mins</b>
<b>Working Group (WG) Update</b>	<b>5 mins</b>
<b>Clearance Working Group (CWG)</b>	<b>15 mins</b>
<b>NISPPAC Information Systems Authorization (NISA) WG</b>	<b>15 mins</b>
<b>DOE</b>	<b>5 mins</b>
<b>NRC</b>	<b>5 mins</b>
<b>Defense Office of Hearings and Appeals (DOHA) Update</b>	<b>5 mins</b>
<b>General Discussion, Remarks and Adjournment</b>	<b>5 mins</b>

National Industrial Security Program Policy Advisory Committee (NISPPAC) Meeting Minutes November 15, 2023.

### **General Remarks/Updates**

- Heather Harris Pagán, NISPPAC Designated Federal Officer (DFO), provided the update.
- An Information Security Oversight Office (ISOO) Joint Notice with the Small Business Administration regarding their mentor protege programs was issued on October 5th, 2023.

### **Industry Update**

- Ike Rivers, NISPPAC Industry Spokesperson, provided the update.
- Emphasis on the strengthening partnership between Industry and government, highlighting the benefits for national security.
- Request made for the resumption of face-to-face meetings between ISOO, CSAs, and Industry NISPPAC.
- Discussion on various Industry-related topics including FOCI mitigation, guidance on open ISLs, and challenges with NBIS transition and communication from DCSA.

### **Comments from the Industry Update**

- David Tender, NISPPAC Industry member, raised concerns about information sharing between Industry and government regarding insider threat incidents. Jeff Spinnanger, Department of Defense, discussed plans for improving information sharing and suggested tabletop exercises to address challenges.
- Jane Dinkle, NISPPAC Industry member, highlighted successes in personnel security clearance reciprocity and suggested similar progress for 705 standards and physical security requirements implementation.
- Greg Pannoni, member of the public, emphasized the importance of early involvement of Industry in addressing critical challenges and suggested inviting Industry to tabletop exercises.

### **DoD Update**

- Jeff Spinnanger, NISPPAC DoD Representative, provided the update.
- Face-to-Face Advocacy: Jeff emphasized the importance of face-to-face interaction and formality in communication, especially regarding vital issues like supply chain resilience and Industrial Security.
- Cloud Services Use in NISP: Jeff provided updates on the use of commercial cloud services in support of NISP requirements, indicating ongoing collaboration with acquisition counterparts to clarify DFAR clauses and issuance of an Industrial Security Letter (ISL) in progress.

- FOCI Requirements, Public Law 116-92, NDAA FY 2020, Section 847: Jeff discussed the implications of extending FOCI requirements to companies seeking DoD contracts exceeding \$5 million, emphasizing the need for a pre-award assessment.
- Small Business Joint Ventures: Updates were given on progress made regarding small business federal rule guidance and forthcoming directive type memorandum to address complexities surrounding joint ventures.
- Trusted Workforce 2.0 (TW 2.0): Jeff highlighted efforts to implement TW 2.0, focusing on policy improvements, continuous vetting, and information sharing to enhance personnel vetting processes.
- NISPOM Amendment: Progress on the second NISPOM amendment was discussed, detailing updates on safeguarding and open storage requirements pending approval for publication.

#### Comments from the Industry Update

- Greg Sadler, NISPPAC Industry Member, inquired about open storage approvals
- Jane Dinkle, NISPPAC Industry Member, sought clarification on documentation related to cloud services use and the timing of ISL issuance.

Jeff provided detailed responses to the queries, explaining the processes involved and clarifying any potential confusion.

#### Office of the Director of National Intelligence (ODNI) Update

- Lisa Perez, NISPPAC ODNI Representative, provided the update.
- ODNI and the Office of Personnel Management (OPM) jointly issued guidance to departments and agencies for implementing the previously released Performance Management Standards. Aimed at improving service delivery, the guidance will help improve consistency and quality in all phases of personnel vetting processes. It establishes specific near-term, interim, and aspirational targets for departments and agencies, allowing performance requirements to evolve alongside data collection capabilities.
- SF312 (Classified Information Nondisclosure Agreement) is undergoing updates and awaiting DNI approval.
- Lisa provided guidance on digitally signing SF312, mentioning issues with applying digital signatures in web browser view but suggesting Adobe Reader.
- ODNI plans to move onto Form 4414 after updating SF312.

#### Department of Homeland Security (DHS) Update

- Rich Dejasserand, NISPPAC DHS Representative, provided the update.

- Announced their office's move to the new TSA headquarters in Springfield, Virginia, and continued telework posture.

#### **National Background Investigation Services (NBIS) Update**

- Mike Faller, Program Management Specialist, NBIS Planning and Deployment Office, updated on NBIS implementation progress, data migration, and addressing reporting issues.

#### **Defense Counterintelligence and Security Agency (DCSA) Update**

- Matt Roche, NISPPAC DCSA Representative, provided the update.
- Provided updates on security reviews, industry checkup tool, contractor self-inspections, and CDSE courses.
- Highlighted the monthly Industry NISPPAC meetings' value and consistent collaboration with Industry.

#### **NISPPAC Information Systems Authorization (NISA) Working Group (WG) Update**

- Dave Scott, NISP Authorizing Official, DCSA provided the update.
- Highlighted steady metrics in registered systems and eMASS, praising Industry efforts in decommissioning systems.
- Noted improvement in authorizations process with better packages and faster onsite assessments.
- Reported decreased administrative workload due to reduced conditional authorizations.
- Highlighted DCSA's efficient decision-making process, aiming for decisions within 90 days.

#### **Clearance Working Group (WG) Update**

- Mike Ray, Deputy Assistant Director, Vetting Risk Operations (VRO), DCSA provided the update.
- Provided timelines for T5 and T3 initial investigations in FY 23.
- Noted quick interim determinations for initial investigations.
- Shared reciprocity decisions within one calendar day and plans for conditional eligibility determinations.
- Introduced DoD CAS call center for inquiries on PCL VRO statuses.

#### **Department of Energy (DOE) Vetting Metrics Update**

- Natasha Sumter, NISPPAC DOE Representative, provided the update.

- Shared updates on policy revisions regarding insider threat and safeguards/security programs.
- Reported meeting and exceeding IRTPA goals for investigations initiation and adjudication timelines.

**Nuclear Regulatory Commission (NRC) Vetting Metrics Update**

- Chris Heilig, NISPPAC NRC Representative, provided the update.
- Affirmed meeting adjudication timeliness targets and full staff complement.
- Compliant with Trusted Workforce Initiative and ramping up enrollment of nonsensitive population.

**Defense Office of Hearings and Appeals (DOHA) Update**

- Perry Russell-Hunter, Director, DOHA, provided the update.
- Stated normal workload for legal reviews of Statements of Reasons, demonstrating timely processing.
- Reported leveraging MS Teams for remote hearings, with a majority now held virtually.
- All administrative judges and appeal board members appointed as constitutional officers for enhanced independence and accountability.

**General Remarks/Close Out**

- Next NISPPAC meeting scheduled for May 1st, 2024.

**Action Items:**

- DoD will provide further clarification on open storage approvals and share draft documents as appropriate.
- The possibility of issuing the NISPOM amendment for review by NISPPAC members will be considered pending leadership approval.

**Attendance Placeholder**

Kenneth A Hagood	Mekdes Adissu	Nicole Allen	Lori Argumedo
Aprille Abbott	Laura Aghdam	Yvette Andablo	Holli Ashby
Raquel Adame	Lynetta Akers	Kathy Andrews	Julie Ashley
Kendall Adams	John AlAmir	Norbert Archibeque	Janet Ashley

Leslie Aubert	Eric Bradford	David Ccheney	Latonia Crutcher
David Azuelo	Frank Bradley	Joni Chambers	Eric Crytzer
Garth Babcock	Katherine Brady	Jamie Chapman	Janice Custard-Lazarchick
Annie Backhus	Denis Brady	Dianne Charyton	Susan Dagney
Zaakia Baiey	Richard Brandt	Laurie Christian	Nissa Dahle
Dwayne Baker	Kishla Braxton	Melissa Cippel	Dr Dennis Daniels
Robert Baldwin	Jean BrennanFontes	Jasson Cisneros	Michele Daniel-Shenk
Jojo Balmaceda	Amanda Brien	Julie Clapp	Michelle Dawson
Grant Banks	Constance Broadie	Glenn Clay	Mary Dean
Julianna Barr	Trish Brokenik	Debra Clifford	Robert Deck
Kimberly Baugher	Heidi Brookins	Carla Cobbs	Robert Denegal
Joann Bauman	Marc Brooks	Catherine Coburn	Sarah DiazMartinez
Jordan Baxter	Kelly Brown	Amber Coburn	Andrew Dietrich
Terri Bearden	Benjamin Bryan	Chad Coffin	Jenifer Dimeler
Zak Beauregard	Alan Buckley	LaToya Coleman	Jane Dinkel
Chris Beauton	harold Burke	Robin Collo	Kevin Dobbs
Deborah Belsinger	Theresa Busa	Kim Colon	Justin Doubleday
Evelyn Bensie	Melissa Busch	Jessica Condon	Greg Dubay
Roselita Berta	Katherine Butler	Christopher Connerley	Christina Duke
Booker Bland	John Cabe	Noelle Cook	David Dunham
Brigid Blazich	Samantha Call	Krista Cook	Tracy Durkin
David Bledsoe	Nicole Callaway	Nicole Cooper	Mark Eckel
David Bloxsom	Douglas Cameron	Cynthia A. Cornelious	Alma Edmonds
Kristy Bock	Emily Carl	Jessica Cotton	Michelle Einsmann
Daniel Boling	Jacqueline Carney	Ronald Creech	Wilfred Elliott
Rosie Borrero Jones	Marcus Carpenter	Scott Cronin	Robert Ellis
Heather Bourgeois	Christopher Caruso	Matthew Croson	Christy Elmore
Cameron Boyd	Earskel Caul		
Jennie Brackens	Matthew Cawley		

Peter Embree	Joshua Futrell	Lesley Gunn	Brett Hill
Misty Enabnit	Jennifer Gabeler	Rene Gutierrez	James Hilt
Anna English	Dion Gaines	Andy Hack	Helencia Hines
Heather Erickson	Mitch Gainey	Kenneth Hagood	Marie Hodge
Melissa Etters	Maria Garcia	Tamara Haire	Hope Hodges
Trina D. Everett	Heather Gardner	Marko Hakamaa	Teresa Hogan
Madeline Fabozzi	Kelly Gardner	Rene Haley	Matthew Hollandsworth
Geraldine Fadden	Carol Garner	Brent Hall	Danielle Hollingsworth
Wilda Fallen	James Garrett	Pamela Hamilton	Brandon Holmberg
Andrew Farmer	Jane Gary	Jill Hamilton	Susan Honeyman
Judi Farmer	Samie Ghannam	Danon Hargadin	Jennifer Hood
Scott Fehlner	Matthew Gibson	Taylor Harper	Justin Howard
Kevin Feliz Agosto	Michael Gilbert	Michael Harrington Sr	Keli Hubert
Tonya Fields	Linda Ginder	Tamara Harris	Travis Huke
Anthony Finklea	Kimberly Gleason	Wallace Harris	Michael Hulet
Michael Fiorella	Debra Godbold	Heather Harris Pagán	Kimberly Hunt
Lauren Firich	Nellie Gomez	Susanne Harrod	Frank Husker
William Fischer	George Goodwin	Katherine Harvey	Anthony Ingenito
Joann Emma Flaherty	Jaime Gordon	Jason Hawk	Michael Iskander
Matthew Flanagan	Rick Graham	Michael Hawthorne	Lana James
Jessica Flora	Jennifer Graham	Michael Hawthorne Sr	Kimberly Jenkins
Darrell Flores	Tonya Gray	Valerie Heil	Calvin Jetton
Michele Fonville	Eddie Green	Rosemary Helton	Troy Johnson
Daniel Foster	Gene Griffe	Michael Hensley	Joey Johnson
Lisa Freeman	Diane Griffin	Niel Hernandez	Olivia Johnson
Kevin Friedman	Matthew Grinnell	Conrad Hertzog	Derek Jones
Kasey Funicello	Joshua Grosswiler	Holly Higgins	Russell Jones
Lorena Funicello	Christina Guatemala		

Cecilia Jones	Wayne Lajoie	James Manglona	Helen Myres
P Quinnatt Jones	Paulicia Larkin	Cheri Mann	Stella Naugle
Russell Jones	Jeffrey Lawhorn	Edal Mannucci	Kevin Newman
Linwood Jongema	Mitch Lawrence	Michael Marks	Pamela Newsome
Kamilya Kamilova	LeVar Lawrence	Price Martin	Robin Nickel
Catherine Kaohi	Pamela Lawson	Sherrie Mason	Chuck Nio
Monika Karaczun	Terrance Learn	Edith Mate	Chad Noles
Susan Kay	Randal LeBlanc	Cory McCall	Tammy Nolette
Katie Keller	Jessica Lee	Leslie McCarthy	Glenn Noll
Beverlee Kennedy	Amy Lee	Linda McCoy	Tenaya Norland
James Kester	Jessica Lee	Daniel McGarvey	Kenneth Nunnenkamp
Linda Kidd	Carmen Leisinger	Brenda McGraw	Christine Oppenhagen
Lissa Kimball	Ann Marie LHeureux	Steven McNeill	Justin Orcutt
Amanda King	Amy Lightcap	Tina Medina-Creel	Mary Orr
Leigh King	Katherine Limon	Lori Miller	Carlene Osmer
Jen Kirby	Recording Line	Anya Miller	Greg Pannoni
Barbara Kitchens	Mary-Jane Lopa	Dean Miller	Andrew Parker
Karen Kitts	Luis Lopez	David Miller	Andrew Parker
Matthew Kitzman	Ginger Lord	Bruce Mills	Norman Pashoian
Carolina Klink	Andrew Lotwin	Verna Minard	Larry Paxton
Matthew Knarr	Shannan Lunar	Jerry Minchew	Diana Payne
Susan Kobyleski	Dan Ly	Jaclyn Monroe	Patrick Pelton
Benjamin Kohr	Lisa Lynch	Kathleen Moore	Matthew Peoria
Shelly Kozacek	Deborah MacKay	Christine Morris	Heather Perez
Dale Krebs	Cynthia MacKenzie	Tracy Morton	Jonathan Persinger
Nicholas Kutchak	Jessica Mackey	Jennifer Mosier	Carol Petty
Stephanie LaBeach	Nicole Malbone	Leonard Moss	Charles Phalen
Annette LaFreniere	Barbara Malloy	Tyler Murphy	
Kuan Lai		Tyler Murphy	



Geraldine Piccioni	Lisa Rossiter	Sharon SidneyMiles	Jamison Stoner
Mary Ellen Pierce	Jannice Rosssanders	Cynthia Silveira	Jody Stroud
Sara Post	Andrew Roswal	Kimberly Simpson	Amanda Stroupe
Joyce Price	Denise Rottier	John Sintim	Sarah Stull
Linda Propst	Lizliana Rubio	Debbie Sjodahl	Kenneth Suter
Nicholas Prospero	Julia Ruffini	John Skinner	Gloria Sutton
Larry Pyles	Heather Rusinsky	Luke Slinko	Sheree Swain
Jessica Quigley	Peregrine Russell-Hunter	Luke Slinko	Melissa Swick
Richard Ray	Joanna Ryan	Tiffany Small	Layne Tapper
Matthew Redding	Al Samuels	Crystal Smith	Charles Tate
Angela Reeves	Francisca Saunders	Reeves Smith	Melinda Taylor
Royal Reff	Shayla Savoy	Teane Smith	Crystal Thibault
Margaret Regan	Scott Schneider	Rachel Smith	Kristie Thibodeaux
Kristi Rehor	Joe Schultz	Berette Smith	Antoinette Thomas
John Reiman	Dawn Schulze	Denise Sneddon	Grant Thomas
Eleanor Rempfer	Christopher Scott	RoJohn Soriano	BLinda Thompson
Allyson Renzella	Yvette Scott	Chuck Spencer	Scott T Thompson
Jo Rice	Lisa Scottorn	Pamela Spilman	Diana Thornton
April Riener	Yen Scovel	Jeff Spinnanger	Bradley Tiffée
Anne Rimmer	Elizabeth Serrania	Mihaela StamaStan	Katie Timmons
Marisa Rivas	Christina Settles	Christine Stambaugh	Gregory Torres
Isaiah Rivers	Edward Shaffer	Michael Steinbuch	Robert Tringali
Rob Rixmann	Mabel Sharp	Sue Steinke	Jodie Turley
Virginia Roberge	Mabel Sharp	Michelle Stellflug	James Ulery
Luciana Rodrigues	Gregory Shawaryn	Christina Stephens	Nancy Vallely
Jessica Rodriguez	Judy Shimamura	Regina Stevenson	Robert Vance
Chamagne Rodriguez	Stephanie Sickmond	Christopher Stolkey	Donna VanHook
Geraldine Rogers		Alissa Stone	Susie Vaughn
			Hanni Vitoritt

Douglas von Mosch

Rae Yuhas

Elicia Voorhies

Vicky Yurechko

Grant Ward

Patricia Zimmerman

Amanda Ward

Alison Zweil

Ronald Waterman

Jessica Weber

Louis Webster

Peter Wedesky

Suzy Wendt

Richard Weyrauch

Dondi White

Iryna White

Lynette Whitehead

Bradley Whitfield

Quinton Wilkes

Angela Williams

Amanda Williams

Kevin Williamson

Jennifer Wilson

Marya Woldridge

Christopher  
Woodall

Teresa Woodard

Wailohia Woolsey

Robert Worsham

Paula Wright

Carlos Young

Ronald Young

Roxana Young

**NISPPAC**

**Biographies**

NISPPAC

Acting

Chairman

Biography



## **WILLIAM FISCHER**

Mr. William P. Fischer was appointed as Acting Director of ISOO, effective July 3, 2023. ISOO is responsible to the President for policy and oversight of the government-wide security classification system under Executive Order 13526, the National Industrial Security Program under Executive Order 12829, as amended, and the Controlled Unclassified Information Program under Executive Order 13556. As the Acting Director of ISOO, Mr. Fischer serves as the Executive Secretary of the Interagency Security Classification Appeals Panel and the Public Interest Declassification Board, and as the Chairman of the National Industrial Security Program Policy Advisory Committee, the State, Local, Tribal, and Private Sector Policy Advisory Committee, and the Controlled Unclassified Information Advisory Council.

William P. Fischer was appointed Director of the National Declassification Center in February 2019, and will continue to serve in this position while Acting Director of ISOO. Prior to this appointment, Mr. Fischer served in a number of positions at the Department of State involving records management, declassification, and other information access programs. He most recently served as the Deputy Director of the Office of Information Programs and Services at the State Department. Prior to joining the Department of State in 2008, Mr. Fischer served in a variety of archival roles at NARA from 1998 to 2008.

Mr. Fischer holds a B.A. in History from the University of Montana, an M.A. in History from Montana State University, and a Ph.D. in History from the Catholic University of America.

NISPPAC

Government

Biographies



U.S. Nuclear Regulatory Commission  
Chief, Security Management and Operations

Denis H. Brady

Since 2015, Mr. Brady serves as the Chief, Security Management and Operations Branch, Division of Facilities and Security, with overall responsibility for planning, developing, directing, and coordinating all policies and activities of the nationwide facilities security program for the U.S. Nuclear Regulatory Commission (NRC). Prior to his current appointment, Mr. Brady served as the program manager and nuclear security inspector supporting the NRC's force-on-force security inspection program.

In his current role, Mr. Brady oversees the NRC security program that provides for and assures the physical protection of NRC staff, classified information and activities, and government equipment and facilities to assure the continuity of activities. He formulates a wide variety of agency-wide operational security policies and techniques which involve buildings and grounds, fire, safety and security equipment and procedures, communications, guard services, access, technical security countermeasures, emergency planning, and coordination with local and Federal law enforcement agencies.

As the chief of the Security Management and Operations Branch, he develops policies, procedures and standards for physical security to safeguard National Security Information, Restricted Data and sensitive unclassified information in the possession of NRC, NRC contractors, and other personnel. Additionally, Mr. Brady acts as the authoritative NRC spokesperson on the implementation of physical security matters and coordinates with other government agencies concerning multi-agency security interests.

The NRC Insider Threat Program is directed and managed by him, and he serves as lead to the NRC's Travel Advisory Group. This group advises agency management of safety, security, and threat-related information in order to make a risk-informed decision for NRC staff planning for, or currently on official foreign and/or domestic travel.

Mr. Brady directs and manages the NRC Security Infractions/Inquiries Program involving NRC employees, contractors and licensees. He develops and implements systems and methods to preclude recurrences and assures such systems and methods are in conformance with acceptable administrative practices and procedures.

Prior to joining the NRC, Mr. Brady served in the U.S. Army as an investigator and later retired from the Army National Guard as an infantry officer. Mr. Brady was a regional vice president of a large, cleared security services firm and managed the industrial security program as its Facility Security Officer. Mr. Brady enjoys spending time with friends and family, cooking/grilling and has a passion for restoring classic cars from the 60's and 70's.

## **Tracy L. Kindle**

U.S. Department of Energy  
Personnel Security Policy Program Manager

Mr. Kindle is originally from Florida and now resides in Maryland. Mr. Kindle spent 20 years in the U.S. Army, retiring in 2005. He has held a number of positions as a civilian security specialist in various Department of Defense (DoD) agencies. After retiring from the Army, Mr. Kindle spent two and a half years as a Security Officer with the U.S. Army from 2005-2008; Information Security Specialist with the Defense Threat Reduction Agency in 2008; Industrial Security Specialist (Policy) with the Defense Counterintelligence and Security Agency formerly Defense Security Service from 2008-2013; Security Education, Training and Awareness and Information Security Supervisory Security Specialist with the Department of the Navy from 2013 to 2018. Mr. Kindle obtained four DoD Security Professional Education Development certifications and holds a Master's of Science Degree in Human Resources Development and Management from National Louis University. As the Department of Energy (DOE) Personnel Security Policy Program Manager, Mr. Kindle has the primary responsibility for assessing, clarifying, and developing DOE-wide Personnel Security Program policy. Mr. Kindle is the DOE alternate voting member on the National Industrial Security Program Policy Advisory Committee and the State, Local, Tribal, and Private Sector Policy Advisory Committee.





Rich DeJausserand serves as the Deputy Director for the Department of Homeland Security (DHS), Office of the Chief Security Officer (OCSO), National Security Services Division (NSSD), Industrial Security Program. In his role as the Deputy Director, Rich is responsible for the Departmental level protection of National Security Information, Technology, Personnel and Facilities.

Prior to assuming the Deputy Director position, he served as the DHS OCSO Compliance/Standards & Training Division Branch Chief (2015-2019), responsible for oversight of the Classified National Security Information Program for State, Local, Tribal and Private Sector entities. He also served as the DHS Science & Technology (S&T) Security Deputy Branch Chief (2011-2015), responsible for Physical Security and the Security Compliance Review program providing security support for the S&T Directorate and five National Research Laboratories.

Rich DeJausserand retired from the United States Navy and served as a Chief Petty Officer (1998-2008). He is a native of the Great State of Michigan and holds both a Masters and Bachelors Degree in Criminal Justice Administration from Columbia Southern University, Orange Beach, Alabama.

Keith Minard currently serves as the Senior Policy Advisor within the Critical Technology Protection Directorate of the Defense Counterintelligence and Security Agency (DCSA). In this role he provides policy support for DCSA leadership and staff, government, and industry partners in support of the CTP security mission that include National Industrial Security Program, SCIF Accreditation, Controlled Unclassified Information, and other key mission areas. His prior assignments include serving with the Office of the Under Secretary of Defense for Intelligence and Security, where he managed Physical Security Policy for DoD, the U.S. Army at Fort Belvoir where he served as the installation, Chief of Physical Security, and served in the United States Army as a Military Policeman for over 20-years. His professional security certifications include SFPC; SAPPC; SPIPC; Industrial Security Oversight Certification; and Physical Security Certification. His education includes a Bachelor of Arts degree in Security Management and Master of Arts degrees in Business and Organizational Security Management, and Procurement and Acquisition Management from Webster University.



Matthew Roche  
Defense Counterintelligence and Security Agency (DCSA)  
Critical Technology Protection (CTP)

Matthew currently serves as the CTP, Operations Division Chief, DCSA Headquarters, Russell Knox Building, Quantico Marine Base, VA. As the CTP Operations Chief he is responsible for providing the CTP Regional Directors the tactics and tools required for implementing the National Industrial Security Program.

Matthew joined DCSA in May 2002. He has 26 years' experience supporting the Department of Defense. Prior to his current position he's served in multiple capacities in DCSA including Industrial Security Field Operations, Chief of Staff, Industrial Security Program Integration Program Manager, Field Office Chief, Senior Staff Action Officer, Arms Ammunition and Explosives Program Manager, Industrial Security Representative, and Personnel Security Investigator.

Matthew completed the Leadership in a Democratic Society Program, Federal Executive Institute, Charlottesville, VA — 2017, Executive Leadership, Harvard Kennedy School, Cambridge, MA — 2014, Bachelor of Arts, California University of Pennsylvania, California, PA — He is a US Army veteran where he served as an airborne infantryman. The Army awarded Matt an Army Commendation Medal for his service. Matt earned a Bachelor of Arts degree in Political Science from California University of Pennsylvania, California, Pennsylvania in 1994.

Stephen Barbieri currently serves as the Assistant Director for the Department of Commerce's Information Security Division, which includes the management of the Department's Information Security, Industrial Security, Communications Security, Operations Security, and Special Security programs. Stephen's previous assignments at the Department include Acting Assistant Director for the Office of Security's Client Security Services Division, where he oversaw the Department's Bureau level security offices, and as the Information and Industrial Security Program Manager. Prior to the Department of Commerce, Stephen was a multi-disciplined security specialist at the United States Citizenship and Immigration Services. Stephen received a Bachelor of Arts in Sociology from the Catholic University of America and a Master of Public Administration and Policy from American University, both in Washington, D.C.

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**Andrew Jones, Ph.D.**



**Senior Director of Security  
Office of the Deputy Under Secretary of the Navy  
(Intelligence and Security)**



As Senior Director of Security for the Department of the Navy (DON), Dr. Jones is responsible to develop and issue effective security policy; ensure comprehensive oversight of policy compliance; oversee and advocate for DON resourcing of the DON Security Enterprise; and promote cross-functional and enterprise-wide security integration.

Prior to assuming this position, he served as Director, Command Operations, at Naval Air Systems Command where he led business operations for a 43,000 member organization that includes the NAVAIR Headquarters, Warfare Centers, Fleet Readiness Centers, and Program Executive Offices.

Previously, he served as the Director, Civilian Personnel Policy and Programs in the Office of the Assistant Secretary of the Navy for Manpower and Reserve Affairs (ASN M&RA) where he was responsible for leading the development and delivery of civilian personnel policies for a 280,000 member civilian workforce.

In his first SES assignment, Dr. Jones served as Deputy Chief, Total Force at the Navy's Bureau of Medicine and Surgery (BUMED) where he led the manpower and personnel efforts for more than 63,000 active duty, reserve, civilian, and contractor personnel worldwide. He directed Navy Medicine's training and education strategy, policy, and resourcing and he provided executive leadership to the Navy Medicine Civilian Corps. His financial responsibilities included operations and personnel funding lines totaling more than \$6B.

While at BUMED, Dr. Jones completed a detail assignment to the Office of the Secretary of Defense Management Office where he provided support and expertise on a wide range of issues including Defense-wide transformation, audit, fiscal effectiveness and the creation of the Defense-wide Program Office.

Prior to joining the Senior Executive Service in 2015, Dr. Jones was deputy director for three Service-wide human research protection programs. These included positions at Headquarters, Department of the Army (HQDA); the Office of the Chief of Naval Operations (OPNAV N093); and a Marine Corps focused assignment at the Office of Naval Research (ONR). He previously worked as a personnel research psychologist and deputy director at Navy Personnel Research, Studies, and Technology (NPRST), Bureau of Naval Personnel (BUPERS), the Navy's personnel research laboratory. Before NPRST, he was an active duty Surface Warfare Officer. He served aboard five warships including USS *Stump* (DD 978), USS *Normandy* (CG 60), USS *Jack Williams* (FFG 24), USS *Willamette* (AO 180), and USS *Inchon* (MCS 12) where he took part in exercises, operations, and missions around the globe.

Dr. Jones holds a Ph.D. in manpower and personnel systems and is an alumnus of the Harvard Business School.



## **Elizabeth O'Kane**

**Senior Security Advisor,  
Counterintelligence, Human Intelligence, Foreign Disclosure, & Security Directorate  
Office of the Deputy Chief of Staff for Intelligence, G-2  
Headquarters, Department of the Army**

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As the Army's Senior Security Advisor, Elizabeth manages the policy, political, programmatic, and technical challenges confronting the Army's security portfolio. She also served the Army G-2 as the Chief of Personnel Security, advocating for swift personnel vetting reform. Prior to the Army, she worked at the Office of the Under Secretary of Defense for Intelligence & Security as the Department's lead for Continuous Evaluation. During this time, Elizabeth also oversaw the directorate's budget, executed numerous contracts, and made key contributions to the insider threat and the personnel, information, and physical security teams. Elizabeth began her federal career in a developmental position with the Defense Information Systems Agency (DISA). While at DISA, Elizabeth served in several positions and gained diverse experience in information technology, data analysis, human resources, consulting, program management, policy, and acquisition. Elizabeth obtained both her bachelor's and master's degrees from Indiana University's School of Public and Environmental Affairs in Bloomington, Indiana. She continued her passion for learning by completing both the DoD and the DISA Executive Leadership Development Programs and achieving a Chief of Information Operations Certificate from the National Defense University. Elizabeth has received formal recognition throughout her career for individual and team performance as well as risk-taking. Elizabeth prides herself on building teams that promote innovation, creativity, and diversity in the workplace. She is happiest enjoying the outdoors and spending time with her husband and three children.



# BIOGRAPHY

## UNITED STATES AIR FORCE

### JENNIFER M. OROZCO

Jennifer M. Orozco, a member of the Senior Executive Service, is the Director of Security, Special Program Oversight and Information Protection, Office of the Administrative Assistant, Office of the Secretary of the Air Force, Arlington, Virginia.

Mrs. Orozco served as an officer on active and reserve Air Force from 1996 to 2016 in a variety of Security Forces assignments. She entered federal civil service in 2008 with the Office of the Secretary of Defense for Intelligence. She transferred to the Department of the Air Force in 2013 and was instrumental in standing up the Air Force Counter Insider Threat program and leading Department of Defense efforts in personnel vetting and security reform. She was appointed to the Senior Executive Service in 2020 as the Deputy Director, Security Special Program Oversight and Information Protection.

In her current position, she provides security leadership, policy direction, integration and oversight of the Department of the Air Force's Special Access Programs and Information Protection Enterprise to protect the nation's most sensitive information, technologies and capabilities. In this capacity, she is also the Functional Manager for the Department of the Air Force's 2,000+ member civilian security community.



### EDUCATION

- 1996 Bachelor of Science, Criminal Justice, Pace University, New York
- 2001 Squadron Officer School, Air University, Maxwell Air Force Base, Ala.
- 2002 Master of Arts, Business and Organizational Security Management, Webster University, St. Louis
- 2010 Master of Military Operational Art and Science, Maxwell AFB, Ala.
- 2017 Master of Arts, National Security and Resource Strategy, Fort Lesley J. McNair, Washington, D.C.

### CAREER CHRONOLOGY

1. 1996–1998, Flight Leader, 10th Missile Squadron, Great Falls, MT
2. 1998–1999, Flight Commander, 341st Missile Squadron, Great Falls, MT
3. 1999–2000, Flight Commander, 11th Security Forces Squadron, Bolling Air Force Base, Washington, D.C.
4. 2000–2002, Flight Commander, Detachment 1, 11th Security Forces Squadron, the Pentagon, Arlington, VA
5. 2002–2016, Commander, U.S. Air Force Reserve (various assignments)
6. 2002–2008, Contractor, Department of Defense, the Pentagon, Arlington, VA
7. 2008–2013, Security Specialist, Office of the Under Secretary of Defense for Intelligence, the Pentagon, Arlington, VA
8. 2013–2015, Program Manager, Office of the Administrative Assistant to the Secretary of the Air Force, the Pentagon, Arlington, VA



**Vaughn Simon**



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**National Aeronautics and Space Administration  
Headquarters, Office of Protective Services**

*Industrial/Information Security Program Manager*

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As NASA's Industrial/Information Security Program Manager in the Office of Protective Services, Mr. Simon is responsible for assessing, advising, and developing Agency

wide Industrial Security and Information Security Program policy/guidance and training. He provides oversight and management of the Information and Industrial Security Programs while maintaining, planning classification/declassification review processes and procedures for classified national security information (CNSI), Department of Energy (DOE) Restricted, and Formerly Restricted Data handled by all NASA employees and contractors. Mr. Simon also serves as NASA, DOE, North Atlantic Treaty Organization (NATO) and other government agency's inspection and review coordinator.

Mr. Simon began his career at NASA as a security officer from 2013-2014, then transitioned into the Investigator/ Security Officer Training manager position. In 2015, Mr. Simon was selected into the highly coveted NASA Protective Services Training Academy serving as an instructor for the security officers from 2015-2017. He coordinated and facilitated training of onsite and offsite officers and NASA protective service personnel, including Federal Arrest Authority (FAA) and bi-annual firearms qualifications. In 2017, Mr. Simon accepted the position of Intelligence Analyst / Security Specialist Program Lead for NASA's Industrial Security Declassification Program. He was the primary liaison for implementing national security directives, declassification management, and industrial security considerations. In September 2022, Mr. Simon transitioned to his current role and officially began his federal service with NASA.

In addition to his career at NASA, Mr. Simon spent 9 years in the United States Marine Corps, retiring in February 2021. During his tenure he progressed to becoming a Sergeant and served as an intelligence specialist and foreign security force advisor. He is a Maryland native but draws his roots from the island of Dominica.



## U.S. DEPARTMENT OF STATE



**Dr. Kim Colón**  
**Chief, Industrial Security Division**  
**Bureau of Diplomatic Security**

As the Chief, Industrial Security Division, Bureau of Diplomatic Service, Dr. Kim Colón manages the Department's implementation of the National Industrial Security Program (NISP) and administration to ensure the proper handling of classified and sensitive but unclassified information and assets entrusted to or generated by private industry.

Prior to joining the Department of State in April 2023, Dr. Colón served in various positions across government agencies which include the Department of Homeland Security (DHS) where she served as the Branch Chief, Industrial Security Programs, National Security Services Division, Office of the Chief Security Officer. She oversaw the Classified Critical Infrastructure Protection Program, Promoting Private-Sector Cybersecurity Information Sharing, in accordance with Executive Order 13691. In 2011, she joined Defense Counterintelligence and Security Agency (DCSA) as a Program Analyst in the Business Analysis and Mitigation Strategy Division. In 2013, she was selected for a position in the Strategic Management Office where she oversaw the draft, release, and implementation of the Defense Security Service 2020 Strategic Plan. In 2016, she returned to Operations, serving as the Deputy Assistant Director, Industrial Security Integration and Application, where she oversaw International, Special Access Programs and Support Services, and supported the standardization of documents amongst international partners.

Dr. Colón is a retired Air Force senior non-commissioned officer with twenty-four years of logistics training, personnel, and information management knowledge. She holds experience in all Air Force components, to include Regular Air Force, Air National Guard, and Air Force Reserve as an Active Guard Reserve (AGR). In 2010, following her retirement and prior to joining DCSA, Dr. Colón served as an Associate Analyst for Booz Allen Hamilton at the Pentagon.

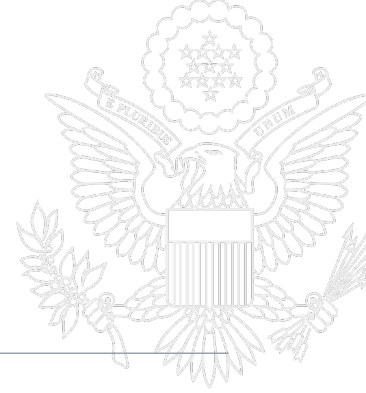
**Certifications:** Certified security professional with conferred security certifications – Security Fundamental Professional Certification; Security Asset Protection Professional Certification; and Industrial Security Oversight Certification. She also received a Project Management Professional certification in June 2022.

**Educational Accomplishments:** Bachelor of Science in Psychology from Saint Martin's College; Master of Science in Human Resource Management/Development from Chapman University; and, Doctor of Education in Organizational Leadership from Argosy University.

Originally from Yonkers, New York, she currently lives in Dumfries, VA and has two adult daughters, one of which is serving in the USAF.

Janice Custard-Lazarchick  
Section Chief  
U.S. Department of State  
BUREAU OF DIPLOMATIC SECURITY

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Janice Custard-Lazarchick is a Section Chief at the US Department of State’s Bureau of Diplomatic Security, Office of Information Security, Industrial Security Division. The Industrial Security Division manages the Department’s implementation of the National Industrial Security Program (NISP) and administration to ensure the proper handling of classified and sensitive but unclassified information and assets entrusted to or generated by private industry. She leads the Worldwide Section, which includes multiple teams, to include contract acquisition support, oversight and compliance, access authorization, special projects and industrial security education. The Section reviews all classified and SBU procurement requests to ensure security requirements are identified and incorporated generates and issues DD Forms 254, is the primary liaison with DCSA for FCL sponsorships, processes VARs, reviews and submits e-QIPS, conducts inspections of DoS contracts; and coordinates investigation and mitigation of security compromises.

Janice holds a Security Fundamentals Professional Certification through CDSE. In addition, she holds a certificate in Applied Behavioral and Social Sciences, a Bachelor of Science in Social Sciences through the University of Maryland University College and a Masters of Science in Emergency Services Management through Columbia Southern University.

NISPPAC

Industry

Biographies

## **ISAIAH “IKE” RIVERS**

**Chief Security Office/Senior Information Security Officer**

**Institute for Defense Analyses**

Isaiah Rivers Jr. is the Chief Security Officer and Senior Information Security Officer at the Institute for Defense Analyses (IDA) located in Alexandria, VA. Isaiah has over 18 years of Security experience supporting the DoD and Intelligence Community Industrial Security Programs and 20 years of Military Leadership in support of the DoD and Intelligence Community Industrial Security Programs; Retired Air Force SNCO of 20 Years of Active Service.

Isaiah leads a team of 120 Security professional supporting IDA’s Security Program. Isaiah implements and oversees all aspects of IDA’s Special Access Programs, Personnel Security, Physical Security, Classified Information System Security, and Procedural/Program Security. Coordinating with IDA’s Executive Council, Isaiah implements IDA’s strategy to assess and mitigate risk, manage crises and incidents, maintain continuity of operations and safeguarding of the organization.

He will also serve as IDA’s Insider Threat Program Senior Official, which is responsible for overall company’s operations, including oversight of security. He is also a member of the Alexandria/Arlington Police Department Community Insider Threat Program.

In his security roles, Isaiah has been a champion for government/ industry partnership. Isaiah frequently engages the Defense Counterintelligence and other Intelligence Community Security Agency to improve both the Security program of the corporations he supports, but also industrial security as a whole by participating as an Industrial Representative for the NISPPAC, FFRDC Security Executive Council, and serves on working groups through NCMS, ISWG, NDIA, and ASIS.

Isaiah is married to Alisha Rivers and together they have 5 wonderful children.

Jane Dinkel



Jane has 30+ years of Security experience both in Industry and government. She joined Lockheed Martin Corporation in 2008 as the Facility Security Officer of the “AA” facility in Grand Prairie TX. Jane has served in roles of increasing responsibility and is currently Director of Security of Enterprise performance and Integrated Air Missile Defense Line-of-business which includes international sites in the United Kingdom, Japan and others as well as leading the Inspection Readiness Program for Lockheed Martin Missiles and Fire Control. During her term in Industry, Jane’s sites have earned 99.99% Superior ratings under DCSA Cog and numerous James S. Cogswell awards. Jane also provides leadership and strategic direction for Lockheed Martin on National Policy and specifically for Missiles & Fire Control regarding National Industrial Security Program compliance.

Prior to joining Lockheed Martin, Jane served 20+ years with Defense Counterintelligence and Security Agency (DCSA), formerly Defense Security Service (DSS) and Defense Investigative Service (DIS). Jane’s experience with DCSA included Field Office Chief in Dallas, Texas and Huntsville, Alabama; Industrial Security Representative, Polygraph Examiner and Investigator. Jane is also a recipient of the DSS Distinguished Service Award .

Over the years, Jane has served on a variety of government and industry working groups (WG) and committees to include Core Industry Group - DSS in Transition/DCSA in Transformation, DCSA Security Rating System WG, NISPPAC DISS Industry Team, DCSA Government and Industry Security Training Committee (GIST), NISPPAC NISPOM Re-write committee and NISPPAC Industry Policy WG, to name a few.

Jane is currently a member and was recently re-elected to her 3<sup>rd</sup> term on the NCMS Board of Directors where she has served on the NCMS Board Executive Committee as Vice President and chaired numerous national level committees including NCMS National Government & Industry Committee. Jane currently serves as the 2023 NCMS National Seminar Chair to be hosted in New Orleans, LA Jun 6-8, 2023. She also serves on the DFW Joint Security Awareness Council (JSAC) Board of Directors and JSAC Steering Committee. Jane achieved her Industrial Security Professional (ISP) certification in 2010 and re-certified in 2013, 2017 and 2019.

Jane earned a Bachelor of Science in Business Administration (Major: Finance) and a Master’s in Security Management (Concentration: Industrial Security).

When not working, Jane enjoys spending time outdoors off-roading, target shooting and hiking with her two sons (Luke and Josh), spending time with her fur-babies (Zeus, Athena and Ladybug) and traveling.

## Tracy Durkin



Mrs. Tracy Durkin is a senior security professional with over 30 years of experience in multiple security disciplines across the Intelligence and DoD communities. Tracy has dedicated many years supporting both government and industry working together to help protect our National Security and ensure and support the voice of industry for better change and reform across all of industry.

Tracy is currently the Vice President of Security at ManTech in Herndon, VA. She directs a team of professionals in the Personnel Security Center (PSC), Physical Security, the Security Education Program, Systems Security and Information Security.

Tracy was elected as a National Industrial Security Program Advisory Committee (NISPPAC) representative in 2020 and is the representative for industry in the NISPPAC Clearance Working Group. She also served as the Chairperson on the Board of Directors for the Industrial Security Working Group (ISWG) 2019-2023.

Tracy grew up in Maryland and began her security career in 1990 when she became a security officer supporting several Intelligence agencies. She lives in Warrenton, VA with her husband Jared and her two sons. Tracy also has two daughters and five grandchildren.



**DEREK W. JONES**  
**Acting Chief Security Officer**  
**Massachusetts Institute of Technology**  
**Lincoln Laboratory**

Derek W. Jones serves as the Acting Chief Security Officer at MIT Lincoln Laboratory, a Federally Funded Research and Development Center (FFRDC). Mr. Jones has supported Lincoln Laboratory for almost 20 years serving in a variety of positions to include personnel security, business operations, manager of industrial security, assistant department head and deputy CSO.

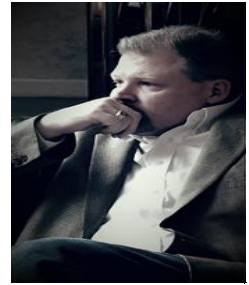
In his current role, Mr. Jones is directly responsible for security management oversight, guidance and direction for all facets of the Laboratory's industrial security program and special program activities to meet government and contractual security requirements. His responsibility also includes managing the security program for local remote facilities and Laboratory field sites. Mr. Jones serves as a security senior management representative with government sponsors to include the Air Force, DARPA, DCSA, ODNI, etc. Key program oversight aspects include: personnel security, commercial background investigation program, visitor services, education and awareness, vulnerability assessments, closed/secure area administration and construction, policies and procedures, investigations, counterintelligence and insider threat. In addition, he is responsible to manage security fit-up and operational support for remote activities.

Mr. Jones has a long and proven track record providing critical support to a high performing security operation that has been nationally recognized by OUSD. The program at Lincoln Laboratory is dynamic and complex requiring critical skills in leadership, influence and project execution. Mr. Jones was one of the elite selected to participate in MIT's Leadership Program where only two fellows are chosen to attend. He has also received numerous awards for his participation or leadership in a number of efficiency improvements and large scale infrastructure projects. Mr. Jones chairs the NISPPAC Policy Working Group, participates as a member of the FFRDC/UARC Policy Working Group and leads monthly telecoms with the other FFRDC/UARC partners to encourage the sharing of information, best practices and experiences. Mr. Jones is a member of the MIT Lincoln Laboratory Information Technology Security Counsel, teaming with the Chief Information Officer and key IT personnel and leaders within the Laboratory to enable a secure environment to mitigate incidents and deter insider threat.

Mr. Jones received his undergraduate degree in Criminal Justice from Westfield State University, and received his graduate degree in Criminal Justice from the University of Massachusetts Lowell. For the past 15 years he has served on the University of Massachusetts Alumni Board upon the personal request from the Criminal Justice program department head.

**Greg Sadler, CISSP, CISM**  
**Senior Director, Security**

**GDIT**



Greg Sadler has over 25 years of industrial security experience associated with managing and directing Government contracts. He is currently employed by General Dynamics Information Technology, a leading provider of information technologies and related services within agencies of the Department of Defense, the Intelligence Community, the U.S. Department of State, the U.S. Department of Homeland Security, the U.S. Department of Justice, and other agencies.

As a direct report to the Vice President of Security, Mr. Sadler provides security support to all GDIT Defense business entities worldwide, emphasizing integration of security with core business process. Mr. Sadler has been working for GDIT for over two years with previous engagements with PAE, USIS, TASC, Northrop Grumman, Sprint Nextel and Lockheed Martin.

As a Senior Director of Security, Mr. Sadler oversees security of the 10,000+ employees as well as company assets around the globe. He manages a security staff of over 50 and administers an annual budget in excess of \$6 million. Mr. Sadler is responsible for security programs that ensure the safeguarding of classified material and directs a team of professionals that support the security aspects of SCI, Special Access, and DOD security issues.

Mr. Sadler is experienced in all elements of industrial security under the cognizance of Intelligence Community and Department of Defense clients. His expertise includes a history of information systems, physical and personnel security operations as an industry partner. Mr. Sadler has served as a consultant to other companies in development of security programs, security information management, and incident management. Mr. Sadler is a Marine Corps veteran, former Co-Chairman of CAISSWG's DC Chapter, served on the Industrial Security Working Group (ISWG) Board of Directors, holds a BS in Business Administration from Strayer University and is completing an MBA through the Jack Welch Management Institute. He has maintained Certified Information Systems Security Professional (CISSP) and Certified Information Security Manager (CISM) certifications since 1999 and 2003 respectively.





## DAVE TENDER

Chief Security Officer

Dave Tender is ASRC Federal's chief security officer (CSO). As CSO, Dave is responsible for managing security and facility operations including physical and personnel security, clearances and facilities.

Dave is a seasoned security leader with over 25 years of experience. He is deeply skilled in executive security operations leadership and execution, security program development, cyber support, disaster recovery, business continuity, integration activities as well as helping align the company to meet new security compliance requirements. Prior to joining ASRC Federal, Dave was vice president, chief security officer of Perspecta where he led a 100-person enterprise security and emergency operations team and managed Perspecta's Insider Threat program. Additionally, he was the vice president, chief security officer of Vencore, Inc. where he managed a team of 50 employees supporting enterprise security operations and a budget of \$4.5 million dollars.

Dave is a board member for the National Industrial Security Program Policy Advisory Committee (NISPPAC) and vice chairman of the Intelligence Security Working Group (ISWG). In his free time, Dave enjoys indoor and outdoor activities with his family.

Dave holds both a bachelor's and master's degree in security management from American Military University.

**Dr. Douglas C. Edwards**  
Security Director



## Biography

Dr. Douglas C. Edwards is the Raytheon Security Director for Special Access Programs (SAP). Raytheon has net sales of over \$25 billion and 55,000+ employees. Edwards leads an organization of 340+ employees and is responsible for collaborating with government customers to establish standardization and security compliance for classified engineering programs. He assumed this position in April 2020.

Prior to this position, Edwards was the Security Director for Raytheon Missile Systems (RMS). In this capacity, he was responsible for the oversight of an organization of 425 employees and six core competency security areas: Industrial, Cyber, International, Counterintelligence/ Investigations, Physical and Special Programs. While in this capacity, Edwards' organization received three consecutive Cogswell Awards.

With more than 30 years of progressive and diverse defense related security management, Edwards has extensive knowledge implementing the requirements of the National Industrial Security Program, Director of Central Intelligence Directives, and unique customer requirements. Edwards served 22 years in United States Air Force (USAF) as a

member of the Security Forces field where he retired as a Chief Master Sergeant (E9).

Edwards has been a Criminal Justice and General Studies adjunct instructor within the Community College system for over 20 years at various institutions and was selected as the Facilitator of the Year for the University of Phoenix. He also was an Organizational Leadership Consultant for civilian USAF managers.

Edwards is a Cum Laude graduate from Southern Illinois University and earned his M.S. degree from Central Michigan University in Public Policy. He earned his doctorate degree in management with an emphasis in Homeland Security from Colorado Technical University. Edwards attended the University of Pennsylvania's Wharton School of Business course for Security Executives.

## **Katherine L. Andrews (Kathy)**

Ms. Andrews is currently the Security Director at Northrop Grumman leading the security function for the Defense Systems Sector. She has over 40 years of experience in a wide variety of roles, serving both the IC and DOD communities; including 37 years in Security leadership roles. She possesses strong NSA subject matter and domestic defense expertise and couples that with international security experience gained in support of UK and Australian defense and intelligence organizations. Ms. Andrews is currently the Chairperson for the AIA Industrial Security Committee and was previously the Deputy Chair for three years. She also previously served for six years as the Chairperson and principal liaison for industry with NSA for the ISWG NSA Focus Group.



Ms. Andrews has a Bachelors degree in Business Management from the University of Maryland, College Park, MD.

Ms. Andrews has worked in various level management roles in Security at Northrop Grumman for over 25 years. In addition, she has worked at Johns Hopkins Applied Physics Lab, Essex Corp, L-3 Communications/Titan Group, Sybase, and as a Government Civilian at NSA.

NISPPAC

Speaker

Biographies



**Peregrine D. Russell-Hunter**  
**Director**  
**Defense Office of Hearings & Appeals (DOHA)**

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As the Director of the Defense Office of Hearings & Appeals, Mr. Russell-Hunter oversees all of DOHA's Administrative Judges, Department Counsel, Personnel Security Adjudicators, and administrative staff as either second or third level supervisor. Prior to his appointment to the Senior Executive Service as Director of DOHA, Mr. Russell-Hunter served as Deputy Director of DOHA, after serving for more than ten years as DOHA's Chief Department Counsel; during which time he was awarded the Secretary of Defense Medal for Exceptional Civilian Service in January of 2001. Mr. Russell-Hunter was appointed Chief Department Counsel in 1996, after serving as the Deputy Chief Department Counsel during 1995. Prior to becoming the Deputy Chief Department Counsel, Mr. Russell-Hunter served as a Department Counsel representing the Government in industrial security clearance due process cases. He is a frequent invited speaker on the topic of security clearance due process at national industrial contractor conferences convened by such groups as AIA/NDIA, the National Security Institute's "IMPACT" series, ASIS, and the CSSWG; as well as local chapters of the Industrial Security Awareness Council and National Classification Management Society. He regularly teaches the personnel security clearance process in courses at the DCSA's CDSE and the DC Bar. He has served on various working groups to reform the clearance process within the Department of Defense and across Government. He has served on the DoD/DNI Joint Security and Suitability Process Reform Team since its inception in June of 2007. He and the rest of the Joint Reform Team received the Director of National Intelligence's Meritorious Unit Citation in 2009. He was again awarded the Secretary of Defense Medal for Exceptional Civilian Service in January of 2017 for his leadership of DOHA and his interagency work on clearance reform.

Mr. Russell-Hunter is an Adjunct Professor of Law at the Georgetown University Law Center in Washington, D.C. where he teaches trial advocacy and civil litigation practice and where he was named the Charles Fahy Distinguished Adjunct Professor of Law for 2016-2017. Mr. Russell-Hunter is also on the faculty of the non-profit National Institute for Trial Advocacy program where he teaches trial advocacy and deposition skills to practicing attorneys and is the Director of the DC Deposition Skills Program and the Depositing the Expert Program. Mr. Russell-Hunter is also a Past President of, and a charter member of, the Federal American Inn of Court in Washington, D.C., where, from 1990 to 2010, he taught litigation and trial advocacy skills to practicing attorneys and law students. In the American Inns of Court, instruction by judges and practicing attorneys emphasizes ethics and civility in trial advocacy.

Prior to his nearly thirty years of federal service with the Department of Defense, Mr. Russell-Hunter practiced with the law firm of Pepper, Hamilton & Scheetz in Washington, D.C.

Mr. Russell-Hunter graduated *magna cum laude* from Syracuse University in Syracuse, New York, with a Bachelor of Arts degree with majors in both English and Political Science. While at Syracuse, Mr. Russell-Hunter was *Phi Beta Kappa* and received the Senior Leadership Award and the James F. Reynolds Award in Political Science. Mr. Russell-Hunter received his *Juris Doctor*, from Northwestern University School of Law in Chicago where he served on the school's Moot Court Board and practiced in the Legal Clinic.

Mr. Russell-Hunter is a member of both the Commonwealth of Pennsylvania and District of Columbia Bars. His direct office number is (703) 696-4751.

# NBIS Update

**DEFENSE COUNTERINTELLIGENCE AND SECURITY AGENCY**

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**Industry Onboarding Team**





# Agenda

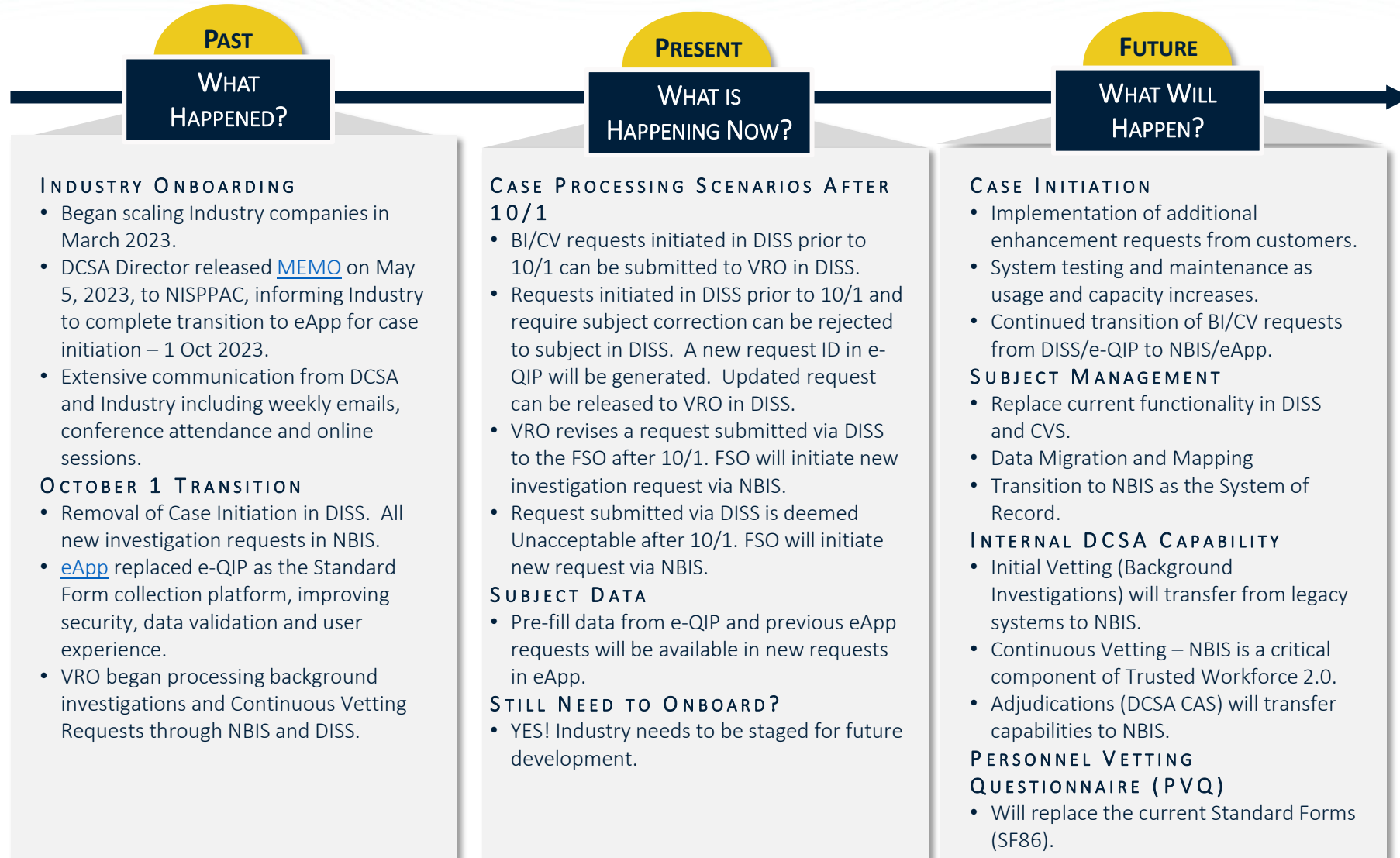
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## AGENDA

- ⇒ Future of NBIS for Industry
  - ⇒ Data Migration
  - ⇒ Updates to DCSA Webpage
  - ⇒ Help Resources
  - ⇒ Q&A
-



# Industry Onboarding Past, Present, and Future







# It's all about the DATA!

## DATA MIGRATED

### Subject data in NBIS

- Searchable in the Global search by social.

### Subject Pre-Fill Data

- Previous subject data provided in e-QIP will be available in eApp.
- Improved eApp validation and mapping updated in Sep to prevent blank screens.
- Applicant reports of missing/blank data fields should be reported to the DCSA Applicant Knowledge Center at 878-274-5091.

### Subject Affiliation

- DISS mapped subjects from system SMOs to corresponding NBIS Orgs in Sep.
- Subject Affiliations are present in the Subject Management tab of NBIS.
- DISS and NBIS are updated through a weekly file. Real time updates are targeted for 2024.

## DATA TO BE MIGRATED

- Adjudication data
- Clearance/Access data
- Incidents
- Polygraph
- Foreign Relatives
- Foreign Travel
- Visits
- Documents
  - NDA/NDS
  - Customer Service Requests

## ACTIONS FOR TODAY

### DISS and NBIS Monitoring

- Verify subject has a profile in both NBIS and DISS.
- VRO will need to see the SMO owning relationship in DISS to issue an interim determination.
- You will need to ensure the subject is affiliated in NBIS to initiate the BI/CV request.
- Subject Fingerprint SAC results will be present in DISS.
- VRO needs to verify the prints have been captured and the subject is affiliated in DISS to authorize/enroll the subject.

### Continue to Check DISS

- Case status
- Interim determinations
- Final determinations
- Customer Service Requests (CSR)
- Requests for Information (RFI)

### Additional Guidance

- [IR Guide](#) on STEPP



# Enhanced Communication on DCSA Webpage

The screenshot shows the DCSA website homepage. At the top, the navigation menu includes 'Careers', 'Systems & Applications', 'Contact Us', and social media icons. A new 'NBIS' tab has been added to the top menu, highlighted with a red box. Below the navigation, a banner notice states: 'EFFECTIVE 1 OCTOBER, DCSA CALL CENTER NUMBERS WILL BE CHANGING. CLICK HERE FOR MORE INFORMATION. →'. The main heading is 'America's Gatekeeper', followed by the text: 'DCSA is the largest security agency in the federal government dedicated to protecting America's trusted workforce and trusted workspaces. Each year, DCSA services over 100+ federal entities, 10,000+ cleared companies, and 2M+ background investigations. LEARN MORE ABOUT OUR MISSION →'. Below this, there are three columns of links. The middle column, 'FOR APPLICANTS', includes a link for 'NBIS eApp & NBIS Agency', which is highlighted with a red box.

DCSA Office of Communications & Congressional Affairs (OCCA) has expanded NBIS information our site.

- A permanent “NBIS” tab has been added to the top menu. The tab includes sub-menus for NBIS and [Industry onboarding](#).
- A banner notice has been added to the homepage with new phone numbers at the Boyers processing center.
- The link for eApp and NBIS Agency takes the user to the landing page to log in to both applications.
- The News and Publications section includes a [9/27 promotional message](#) from NISPPAC on the importance of NBIS.
- More information to follow in 2024.



# Help Resources

- **Support Help Desk/Customer Engagement Team (CET)**
  - For trouble accessing NBIS ServiceNow or experiencing issues during onboarding and/or within the NBIS system.
  - Email: [dcsa.ncr.nbis.mbx.contact-center@mail.mil](mailto:dcsa.ncr.nbis.mbx.contact-center@mail.mil)
  - Phone: 878-274-1765
- **Applicant Knowledge Center (AKC)**
  - For Industry subjects and applicants who need assistance with the completion of eApp.
  - Email: [dcsa.boyers.dcsa.mbx.applicant-knowledge-center@mail.mil](mailto:dcsa.boyers.dcsa.mbx.applicant-knowledge-center@mail.mil)
  - Phone: 878-274-5091
- **NBIS ServiceNow Help Desk**
  - In addition to the call-in number above, Industry users can alternatively submit a ticket in NBIS ServiceNow for any support needed for NBIS and/or ServiceNow.
- **Contact for DCSA Services to Partner Agencies**
  - Please visit:  
<https://www.dcsa.mil/Contact-Us/Services-to-Partner-Agencies/>



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# Q&A

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**DEFENSE  
COUNTERINTELLIGENCE  
AND SECURITY AGENCY**

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# DISS/NBIS Swivel Chair Activities

<u>ACTION REQUIRED</u>	DISS	NBIS
Provision User	No	Yes
Subject Search	Yes	Yes
Create Subject	No <sup>1</sup>	Yes
Edit Subject ( <i>As needed</i> )	Yes	Yes
Affiliate Subject	Yes <sup>2</sup>	Yes
Initiate Investigation Request	No	Yes
Review	No	Yes
Fingerprint	Yes <sup>3</sup>	No
Submit	No	Yes <sup>4</sup>

Notes:

1. If subject does not exist in DISS, users should first create subject in DISS . Be sure to verify the subject is present in both systems.
2. If subject does not have an active affiliation with your Organization/SMO, a relationship should be established in DISS. Affiliations will be transferred from NBIS to DISS (and vice versa) through a nightly flat file.
3. Confirm fingerprints have been submitted for initial investigations, the fingerprint results must be received at BI (SII shows completed SAC in DISS prior to Authorizing submission to VRO).
4. After case is submitted for authorization in NBIS, interim eligibility and other downstream functionalities will continue to be completed in DISS during transition till further notice.



## Communication Efforts and Training – Upcoming Conference Presentations and Attendance

CONFERENCE / EVENT	START DATE	END DATE	METHOD	LOCATION	SPEAKER	SUPPORT
JHU Northeast Maryland Security Council ISAC Seminar	10/24/2023	10/24/2023	In-Person	Aberdeen, Maryland	Chuck Tench	Christiana Alafe Sabrina Nelson
NCMS Hampton Roads Chapter Meeting	10/25/2023	10/25/2023	In-Person	Newport News, VA	Donnie Lewis	
Southern NE NCMS Chapter	10/26/2023	10/26/2023	In-Person	Waterford, CT	Mike G	Jeremy Cameron
ISAC-MD Annual Training Seminar (Help Desk Only)	10/31/2023	10/31/2023	In-Person	JHU Laurel, MD	Chuck Tench	Sabrina Nelson Christiana Alafe
ISI (Industry security Integration)	11/3/2023	11/3/2023	In-Person	Herndon, VA	Mike Faller Donnie Lewis	Sabrina Nelson Jim Donahue
Cleared Industry Educators at Georgia Tech	11/14/2023	11/14/2023	In-Person	Georgia Tech	Donnie Lewis Keli Hubert	Jeremy Cameron
NISPPAC Quarterly Seminar	11/15/2023	11/15/2023	Dial In		Mike Faller	
NCMS 2023 Virtual Fall Conference	12/6/2023	12/7/2023	Virtual		Donnie Lewis Mike Ray Patrick Hogan	
Southern California Counterintelligence Conference (SC3)	12/7/2023	12/8/2023	In-Person	Carlsbad, CA	Keli Hubert	Jim Donahue Wakysa Lee Sabrina Nelson

# NBIS Industry Training



## STEPP

Security Training, Education,  
and Professionalization Portal

Home | Training | Education | DCSA Internal | Collaborative Learning | Hide blo

Dashboard > Pre

### Preferences

**User account**

- Edit profile
- Change password
- Preferred language
- Forum preferences
- Editor preferences
- Course preferences
- Calendar preferences
- Message preferences
- Notification preferences

- Counterintelligence
- Cybersecurity
- General Security
- Industrial Security
- Information Security
- Insider Threat
- NBIS**
- Operations Security
- Personnel Security
- Physical Security
- Special Access Programs
- CDSE Student Guides

#### Repositories

Manage instances

#### Badges

Manage badges  
Badge preferences

#### Need Help?

For course navigational issues, review this:

For questions related to STEPP migration, navigation, course offerings, or eLearning [see the list of FAQs](#). If you do not see an answer to your question, please contact the Help Desk.

Call the Help Desk at 202-753-0845 (Week 6:00PM Eastern Time).

[Click here to submit a help desk ticket](#)

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**Search**

NBIS Training is available at:  
<https://cdse.usalearning.gov> (STEPP)

- Resources currently available:
  - e-Learning courses
  - Job Aids & references
  - Recorded NBIS demos videos
  - eApp videos

- Recorded Webinars are available now on STEPP.
- Live Initiate Review (IR) Webinars happening weekly through the remainder of the fiscal year.
  - Sign-up in STEPP: [IR Webinar Enrollment](#)
- For access or other issues, contact [dcsa.quantico.nbis.mbx.training@mail.mil](mailto:dcsa.quantico.nbis.mbx.training@mail.mil)

# DCSA NISP AUTHORIZATION OFFICE (NAO) NISA WORKING GROUP UPDATE

*NISPPAC PUBLIC MEETING | NOVEMBER 2023*

**DEFENSE COUNTERINTELLIGENCE AND SECURITY AGENCY**



**DAVID SCOTT  
NISP AUTHORIZATION OFFICE  
INDUSTRIAL SECURITY DIRECTORATE**

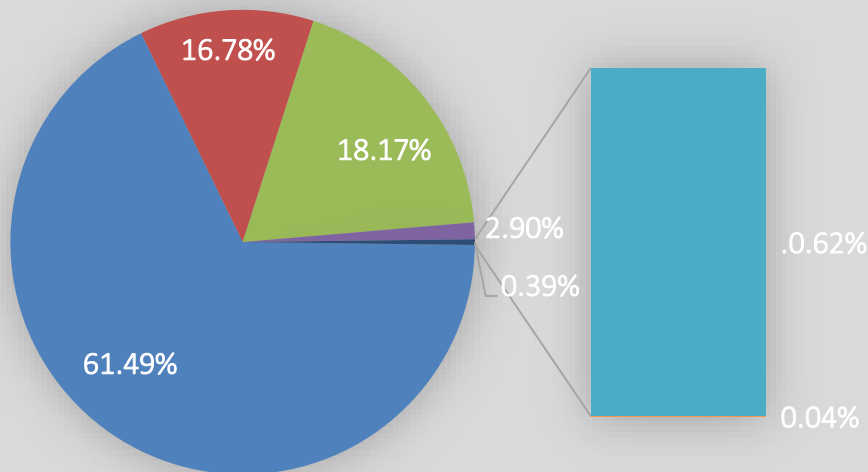




# National Metrics

## System Authorization Status

■ ATO 
 ■ ATO-C 
 ■ Not Yet Authorized 
 ■ Expired 
 ■ DATO 
 ■ IATT



NISP eMASS Metric	Total
# Registered Systems in NISP eMASS	5,597
# of Authorizations Processed in FY23	2,192
# of NISP eMASS Users	3,628

**Overview:** The chart shows the percentage of all the systems within the NISP by authorization status. The following are the statuses: (1) Authorization To Operate (ATO), (2) ATO with Conditions, (3) Not Yet Authorized, (4) Expired, (5) Denial of Authorization to Operate (DATO), and (6) Interim Authorization to Test (IATT).

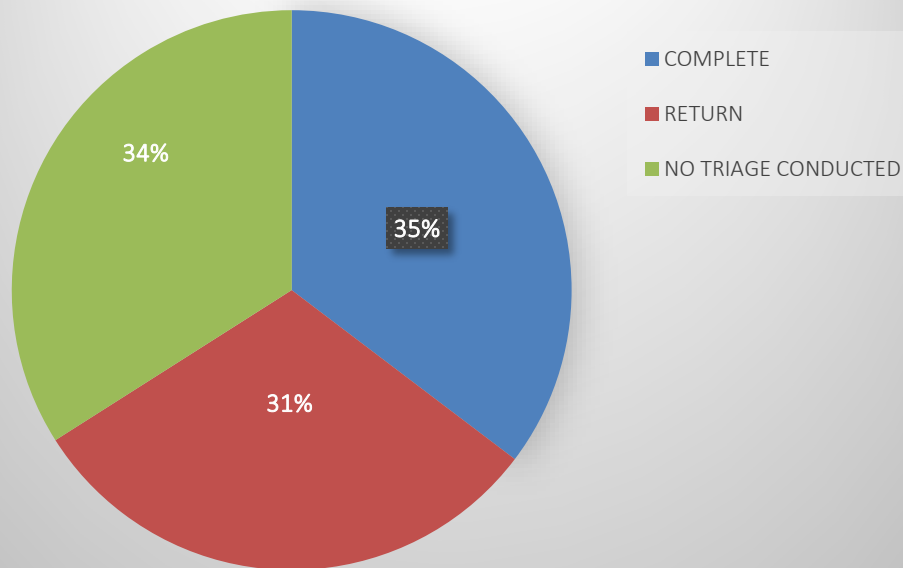
## Average # of DCSA Days for Authorization Decisions

Average # of DCSA Days for Active Asses and Authorize Workflows (Number of Active Assess and Authorize Workflows = 577)	49
Average # of DCSA Days for Extension Workflows (Number of Active Extension Workflows = 34)	36



# SCA-R Triage Metrics

Triage Status



**Overview:** The chart shows the percentage of systems triaged within the NISP by the SCA-R identified status.

eMASS Triage Status	Total
# Packages Marked Complete	2,306
# Packages Returned for Rework	2,080
# Packages Marked No Triage Conducted	2,395
<b>Total Packages Assessed</b>	<b>6,781</b>

SCA-R Triage Metrics	FY 2021	FY 2022	FY 2023
Completed	4,204	8,350	6,781
Returned for Rework	36%	29%	31%
No Triage Conducted	16%	30%	34%
Average Completion Time	9 days	4 days	3 days

Return for Rework Issues (Top 3)	Total
Implementation Plan (SLCM)	1,536
Artifacts	1,132
Workflow Not Initiated	1,121



# NAO Updates

- NISP Cloud Capabilities
  - Isolated Secret Region (ISR)
  - Job Aid to be posted within eMASS
- NISP Assessment & Authorization Process Job Aides & Templates
  - Process improvements, identifying and addressing any gaps.
  - NISP Connection Process Job Aides & Templates
- NAO Questions submit to [dcsa.quantico.hq.mbx.odaa@mail.mil](mailto:dcsa.quantico.hq.mbx.odaa@mail.mil)

# CLEARANCE WORKING GROUP (CWG) UPDATE

*NISPPAC PUBLIC MEETING | NOVEMBER 2023*

**DEFENSE COUNTERINTELLIGENCE AND SECURITY AGENCY**

**MICHAEL RAY  
VETTING RISK OPERATIONS  
PERSONNEL SECURITY DIRECTORATE**

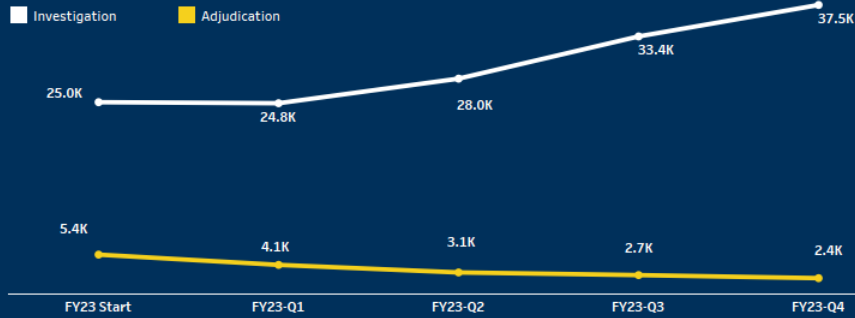




# DOD-INDUSTRY NISPPAC KPI

INVENTORY - (INCLUDES T5 / T3 / T5R / T3R)

DOD-INDUSTRY PENDING (AS OF 30 SEPTEMBER)



DOD-INDUSTRY PENDING BY CASE TYPE

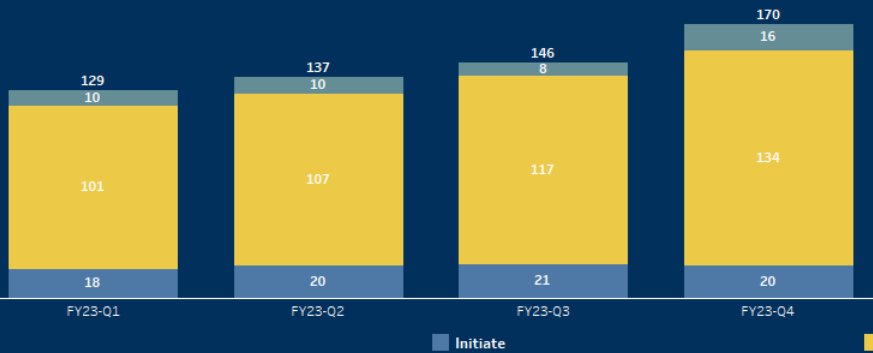
INVESTIGATION INVENTORY			
T5		T3	
FY23 START	FY23 END	FY23 START	FY23 END
10.5K	18.5K	14.4K	18.3K

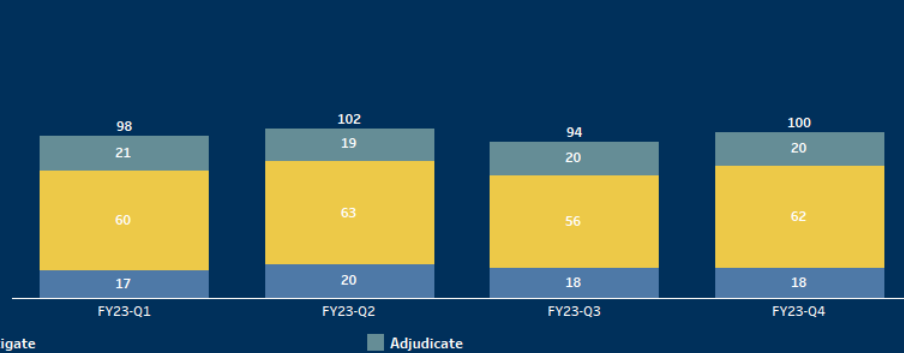
ADJUDICATION INVENTORY			
T5		T3	
FY23 START	FY23 END	FY23 START	FY23 END
0.8K	0.4K	4.2K	1.5K

END-TO-END TIMELINESS (FASTEST 90% OF ADJUDICATED CASES)

INITIAL TOP SECRET - DOD-INDUSTRY



INITIAL SECRET - DOD-INDUSTRY





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# Workload & Timeliness Performance Metrics

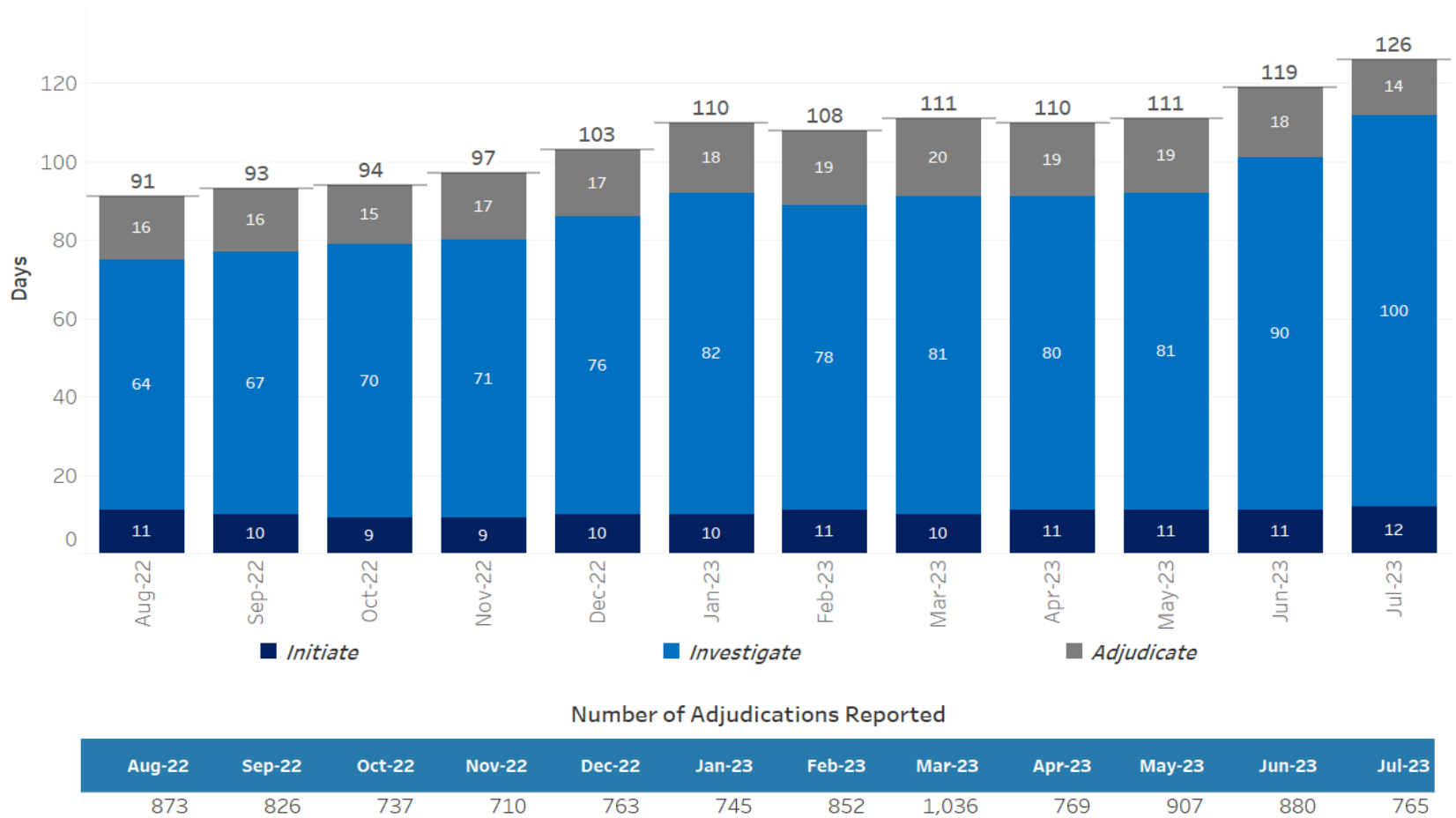
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Department of Energy



# Quarterly DOE Timeliness Performance Metrics

Average Days for Fastest 90% of Reported Clearance Decisions Made

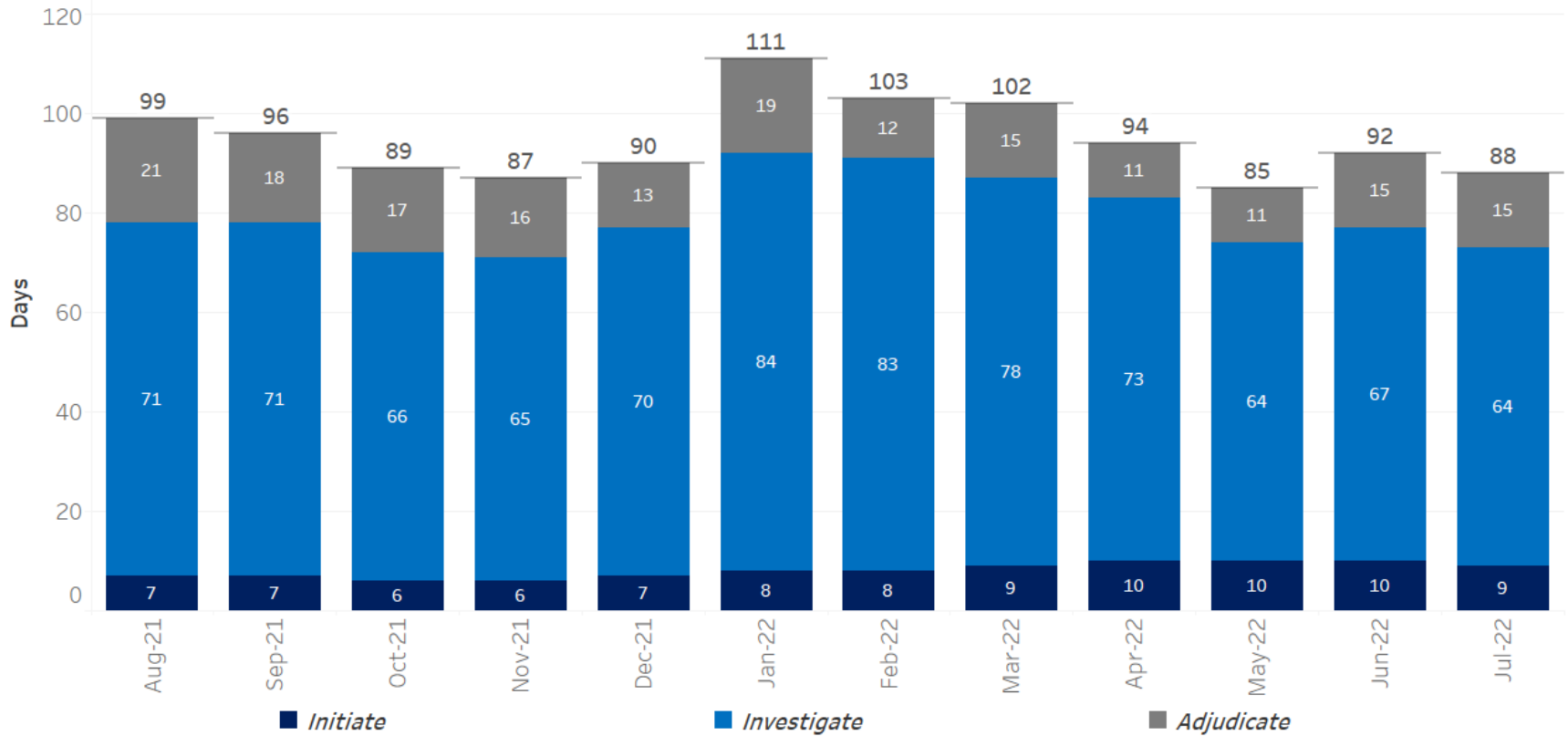


Data representative of DOE Contractor investigations

UNCLASSIFIED



# Monthly Timeliness for Fastest 90% of Initial Top Secret (T5) Security Clearance Decisions



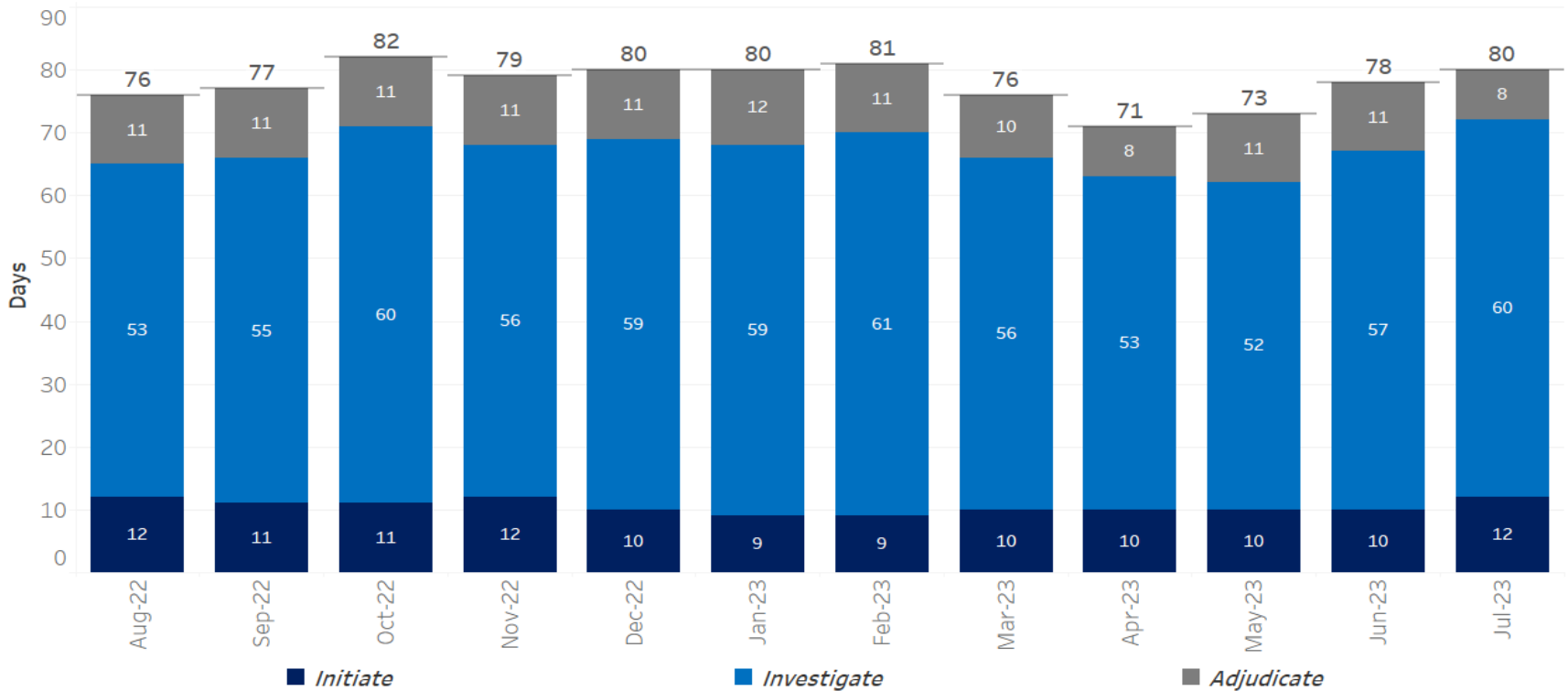
Number of Adjudications Reported

Month	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21	Jan-22	Feb-22	Mar-22	Apr-22	May-22	Jun-22	Jul-22
Count	718	808	751	747	727	683	626	834	736	860	871	738





# Monthly Timeliness for Fastest 90% of Initial Secret (T3) Security Clearance Decisions

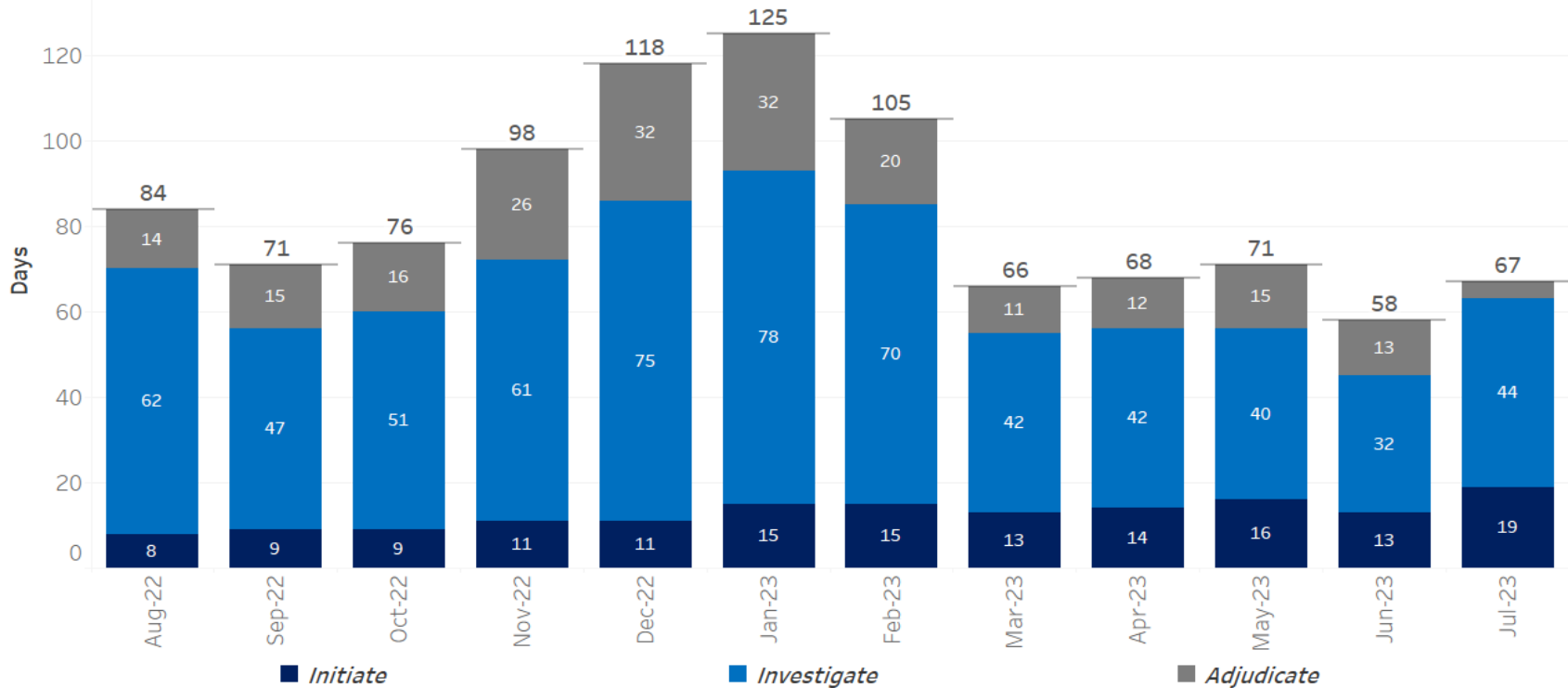


Number of Adjudications Reported

Month	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23
Count	299	273	217	286	269	293	263	308	258	283	207	193



# Monthly Timeliness for Fastest 90% of Top Secret Reinvestigation (T5R) Security Clearance Decisions

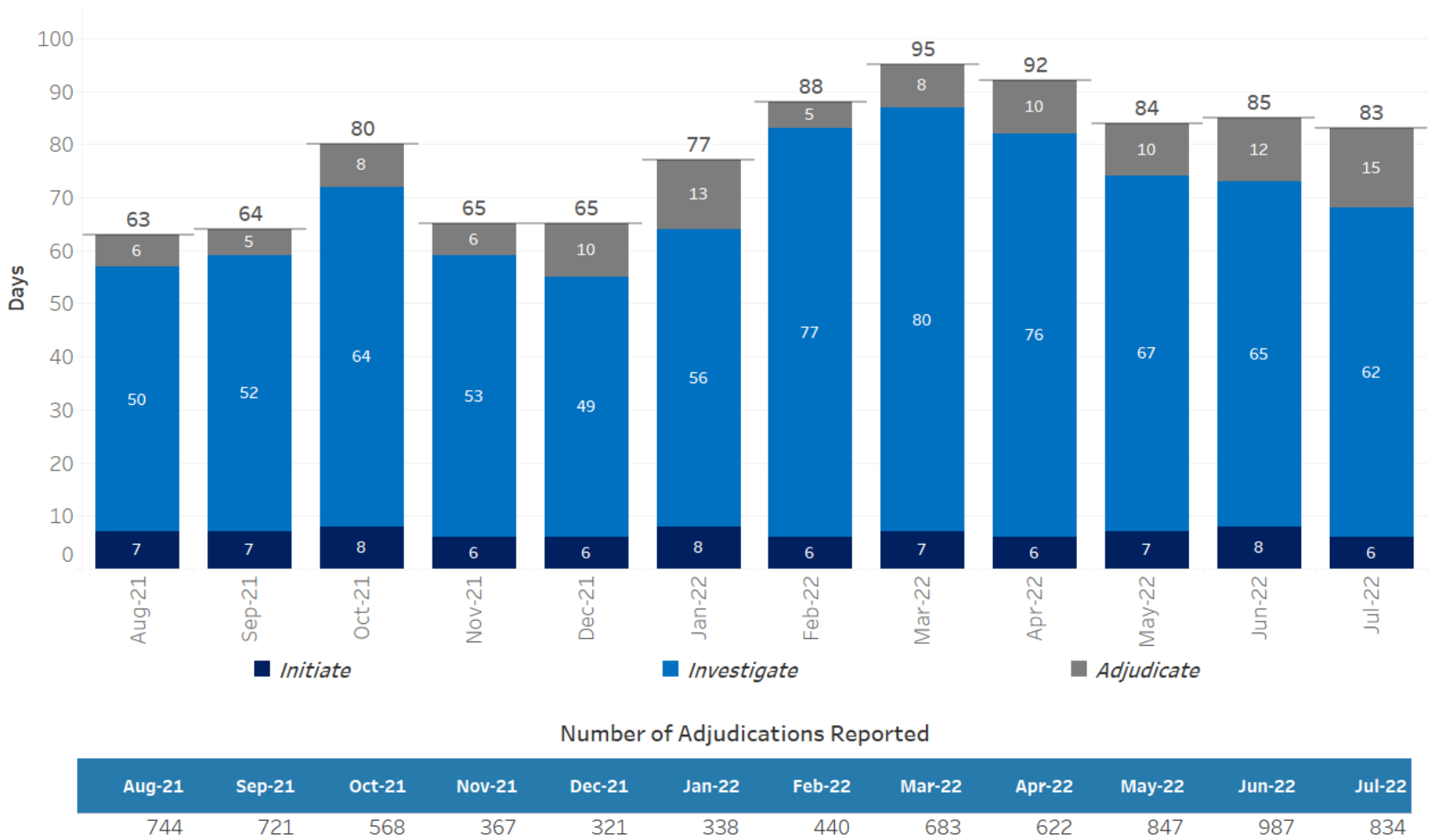


Number of Adjudications Reported

Month	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23
Adjudications	751	717	457	440	524	331	173	211	175	138	146	99



# Monthly Timeliness for Fastest 90% of Secret Reinvestigation (T3R) Security Clearance Decisions



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# Workload & Timeliness Performance Metrics

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## Nuclear Regulatory Commission

DEFENSE  
COUNTERINTELLIGENCE  
AND SECURITY AGENCY

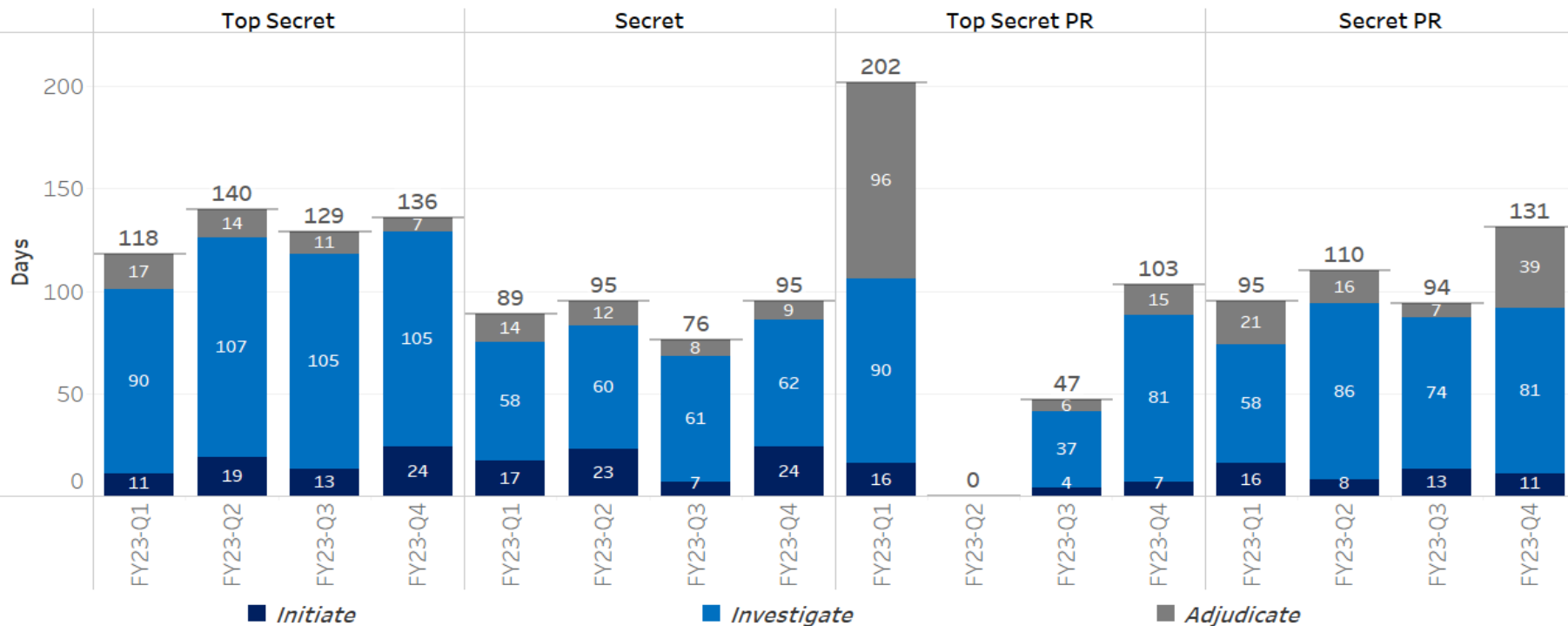
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# Quarterly NRC Timeliness Performance Metrics

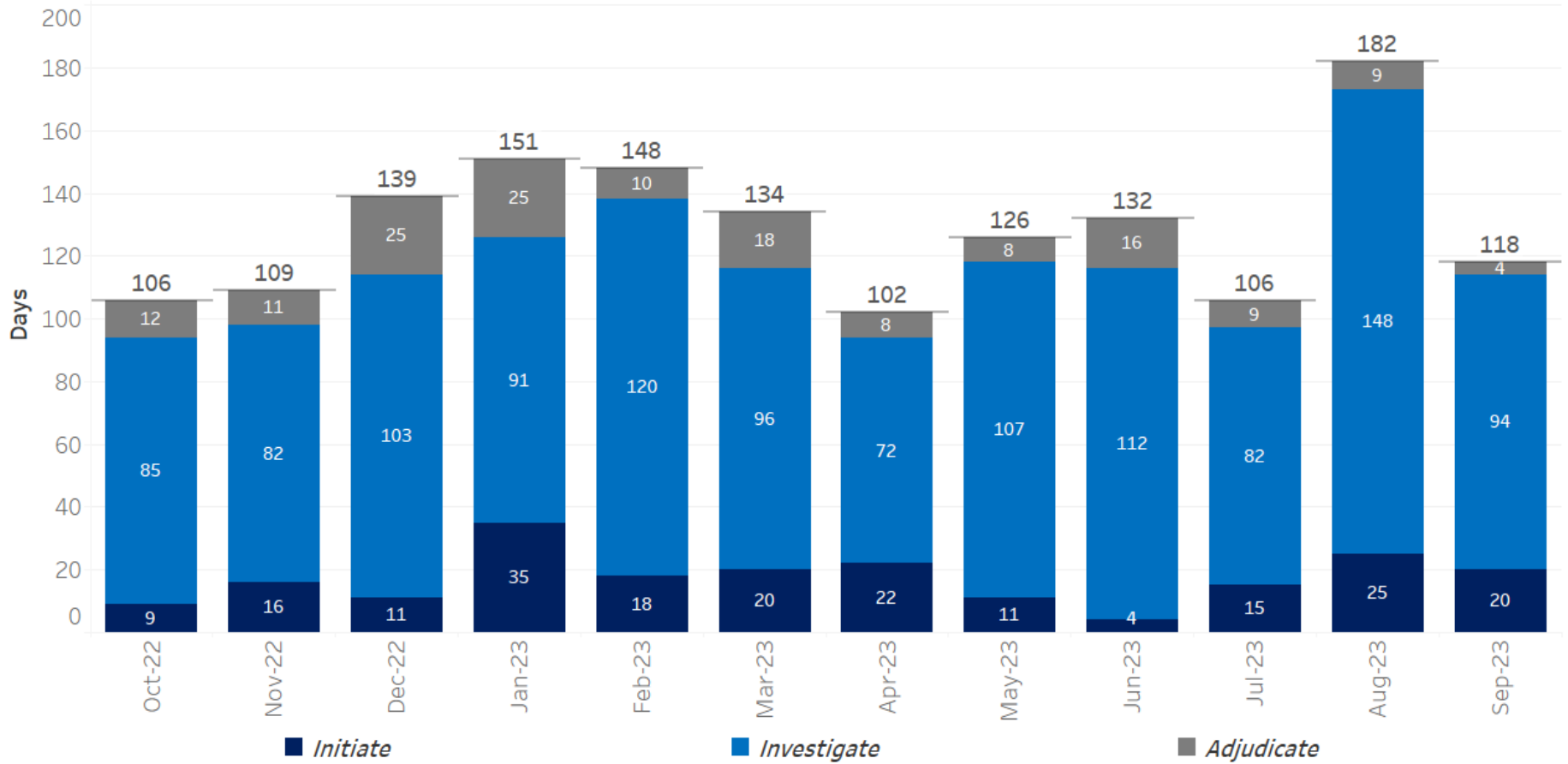
## Average Days for Fastest 90% of Reported Clearance Decisions Made



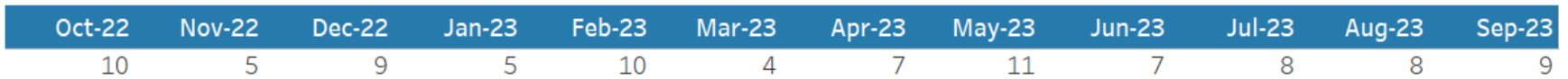
### Total Adjudications Reported

	Top Secret	Secret	Top Secret PR	Secret PR
FY23-Q1	24	106	2	90
FY23-Q2	20	86	0	15
FY23-Q3	24	128	1	11
FY23-Q4	26	83	3	9

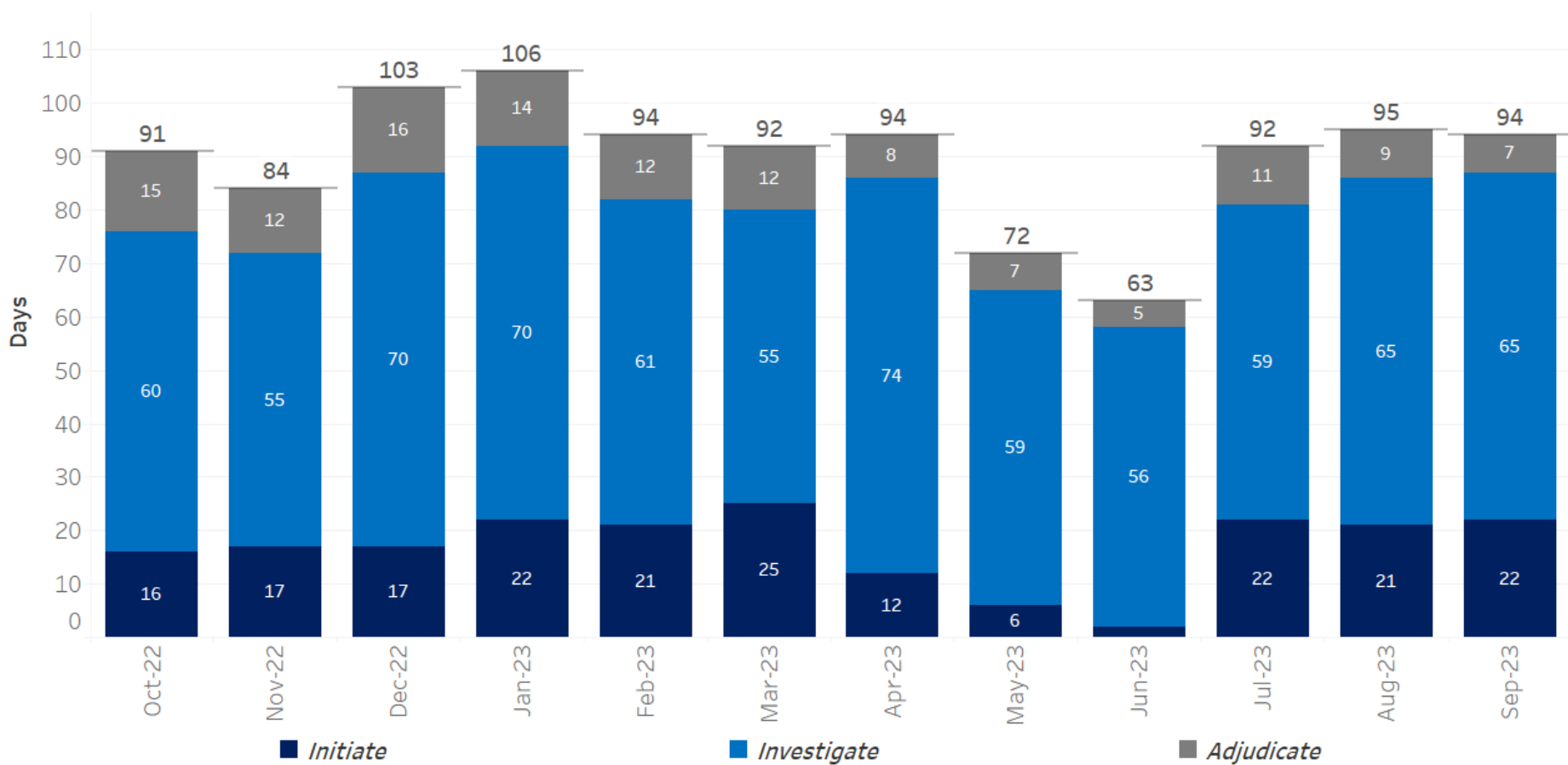
# Monthly Timeliness for Fastest 90% of Initial Top Secret (T5) Security Clearance Decisions



Number of Adjudications Reported



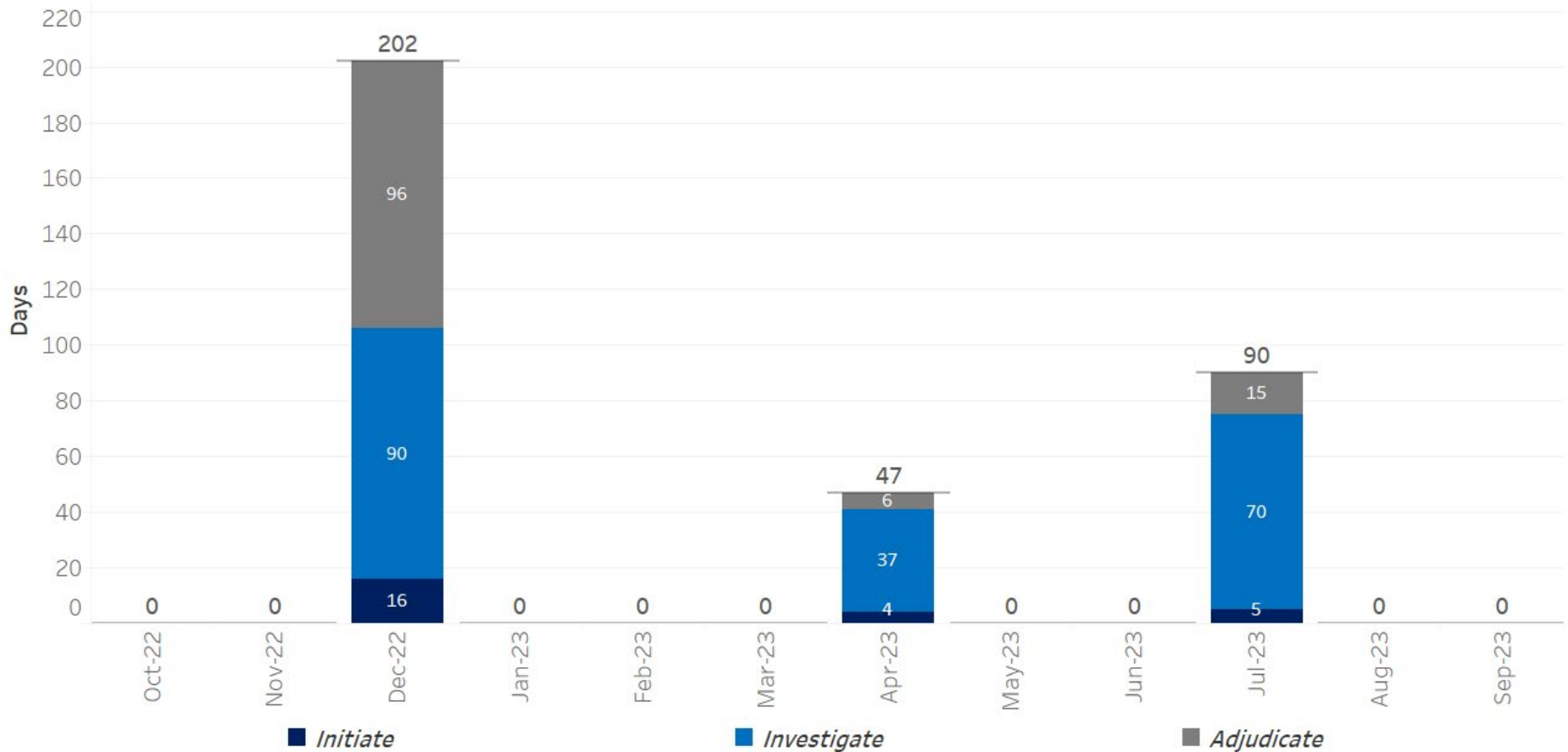
# Monthly Timeliness for Fastest 90% of Initial Secret (T3) Security Clearance Decisions



Number of Adjudications Reported

Month	Adjudications
Oct-22	34
Nov-22	31
Dec-22	38
Jan-23	35
Feb-23	22
Mar-23	32
Apr-23	59
May-23	43
Jun-23	28
Jul-23	28
Aug-23	34
Sep-23	19

# Monthly Timeliness for Fastest 90% of Top-Secret Reinvestigation (T5R) Security Clearance Decisions

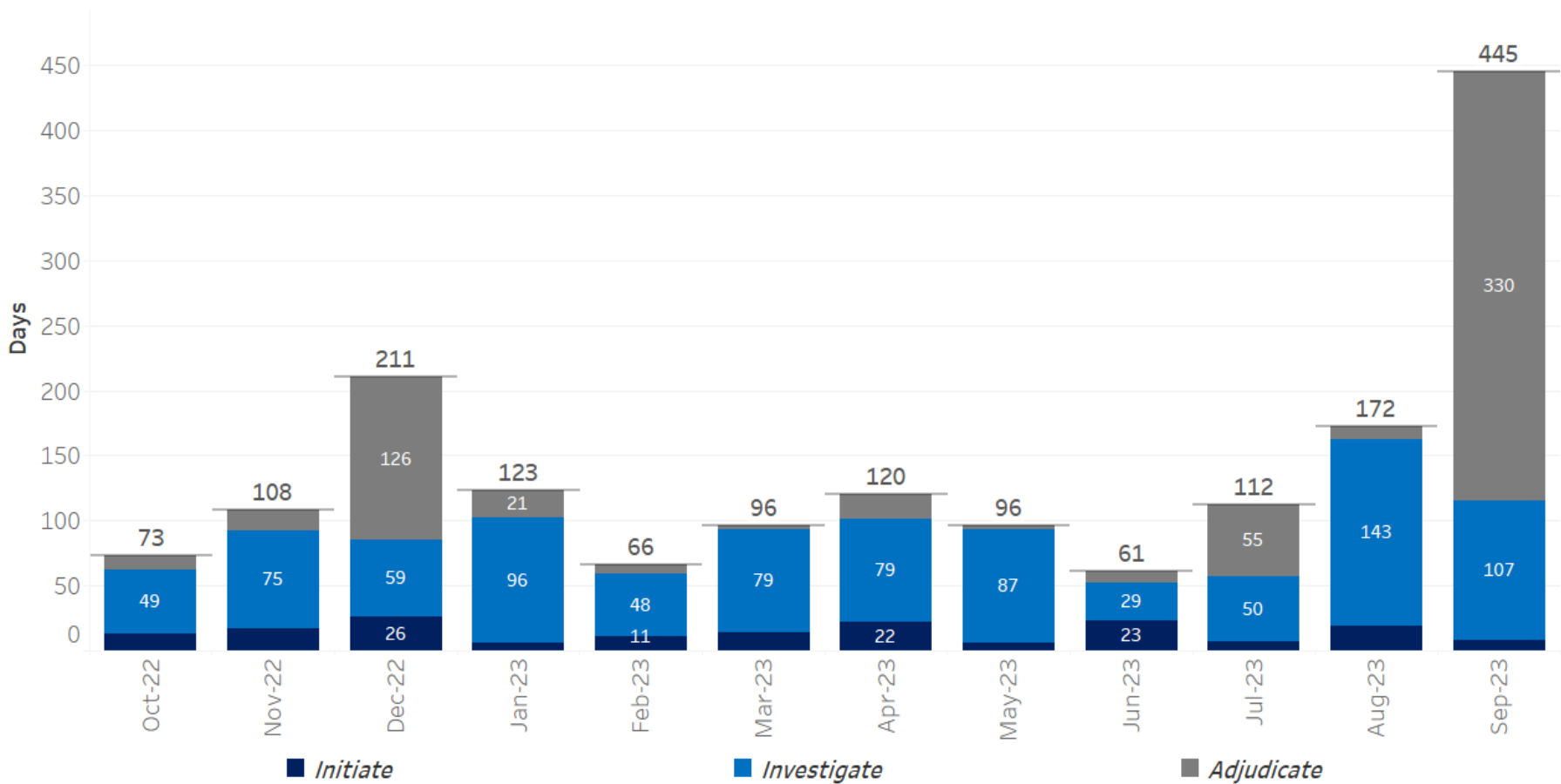


Number of Adjudications Reported

Month	Adjudications
Oct-22	0
Nov-22	0
Dec-22	2
Jan-23	0
Feb-23	0
Mar-23	0
Apr-23	1
May-23	0
Jun-23	0
Jul-23	2
Aug-23	0
Sep-23	0



# Monthly Timeliness for Fastest 90% of Secret Reinvestigation (T3R) Security Clearance Decisions



Number of Adjudications Reported

Month	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23
Number of Adjudications Reported	46	22	23	11	2	2	2	7	2	5	2	2

# Information Security Oversight Office

Protect • Inform • Assess



# NISPPAC Working Groups

- **NISP Information Systems Authorization (NISA)**
  - Various items
  - Last mtg 10/4/2023
- **Clearance**
  - Various items
  - Last mtg 9/6/2023
- **Cost**
  - Cognizant Security Agencies/Offices only at this time
  - Discussed how to collect costs of NISP for Industry
  - Last mtg 11/30/2022

# NISPPAC Working Groups

- **Policy**
  - Status of various Industrial Security policies
  - Last mtg 9/7/2022
  
- **FOCI (formerly called NID)**
  - Discussed NDAA for FY 2019 Section 842, Removal of National Interest Determination (NID) Requirements for Certain Entities which stated a covered National Technology and Industrial Base (NTIB) entity operating under a special security agreement pursuant to the NISP shall not be required to obtain a NID as a condition for access to proscribed information beginning October 1, 2020
  - Last mtg 12/9/2020

# NISPPAC Working Groups

## ■ NISP Systems

- Discussed the systems associated with the NISP program at the various CSAs
- Last mtg 9/10/2020

## ■ Insider Threat

- Discussed training and certification of security professionals, insider threat plans, Section 9403 of the NDAA for FY 2021 (federal policy on the sharing of information pertaining to contractor employees in the trusted workforce)
- Last mtg 9/2/2020