

**National Industrial Security Program Policy Advisory Committee (NISPPAC) Meeting
Wednesday, November 18, 2020 - 10:00 a.m. - 12:00 p.m.
National Archives and Records Administration
Meeting held virtually**

Agenda

Welcome, Introductions, and Administrative Matters	5 mins
Action Item Follow Up	1 min
Reports and Updates	
Department of Defense (DoD) Update	15 mins
Director, Defense Security Counterintelligence Agency (DCSA) Update	25 mins
Cybersecurity Maturity Model Certification (CMMC) Presentation	20 mins
Break	5 mins
Office of the Director of National Intelligence (ODNI) Update Security Executive Agent	10 mins
Industry Update	15 mins
Working Group Update	10 mins
Defense Office of Hearings and Appeals (DOHA) Update	5 mins
Controlled Unclassified Information (CUI) Update	5 mins
General Discussion, Remarks and Adjournment	4 mins



MARK BRADLEY. The President of the United States approved Mr. Bradley's appointment as Director of the Information Security Oversight Office (ISOO), effective December 2016. 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 Director of ISOO, Mr. Bradley 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. Mr. Bradley has been a member of the Federal government's Senior Executive Service since 2003.

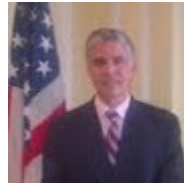
Mr. Bradley previously served as the Director of FOIA (Freedom of Information Act), Declassification, and Pre-publication Review, National Security Division, Office of Law and Policy at the Department of Justice (DOJ). While at the Department, he also served as the Deputy Counsel for Intelligence Policy, and the Acting Chief for Intelligence Oversight.

Before joining the Department of Justice in November 2000, Mr. Bradley served as a CIA intelligence officer and Senator Daniel Patrick Moynihan's legislative assistant for foreign affairs and intelligence matters and as his last legislative director. He co-drafted the legislation that established the Public Interest Declassification Board. Mr. Bradley, who remains a member of the District of Columbia Bar, has also worked as a criminal defense lawyer in the District of Columbia defending indigents accused of serious crimes.

The Society for History in the Federal Government awarded A Very Principled Boy, his biography of Soviet spy Duncan Lee, its 2015 George Pendleton Prize for being the best book written by a federal historian in 2014.

Mr. Bradley is a Phi Beta Kappa graduate of Washington & Lee University and holds an M.A. in Modern History from Oxford University, which he attended as a Rhodes Scholar, and a J.D. from the University of Virginia.

Greg Pannoni



Greg became an employee of the federal government in June of 1980 with the Defense Investigative Service, a component of the Department of Defense, currently known as the Defense Counterintelligence and Security Agency (DCSA). He was initially employed as a personnel security specialist wherein he managed background investigations for the purpose of determining a person's eligibility to access classified national security information. In July of 1983 he transferred to the Defense Industrial Security Program (DISP) and served in a number of positions to include Industrial Security Representative, staff officer and supervisor. Each of these assignments involved responsibilities pertinent to the implementation, monitoring, oversight and policy of the National Industrial Security Program (NISP), the successor to the DISP. He also served as a member of the United States Security Policy Board Staff wherein he worked on information, personnel, physical and industrial security issues, and he was a Deputy Inspector General (IG) within the DSS, Office of the IG for several years.

In December of 2004 Greg joined the staff of the Information Security Oversight Office (ISOO) and currently serves as the Associate Director for Operations & Industrial Security and Controlled Unclassified Information. ISOO is established within the National Archives and acts in consultation with the National Security Advisor in developing policies and overseeing agency actions to ensure compliance with the President's program for classifying, safeguarding and declassifying national security information per Executive Order 13526. He is responsible for monitoring and overseeing the implementation of this program and the complementary programs for Industry, the NISP per Executive Order 12829, and for State, Local, Tribal and Private Sector Entities, the SLTPS program per Executive Order 13549, as well as the Controlled Unclassified Information program per Executive Order 13556. Greg is also ISOO's representative to various governance entities to ensure coordinated interagency development and reliable implementation of policies and minimum standards regarding information security, personnel security, and systems security.

He is a Magna Cum Laude graduate of Towson University in Towson, MD, with a degree in Political Science.



WILLIAM K. LIETZAU

Director



The Department of Defense named William (Bill) Lietzau the Director of the Defense Counterintelligence and Security Agency (DCSA), effective March 30, 2020. Mr. Lietzau leads both the personnel vetting and critical technology protection missions under DCSA and manages approximately 12,000 federal and contract support personnel worldwide. Additionally, Mr. Lietzau directs the development of an end-to-end national-level Information Technology infrastructure designed to support the personnel vetting enterprise. DCSA is a strategic asset to the Nation and its allies – leveraging advanced technologies and innovation, an extensive security education and certification enterprise, and substantial counterintelligence capabilities to continuously ensure a trusted federal workforce and enable industry's delivery of uncompromised capabilities to preserve America's strategic edge.

Prior to his current role, Mr. Lietzau served as the Director of the Personnel Vetting Transformation Office where he managed the transfer of the National Background Investigations Bureau (NBIB) to the nascent Defense Counterintelligence and Security Agency (DCSA), and initiated and led associated transformational efforts. Before returning to government, Mr. Lietzau was Vice President at a large government

services contractor where he initially served as Deputy General Counsel overseeing security, contracting, international trade and compliance. He later became general manager of an international business unit providing counter-terrorism and law enforcement training and mentoring in over 35 countries as well as related O&M, minor construction, and security services.

Mr. Lietzau served over three years as Deputy Assistant Secretary of Defense for Rule of Law and Detainee Policy and on several U.S. delegations negotiating multilateral treaties. A retired Marine Corps Colonel, he served 27 years as an infantry officer and then judge advocate, commanding at the company, battalion, and installation levels. An expert in international law, he also served as a prosecutor, defense counsel and judge and provided legal advice at a combatant command, the Joint Staff, the Office of the Secretary of Defense, and the National Security Council.

He earned his Bachelor of Science from the United States Naval Academy and his Juris Doctorate from Yale Law School. He also holds an LL.M. from the U.S. Army Judge Advocate General's School, and an M.S. in National Security Studies from the National War College



BIOGRAPHY
DEFENSE INTELLIGENCE AGENCY
DEFENSE INTELLIGENCE SENIOR
LEVEL

STACY S. BOSTJANICK
Senior Expert for Contracting

Ms. Bostjanick is currently serving as the OUSD A&S, Director of Cybersecurity Maturity Model Certification (CMMC) Policy. In this role, she is responsible for managing the initiation of the CMMC program and is responsible for establishing all Policy and Procedures with regard to the CMMC.



Previously, she served as the DIA, Head of Contracting Activity in which she was responsible for planning, managing, directing and accomplishing the total DIA procurement program. Ms. Bostjanick has also worked as a Senior Contracting Officer for the Missile Defense Agency on the Standard Missile 3 Block IA and IB development and production program. She was responsible for cradle-to-grave execution of over \$5 billion of highly-complex, cutting-edge contracts for our nation's missile defense systems. Ms. Bostjanick has also served as the Deputy Procurement Executive with the Office of the Director of National Intelligence where she had responsibility for establishing Intelligence Community Enterprise-wide Policy and submissions to the Program Management Plan on an annual basis.

Ms. Bostjanick has had numerous awards and accomplishments throughout her career including the Naval Meritorious Civilian Service Award, David Packard Excellence in Acquisition Award, Office of the Secretary of Defense Certificate of Appreciation, the Director of National Intelligence Award for Collaboration Leadership, National Intelligence Meritorious Citation, and the Small Business Award.

Deputy Assistant Director NISP Authorization Office SELENA P. HUTCHINSON Defense Counterintelligence Security Agency



Selena P. Hutchinson, GSLC, has been the Deputy Assistant Director, NISP Authorization Office (NAO), Defense Counterintelligence Agency (DCSA) since April 2011. She has over forty years of information technology and cybersecurity management experience in diverse project management, systems acquisition, cyber security and leadership roles. She previously served as the DSS Chief Information Officer. DCSA oversees the protection of national security assets in the hands of industry and provides integrated security services to the Department of Defense. NAO is responsible for the implementation of risk management framework, Information Systems Security Professionals development and is usually the final authority on complex technical, assessment and authorization of systems, and cyber issues that require adjudication.

Ms. Hutchinson received her BS degree in computer information science from Alabama State University and received commission in the U.S Air Force where she had a variety of assignments including a teaching stint at Lowry AFB, CO; several years in the Pentagon engaged in various aspects of information technology, acquisition, and major program management. She ended her military career in 1990 after multiple Pentagon assignments including nuclear munitions support officer.

Ms. Hutchinson began her civil service career with the Federal Bureau of Investigations, where she was involved in the management of several forward leaning technologies in the law enforcement and intelligence communities. Ms. Hutchinson began her graduate studies at Auburn University, completed a Master's of Science Degree in Administration with Central Michigan University and later achieved the Global Information Security Certification. She is also a graduate of the Harvard Kennedy School's Cybersecurity Course. She served twice as Post Commander of the J.E. Hoover Memorial Post 56 of the American Legion and is still an active member. Ms. Hutchinson is an Executive Board Member of Community Lodgings, LLC, a local charity whose mission is to lift families from homelessness and instability to independences and self-reliance. She also participates in a number of other local volunteer programs.

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.

Dr. Jennifer Ann Obernier

Dr. Obernier joins the Department of the Navy as the Deputy Director for Security and Intelligence, Office of the Deputy Under Secretary of the Navy. In this role, she serves as the senior technical advisor for security and intelligence.

Prior to this assignment, Dr. Obernier spent 6 years with the Office of the Under Secretary of Defense for Intelligence (OUSD(I)). She joined OUSD(I) as a special operations policy analyst and held various positions, culminating as the Deputy Director of HUMINT and Sensitive Activities, providing oversight and advocacy for the Department's human-enabled sensitive activities and programs. In 2015, she was awarded the Secretary of Defense Medal for Exceptional Civilian Service.



Prior to joining OUSD(I) in 2013, Dr. Obernier was the Senior Intelligence Analyst for WMD-Terrorism at the Defense Intelligence Agency (DIA). During her six-year tenure at DIA, Dr. Obernier also deployed to Afghanistan in support of a Joint Interagency Task Force, conducting target development and supporting detainee and intelligence, surveillance, and reconnaissance (ISR) operations.

In 2006, Dr. Obernier became a program manager for bioterrorism detection R&D at the Department of Homeland Security. These programs procured forensic technologies and assays to support BIOWATCH, a bioterrorism detection system deployed in major US metropolitan areas.

In 2001, Dr. Obernier joined the National Academy of Sciences and became a Senior Project Director, managing committees of leading scientists to provide advice to Congress and the federal government on science and technology policy.

Dr. Obernier holds a Doctorate of Philosophy degree in Pharmacology from the University of North Carolina at Chapel Hill, where she was also a post-doctoral research fellow. She also has a Bachelor of Science degree in Molecular Biology from the Florida Institute of Technology.



BIOGRAPHY

UNITED STATES AIR FORCE



JENNIFER M. AQUINAS

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

Prior to her current position, Ms. Aquinas served as the Division Chief, Security Policy and Oversight responsible for overseeing the development and implementation of Information, Personnel, and Industrial Security policy as well as Special Access Program policy. She has been instrumental in leading Air Force and Department of Defense efforts in personnel vetting and security reform.

Ms. Aquinas has more than 20 years of experience in security, working in a variety of assignments of increasing levels of responsibility. She entered civilian service in 2008 working for the Office of the Under Secretary of Defense for Intelligence. Thereafter, she joined SAF/AA where she led efforts to stand up an Air Force-wide Insider Threat program.

Ms. Aquinas served on active duty and in the Air Force Reserve between 1996–2016 as a Security Forces Officer.



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, Mont.
2. 1998–1999, Flight Commander, 341st Missile Squadron, Great Falls, Mont.
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.
9. 2015–2016, Division Chief, Strategy, Readiness and Force Development, Directorate of Security Forces, the Pentagon, Arlington, Va.
10. 2016–2017, Student, Eisenhower School, National Defense University, Washington, D.C.
11. 2017–2020, Division Chief, Security Policy and Oversight, Office of the Administrative Assistant to the Secretary of Air Force, the Pentagon, Arlington, Va.

12. 2020–present, Deputy Director, Security, Special Program Oversight and Information Protection, the Pentagon, Arlington, Va.

AWARDS AND HONORS

Air Force Meritorious Civilian Service Award

Meritorious Service Medal

Air Force Commendation Medal

Air Force Achievement Medal

National Defense Service Medal

Global War on Terrorism Service Medal

Nuclear Deterrence Operations Service Medal with “N” device

Armed Forces Reserve Medal

(Current as of July 2020)

Annie Backhus is the Department of the Air Force Industrial Security Program Manager. Prior to joining the Air Force, she spent 10 years with the Defense Counterintelligence and Security Agency (DCSA). Throughout her time at DCSA she served as an Industrial Security Representative, Quality Assurance Action Officer, CDSE Instructor, and most recently as Chief of the Quality Assurance and Field Support Branch

HEATHER M. SIMS

Ms. Heather M. Sims provides Security Strategy, Planning and Collaboration support to the Chief Security Officer at the General Dynamics Corporate Headquarters in Reston, Virginia. Her primary responsibility is to provide subject matter expertise for all security disciplines and insider threat guidance throughout the companies under the General Dynamics (GD) umbrella.

Ms. Sims is also the current Industry Spokesperson to the National Industrial Security Program Policy Advisory Committee (NISPPAC). NISPPAC members advise on all matters concerning the policies of the National Industrial Security Program, including recommending changes. The NISPPAC serves as a forum to discuss policy issues in dispute.

Prior to her arrival at GD in September 2017, Mrs. Heather Sims was the Assistant Deputy Director for Industrial Security Field Operations at the Defense Security Service located in Quantico, Virginia. Mrs. Sims was responsible for the day-to-day field operations throughout the United States and was an instrumental liaison to other government agencies. Prior to assuming the role of Assistant Deputy Director, she was the St. Louis Field Office Chief, responsible for supporting approximately 700 facilities in Missouri, Illinois, Wisconsin, Indiana, Minnesota, and Iowa. Mrs. Sims last role with DSS was a special Department of Defense project on behalf of the Secretary of Defense researching and preparing a Congressional response to The National Defense Authorization Act for Fiscal Year 2017 Section 951, ultimately bringing the personnel security investigation mission back to the department for the federal government.

Prior to her current position with DSS, Mrs. Sims was the Chief, Plans and Programs, 375 Security Forces Squadron, Scott Air Force Base, Illinois. Mrs. Sims provided supervision to over 27 staff personnel that were comprised of civilian, military and contractors. She had program management oversight of the following; Police Service, Installation Security, Physical Security, Electronic Security Systems, Policy and Plans, Installation Constable, Reports and Analysis and Information/Industrial/Personnel Security at an Air Force installation that was home to USTRANSCOM, Headquarters Air Mobility Command, Air Force Communications Agency and three Air Force wings. Additionally, Mrs. Sims was responsible for security oversight of 64 geographically separated units spread throughout the United States.

Mrs. Sims holds a Bachelor's degree in Workforce Education and Development from the University Southern Illinois. She is also a graduate of the Excellence in Government Senior Fellows Program and the Federal Executive Institute as well as a recipient of the Air Force Exemplary Civilian Service award. Mrs. Sims grew up in Pennsylvania and began her Air Force career in August 1989 as a Law Enforcement Specialist. Following Law Enforcement technical training, she was assigned to various overseas and stateside assignments working a variety of law enforcement and security positions. She lives in O'Fallon, Illinois with her husband John Sims and their three children.



DANIEL MCGARVEY is the Senior Principle Business Process Analyst for Alion Science and Technology and is responsible for providing executive consulting in strategic planning for CI/Security programs supporting government and industry. He is the former Senior Consultant for Suitability and Security Clearance Performance Accountability Council, Program Management Office (SSCPAC/PMO). While there, in addition to developing the behavioral model for Personnel Vetting, he provided guidance to the PMO on how activities may be interpreted by stakeholder agencies and industry. Further, he is a senior instructor for the National Security Training Institute (NSTI), providing advanced training in Counterintelligence, Intelligence Collection, and Insider Threat.

He is an active member of the Intelligence and National Security Alliance (INSA) and the National Defense Industrial Association (NDIA), Industrial Security Division.

As an American Society for Industrial Security (ASIS) International member, he was the Chair of the Chief Security Officer (CSO) Leadership Development Committee (LDC), Chair of the Defense & Intelligence Council and team lead for analytical development in the Insider Threat Working Group.

He is a retired member of the Defense Intelligence Senior Executive Service, as the Director, Information Protection, Office of the Administrative Assistant to the Secretary of the Air Force, Headquarters U.S. Air Force, Washington, D.C. He was responsible for the policy development, implementation, training and oversight of the Air Force's information, industrial and personnel security programs. He was chair of the Air Force Security Advisory Group and provided Secretariat support for the Air Force Security Policy Oversight Board. He was also the Functional Manager for the security career field and Chairman of the Air Force Security Advisory Council.

Prior to his Air Staff assignment, Mr. McGarvey was assigned to the National Reconnaissance Office (NRO) with duties that included the development of international space security policy; commercialization of space, a rotational assignment to the National Security Council as adjunct senior staff supporting both the Joint Security Commission II and the U.S. Security Policy Board; Chair of the Training and Professional Development Committee under the Policy Board; and Chief of the Training and Education Division.

As a career military intelligence officer, Mr. McGarvey was cross-trained and assigned in all functional areas. His assignments included a rotational tour as an infantry platoon leader followed by intelligence assignments at both the tactical and strategic levels.

Dennis Arriaga

Dennis is the Director of Security and Corporate FSO for SRI International, where he leads the diverse team responsible for developing, implementing, and administering security programs across the Institute. Dennis' security experience spans those involved in corporate security management, as well as those disciplines unique to industrial security within Department of Defense (DOD), Special Access Program (SAP), and Sensitive Compartment Information (SCI) arenas.

Rosael (*Rosie*) Borrero

Ms. Rosie Borrero is currently the Deputy Division Manager of Security for ENSCO, Inc. as well as the Senior Information Security Officer; responsible for managing, training and mentoring all corporate ISSM/ISSOs and providing all levels of security support for DoD and IC secure computing.

Rosie has over 20 years of experience in the cyber security field. She has held various information systems security-related positions within industry as well as on active duty in the United States Air Force; supporting various Government agencies across the Intelligence Community and Department of Defense.

Ms. Borrero was elected as a National Industrial Security Program Policy Advisory Committee (NISPPAC) Representative in 2018 and represents industry on the NISPPAC Information Systems Authorization (NISA) Working Group. She also serves as the Chairperson on the Board of Directors for the Community Association for Information System Security Working Group (CAISSWG).

Rosie has a Bachelor of Science degree in Business Administration and a Masters Degree in Business and Organizational Security Management. She has also earned and maintains a CISSP certification.

Cheryl M. Stone is the Director, Corporate Security & Safety at RAND Corporation. She provides leadership and direction for the global Security and Safety program covering NISPOM, intelligence, International Travel, and Business Continuity and Disaster Recovery program both domestic and international. She was selected to serve as one of eight industry representatives on the National Industrial Security Program Policy Advisory Committee (NISPPAC) and was nominated to the new Board of Directors for the FFRDC/UARC Security Committee, a MOU signatory to the NISPPAC. She is also the Secretary for the ASIS, Defense and Intelligence Council. Previously, she was the Director of Industrial Security at DynCorp International, LLC from February 2008 to August 2013. She was a Senior Executive and federal employee for over 28 years and retired as the Associate Administrator for Defense Nuclear Security at National Nuclear Security Administration within the Department of Energy in 2008. Other government positions Cheryl served was the Deputy Director for Security at Department of Commerce from March to October 2004, and from February 2000 to March 2004 she guided the personnel security program of the U.S. Nuclear Regulatory Commission (NRC) as the Personnel and Physical Security Branch Chief. Cheryl planned, developed, directed and coordinated implementation of all personnel and physical security policies and activities governing the agencies' nationwide program. She also managed the NRC Criminal History and Drug Testing programs. Prior to the NRC, she was employed by the Department of Navy (DoN) for sixteen years as a Senior Security Specialist and Special Access Program Branch Chief. During that time, she served in the security policy section, where she led four discreet centralized security divisions. They included the DoN Special Access Program Central Adjudication Facility, Security Policy Support, the personnel clearance, access and facility database, and the Security Close-Out division.

Mrs. Stone prepared and oversaw implementation of policies and directives for sensitive national security projects, ensuring compliance with Department of Defense physical, personnel and computer security within the Navy Special Access Program Central Office. During this period, she reengineered personnel and facility security procedures significantly reducing cost and eliminating mismanagement of scarce security resources.

Mrs. Stone established the first Navy SAP Central Adjudication Facility responsible for ensuring compliance with national security policy. She managed the adjudication review process for granting, suspending, revoking, or denying access; ensuring individuals nominated for access to National Security Information were afforded due process. She also oversaw the development and deployment of a Security Management System, a large relational database, populated with over four million records that maintained pertinent security information on classified Navy projects. Her responsibilities included managing the Automated Information System Security Branch, providing computer security oversight and support within the organization as well as field activities.

Mrs. Stone actively participated in several U.S. Security Policy Board sponsored committees and working groups.

Mrs. Stone has a Bachelor of Science degree in Criminal Justice and a Masters degree in Security Management. She began her government career as a Special Agent with the Defense Investigative Service.

Aprille Abbott, ISP[®]

INDUSTRIAL SECURITY PROFESSIONAL

Aprille Abbott is currently employed by the MITRE Corporation as an Industrial Security Program Lead and Corporate FSO. She has been a security professional for over 20 years' and has had notable success in a broad range of initiatives that provided support to the security community. The most impactful initiatives have involved her active roles in NCMS "Society of Industrial Security Professionals in the following capacities:

- President of the Society 2 years
 - NCMS MOU representative to the NISPPAC
- Vice President 2 years
- Board of Director 9 years
- National Seminar Chair 3 years
- National Program Chair 2 years
- National Chapter Chair Liaison to the NCMS Board of Directors
- New England Chapter Local leadership positions
- Elected to the NISPPAC October 2019

Each of these roles required her to foster working relationships with government and industry partners, demonstrate leadership qualities, work to implement change and attend Government and Industry meetings as the representative for NCMS and Industry.



DEREK W. JONES
Assistant Department Head, Government Security
Security Services Department
Massachusetts Institute of Technology
Lincoln Laboratory

Derek W. Jones serves as the Assistant Department Head for the Security Services Department at MIT Lincoln Laboratory providing direct program support under the Laboratory's Chief Security Officer. Mr. Jones has supported Lincoln Laboratory for almost 17 years serving in a variety of positions to include personnel security, business operations and manager of industrial security.

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 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. He has served on the University of Massachusetts Alumni Board upon the personal request from the Criminal Justice program department head.

Tracy Durkin

Mrs. Tracy Durkin is a dedicated security professional with over 30 years of experience in multiple security disciplines across the Intelligence and DoD communities.

Tracy is currently the Executive Director for Enterprise Security at ManTech in Herndon, VA. She manages and oversees their Personnel Security Center (PSC), Physical Security team, Security Education Program, Systems Security and the Information Security team.

Mrs. Durkin was elected as a National Industrial Security Program Advisory Committee (NISPPAC) representative in 2020 and recently became the representative for industry in the NISPPAC Clearance Working Group. She also serves as the Chairperson on the Board of Directors for the Industrial Security Working Group (ISWG). Tracy is also Vice Chair of the ISWG NRO Working Group.

Mrs. Durkin holds a Business Management degree from Strayer University. She is also a Certified Facility Security Officer. 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.

National Industrial Security Program Policy Advisory Committee (NISPPAC) Meeting Minutes November 18, 2020

The NISPPAC held its 65th meeting on Wednesday, November 18, 2020 virtually. Mark Bradley, Director, Information Security Oversight Office (ISOO), served as Chair.

Jeffrey Spinnanger, Director, Critical Technology Protection, Office of the Under Secretary of Defense for Intelligence & Security (OUSDI&S) discussed the adaptive acquisition framework, which addresses the way acquisitions happen in the Department of Defense (DoD). It is a capstone document that relates to acquisitions and now includes provisions for the protection of critical technologies, the development of those technologies, and the uncompromised delivery and sustainment of those technologies is a team sport. The center of how all that happens and begins is the industrial security program.

The National Industrial Security Program Operating Manual (NISPOM) is close to being finalized. It is with the Office of Management and Budget (OMB).

DoD is committed to transparency to promote accountability and public trust, but unclassified information is not publically releasable until it is approved by an appropriate authorizing official. For government officials, accountability begins with them. The Executive Secretary for DoD will not process a package for signature by the Secretary or Deputy Secretary that is not properly marked in accordance with the DoD issuance on Controlled Unclassified Information (CUI).

One of the priorities for this year with DoD lie with Section 842 of the National Defense Authorization Act (NDAA) of FY2019, which waives the National Interest Determination (NID) requirement for a U.S. company operating under a special security agreement (SSA) if the parent company's country is a part of the National Industrial Base (NTIB) (as defined in section 2500 of Title 10, U.S. Code).

The Director of Special Access Program (SAP) Central Office (SAPCO) is undertaking a broad initial initiative for which a number of attendant security processes are a part of to collaborate with other Cognizant Security Agencies (CSAs).

William Lietzau, Director, Defense Counterintelligence and Security Agency, discussed the current state of DCSA after one year of existence, along with where it is expected to go. It went from an 800 man, \$800 million dollar agency to a 12,000 man, \$2.5 billion agency. More mission sets are continuously added to DCSA's portfolio. SCIF accreditations have just moved to DCSA's portfolio. At this time, most of the transfers to DCSA's portfolio have been completed.

The background investigations team has gone from a 725,000 case inventory to a steady state of 200,000 cases. For the first time in about eight years, the Intelligence Reform and Terrorism Prevention Act (IRPTA) goal for a tier 5 investigation getting completed in 80 days was reached. It takes about 55 days for a tier 3 clearance. The adjudications team also had a significant backlog that has been reduced to a steady state that falls within the IRPTA guidelines of under 20 days. In some cases, it's only taking 10 or 11 days for a tier 5. Foreign Ownership, Control or Influence (FOCI) mitigation assessments and facility clearance requests are at about a 40% shorter timeframe than before. There have been about triple courses completed for the Center for Development of Security Excellence (CDSE).

There is a new office called the Chief Strategy Office. It absorbed the Personnel Vetting Transformation Office.

OPM was supposed to continue to operate the Personnel Investigations Processing System (PIPS), but now they are unable to keep it running. DoD took it over October 1st. The problem is the National Background Investigation System (NBIS), was supposed to replace PIPS, but is not ready. Both systems are having to be kept up. The Defense Information System for Security (DISS) is another system that is not ready to take over from its legacy system, the Joint Personnel Adjudications System (JPAS), which DSCA took over from Defense Manpower Data Center (DMDC) on October 1, 2020.

Since DCSA is still going through transformation, they expect to have a finalized organizational chart by 2024.

Stacy Bostjanick, Director, Cybersecurity Maturity Model Certification (CMMC) within DoD, briefed about the CMMC process. They are in the public comment period of their interim rule, which will become effective on November 30, 2020. As of that date, they can include the CMMC as a condition of contract award.

The basic CMMC assessment is in line with what the original 252.204-7012 clause said, which is the company needs to self-attest to the fact that their company has a system security plan (SSP) and a plan of action and milestones (POA&M) to be in compliance with 110 controls required by the NIST 800-171.

The medium assessment is where the company talks through their SSP and POA&M with the Defense Contract Management Agency (DCMA) representative, so they have confidence and comfort with where you are with your plan.

The high assessment is where the DCMA representative conducts an onsite visit to the facility to view what the company's system looks like and to validate that the controls are in place. There will also be a numeric value based on the assessment provided by the DCMA rep.

One of the parts of this interim rule with regard to the DoD assessment requires that by November 30th, all DoD contractors submit their basic assessment in the Supplier Performance Risk System (SPRS) database. There has been a lot of confusion with regard to that. There is a requirement to fill out the basic information of the company's SSP and then evaluate the company as to what score is believed they would achieve on the NIST 800-171 in the current DoD assessment methodology and have that in the SPRS database before December 1st. A lot of the prime contractors are letting their subcontractors know that they cannot have their options exercised on existing contracts unless that information is in the database. There will be information sheets that are going to be on the DoD Procurement Toolbox website at <https://dodprocurementtoolbox.com/> that will give explicit instructions on how to do that. On the CMMC rule, they are going to have a rollout of about 10 to 15 acquisitions in the first year. The CMMC office is working with the services and the service acquisition executives to identify three to four programs within each service and three or four out of the fourth estate to begin implementation of CMMC. As they identify those programs, an RFI will come out. CMMC has model language that they have prepared that will be sent out to the acquisition professionals for them to be able to put the proper language in their requests for information (RFIs) and requests for quotation (RFQs) for inclusion in those contracts. The contractor will be notified. They will be able to submit a proposal. The proposal will be evaluated, and if they are the apparent offer award they will have to have the requisite CMMC certification prior to contract award.

They will not address higher critical technologies until the 2022/2023 timeframe. CMMC has about 75 to 100 assessors ready to start working. They are working with CMMC third party assessment organizations (C3PAOs). The assessors will have to have a tier 1 suitability determination for CMMC level 1 procurement assessments. For anything above that, they will have to have tier 3.

Commercial off the shelf (COTS) products are excluded from CMMC certification requirements.

CMMC plans to have 15 acquisitions in FY 2021, 75 in 2022, 250 in 2023, 479 in 2024 and 2025, and then after FY 2026, all contracts will require CMMC. They anticipate about 60% will only require CMMC level one, which is the receipt of federal contract information. They still need to figure out what happens when you have CUI at the CMMC levels 3-5.

When you get to level 4 and 5, those will probably be a direct charge to the program since it is going to be so expensive.

CMMC is a purely DoD requirement at this time, but there has been a lot of interest across the federal government and other countries. There is potential for this to become a Federal Acquisition Regulation (FAR) clause.

Kyla Power, Executive Project Coordinator, Office of the Director of National Intelligence (ODNI), briefed about SEAD 2, Use of Polygraph in Support of Personnel Security Determinations for Initial or Continued Eligibility for Access to Classified Information or Eligibility to Hold a Sensitive Position, which was updated to reflect changes to the authorities in light of the transfer of the National Center for Credibility Assessment from Defense Intelligence Agency (DIA) to DCSA.

The executive steering group continues to meeting regularly regarding Trusted Workforce 2.0 (TW 2.0).

In February, ODNI and the Office of Personnel Management (OPM) jointly signed an executive correspondence (EC), Transforming Federal Personnel Vetting: Measures to Expedite Reform and Further Reduce the Federal Government's Background Investigation Inventory. This EC introduced important TW 2.0 reform concepts and measures to drive early adoption, including compliance with periodic reinvestigation requirements through continuous vetting (CV) for individuals in national security positions enrolled in a CV program that interim meets minimum standards. Fact sheets describing and summarizing this EC were distributed to departments and agencies, as well as the public. They also provided a congressional notification to oversight committees along with the EC.

They are also working on an additional EC regarding Trusted Workforce and the transitional stages of Trusted Workforce 1.25 and 1.5, as well as the future state of TW 2.0. This EC will provide policy and implementation guidance for moving towards CV to include how agencies will do automated records checks, and agency specific checks.

In light of Section 842 of the FY 2019 NDAA, ODNI will no longer process national interest determination concurrence requests or covered NTIB entities, operating under a special security agreement as a condition for access to SCI.

Greg Pannoni, Associate Director, ISOO, briefed about the NISPPAC working groups (WGs). There was discussion about the Small Business Administration (SBA) joint business venture final rule. ISOO is still

working through concerns with it. There will be a forthcoming ISOO notice that clarifies entity eligibility requirements for joint venture entities that enter into classified contacts with the federal government.

ISOO is also continuing to meet about National Industrial Security Program (NISP) entity cost collection methodology. It is a requirement for both government agencies and NISP contractors to report their costs to implement the NISP program.

Christoph Heilig, Chief, Personnel Security Branch, Nuclear Regulatory Commission (NRC), Tracy Kindle, Personnel Security Policy Program Manager, Department of Energy (DoE), and Donna McLeod, Executive Program Manager, DCSA, briefed their personnel security clearance data.

Selena Hutchinson, NISP National Authorizing Official, DCSA, provided the National Information Systems Authorization (NISA) WG update.

Peregrine Russell-Hunter, Director, Defense Office of Hearings & Appeals (DOHA), provided DOHA's update. In FY 2019, DOHA conducted 2,571 legal reviews of statements of reason (SORs). In FY 2020, they conducted 3,248 legal reviews. DOHA and the DoD CAF are current in terms of reviewing and issuing SORs. DOHA will start issuing Industry SORs directly to Industry contractor employees as they did before 2012, instead of through the DoD CAF, starting at some point in 2021. DOHA resumed holding in person hearings in June, after stopping in March due to COVID. DOHA is adhering to rigorous health and safety protocols for in-person hearings that are the same as those in use in Federal District Courts. DOHA is also testing, and will soon implement, a remote video hearing capability to help with getting cases heard safely that will meet DoD standards for protecting PII.

Heather Sims, NISPPAC Industry Spokesperson, briefed on the state of Industry. Industry would like ISOO's assistance in having a better understanding and definition of control of influence towards FOCI and how it applies to the NISP. A clear and consistent objective of what Industry is trying to mitigate from all five CSAs and having a better understanding for Industry of what they may be subjecting themselves to will help. Understanding the risk tolerance, thresholds, and basis for the risk will be one of the areas industry would like to focus and discuss at the next scheduled NISPPAC FOCI WG. Transparency to cleared industry and the government customers and advance the anticipated process changes only improves the ability to properly mitigate risk on the front end.

Supply chain risk management continues to be a hot topic. Industry realizes that many of the regulatory requirements are embedded in the acquisition process now, and not necessarily the NISP, but it has a direct impact on the NISP at large, in the supply chain of the NISP contractors. One specific example is FY 2019's NDAA Section 889, where cleared companies are making a self-attestation that they are not utilizing their end products and services. Industry asks DoD to provide guidance on what products and companies Industry should be looking for in their supply chain. There is concern that industry may be missing a product or service, and thus we'll be putting our facility clearance and ability to bid on future contracts in jeopardy.

Traditional security and cybersecurity are shifting. The ability to maintain and pay highly technical employees to meet the emerging regulatory requirements will no doubt have an impact in the foreseeable future. As baby boomers are retiring, they are being replaced by a much younger workforce who enjoy the agility of working remotely, have the expectation for higher salary and are not often wanting to work in a structured security environment. When talking about implementing the correct security mitigation strategy to counter the threat, NISP also has to start having that conversation about

properly funding contracts to account for the right workforce, along with the best security posture to produce products and services uncompromised for our customers. This goes to the conversation of getting the support that security is not necessarily just an overhead within Industry.

One area that Industry has been exerting an enormous amount of resources is managing all the government systems developed and utilized to manage the NISP.

While Industry's making strides on collaboration with government, Industry is still finding that many industry partners are fearful in speaking out during assessments and to self-identify vulnerability to government, as some tend to be punitive in nature instead of working to the common goal of the mitigation.

When a new policy is developed and operating efficiency requirements are added, not only is the policy changing, but Industry also encounters additional add ons to non-contractual requirements, such as newly implemented training requirements. This could potentially lead to contract delays on deliverables due to unforeseen requirements that were not anticipated in the original contract award. While Industry sometimes understands the importance of additional requirements, they ask for a well thought out plan that takes into consideration the impacts to Industry's operations. With the additional requirements, Industry is experiencing overlapping interactions with oversight. Industry asks that agencies try to deconflict and engage with each other before making contact with Industry. Prior to COVID, some contractor sites were visited by multiple government agencies reviewing the same material processes. Now that CMMC is going to be added, along with CUI oversight, Industry is looking at the NISPPAC to work on potential resolution to avoid any duplication effort by both the government and industry at large.

Devin Casey, Implementation Lead for CUI, ISOO, briefed on ongoing CUI efforts. Some extensions have been granted for the CUI annual reports from agencies. ISOO uses those to get a better understanding of where agencies are with their implementation of the CUI program and provide a general update through their annual report to the President. They also released two CUI notices in October, CUI Notice 2020-06, which covers the marking practices for waivers, when waivers are in place to alert users to the presence of CUI and CUI Notice 2020-07, which covers the use of alternate designation indicators (ADIs) with CUI when they are authorized by policy. When there are questions about DoD's implementation of CUI, go to www.dodcui.mil, and utilize their "Contact Us" feature or utilize their points of contact (POC) list. The CUI FAR case is delayed. They are nearly the closing time for comments. Updates will be released via the CUI blog at <https://isoo.blogs.archives.gov/>.

The next NISPPAC is scheduled for April 14, 2021. It will be 100% virtual. All NISPPAC meeting announcements are posted in the federal register at <https://www.federalregister.gov/> approximately 30 days before the meeting, along with the ISOO blog at <https://isoo-overview.blogs.archives.gov/>.

Summary of Action items

- Industry to provide instances of delayed processing of NIDs, otherwise known as NIDs, by CSAs and Cognizant Security Offices (CSOs). STATUS: CLOSED. Due to the elimination of the NID requirement for a substantial majority of otherwise affected NISP contractors, this is considered to no longer be an issue.
- ISOO would convene a NISPPAC NID working group with industry representatives. STATUS: CLOSED. The next working group is scheduled for December 9th and it will include industry representation.
- DCSA is still in process of internal and formal coordination of an Industrial Security Letter (ISL) on Insider Threat Program, which will replace ISL 2016-02. STATUS: OPEN. Once promulgated, this ISL will replace ISL 2016-02 and DCSA will engage with cleared industry through the NISPPAC to update tools, resources, and required training.
- Schedule insider threat working group meeting. STATUS: CLOSED. The meeting was held on September 2, 2020.
- DCSA needs to find out if they will be responsible for all SCIF accreditations or just those associated with DIA. STATUS: OPEN

Questions and Answers from the NISPPAC

Q: Will DCSA be responsible for ALL SCIF accreditations or just those associated with DIA? As requested by DCSA, this is now an action item for them.

Q: It was mentioned the Facility Security Officer (FSO) will play a role when the CMMC assessors come on site. Can you expand on what role FSO will entail?

A: Even though CMMC is CUI centric and not NISP focused, the FSO may play a vital role in the company's CMMC and CUI success.

For those companies with a Facility Clearance (FCL), the FSO will play a role in understanding where the CUI resides within the company as CUI safeguarding and storage requirements are listed in the DD 254's and other contractual agreements. Be mindful that CUI is for all federal agencies but CMMC and NIST 800-171 is DoD only for now. Many larger companies have a person dedicated to CMMC and CUI but we are seeing some of the smaller companies the FSO is also managing the CUI program. If this is the case, the FSO will be heavily involved in the CMMC assessment.

Additionally, there are some physical security safeguard items on the NIST 800-171 checklist that companies are required to self-attest compliance in SAM. The 171 checklist is similar to the CMMC checklist.

Q: With the upgrades to DISS this week, it seems that non-CAC users are unable to log on. Will that be addressed in today's system outage?

A: This was fixed. This was not a DISS issue, but a DISA issue.

Q: For JPAS to DISS transition and capabilities-based chalk line, will Industry receive clear guidance on capabilities they should be using in JPAS vs DISS today and throughout progress to the final transition?

A: Yes.

Q: What role, if any, is going to be placed on government Industrial Security personnel?

A: None at this time.

NISPPAC Attendance

Abbott, Aprille	Boone, Antoine	Carter, Gari
Abrams, Nikki	Borrero, Rosael	Casey, Devin
Adissu, Mekdes	Bosch, Lucas	Cashin, Joseph
Adkins, Ronnie	Bostjanick, Stacy	Cassidy, Kerry
Akers, Lynetta	Boyd, Cameron	Castel, Jason
Akers, Randy	Boyd, Michelle	Caudle, Robert
Albalos, Raven	Brackens, Jennie	Cavano, Jeffrey
Alexander, Christine	Bradley, Mark	Cecere, Arthur
Ambrose, Zorica	Bradshaw, Kimberly	Chamblee, Tamra
Andablo, Yvette	Brain, Steven	Chappell, Curtis
Anderson, James	Brandt, Elizabeth	Charyton, Dianne
Anello, Tonya	Brewer, Marti	Chavez, Steven
Ann Adams, S.	Broadie, Constance	Christian, Laurie
Anthony, Christopher	Brokenik, Patricia	Chung, Kuk
Aquil, Curtis	Brokenik, Trish	Chupka, Matt
Aquinas, Jennifer	Brooks, Beverly	Chvotkin, Alan
Arffman, Kathryn	Brooks, Valerie	Cinelli, Giovanna
Argueta, Danny	Brown, Lewis	Clader, Heather
Argumedo, Lori	Brown, Robert	Clapp, Julie
Arriaga, Dennis	Brown, Shannon	Clark, Joel
Atkinson, Stephan	Brown, Shirley	Clark, Kerri
Auldridge, Kelly	Browne, Lamont	Clarke, Louis
Awang, Simone	Brumfield, Lisa	Clifford, Debra
Babcock, Garth	Bryan, Karen	Cline, Nathan
Babic, Adriana	Bunch, David	Coakley, Christina
Backhus, Annie	Burrell, Lisa	Coburn, Catherine
Barrett-Fetters, Jamie	Burton, Stacie	Cole, Jim
Bastien, Addie	Busbee, Mark	Coleman, Johnathan
Battaglia, Rebecca	Busch, Melissa	Collo, Robin
Baughner, Kimberly	Byland, Sandra	Colon, Susan
Beaty, Gaye	Bynum, Mark	Condon, Jessica
Belcher, Lara	Byrge, David	Connelly, Michael
Bell, Tyler	Call, Samantha	Conway, Colleen
Belli, C	Calloway, Victor	Conway, Scott
Belsinger, Deborah	Camera, Tony	Cooper, Nicole
Bentley, Chris	Candice, Candice	Couts, Dustin
Berry, Kathleen	Cantie, Lacey	Cowans, Phyllis
Biddix, Kaitlyn	Capsalis, Corey	Crawford, Priscilla
Black, Laura	Caraway, Lisa	Crossley, Patricia
Blackburn, Cindy	Cardella, Thomas	Cummings, Sean
Blackmon, Robin	Cardella, Thomas	D. Everett, Trina
Blais, Steven	Carlson, Candace	Dadosky, Tiffany
Bland, Booker	Carnaghi, Suanne	Dahl, Stevie
Bledsoe, David	Carney, Jacqueline	Dahle, Nissa
Bodrick, Detra	Carpenter, Marcus	Daley, Shawn
Booker, Patrick	Carrico, Carol	Daniel, Cindy

D'Anthony, Stacey
Daugherty, Linda
Davidson, Bill
Davis, Glynn
Davis, James
Davis, Justin
Davis, Michael
Dawson, Michelle
Dawson, Steven
Dean, Mary
Dean, Mary
Deck, Rob
DeJausserand, Richard
Delaney, Michael
DeLuca, Julia
Demers, Michael
Denegal, Robert
Dick, Shannon
Dinkel, Jane
Disher, Brian
Donatelli, Renee
Dondlinger, Sharon
Dongre, Kate
Dotson, Virgil
Dow, Jeffrey
Duke, Christina
Dunsey, Elizabeth
Durkin, Tracy
Durrett, Paige
Dyer, Teresa
Dykhuis, Steve
Eddins, Kristina
Edington, Mary
Edmonds, Tracy
Elliott, Tanya
Elloso, Raymond
Elsmore, Lindsay
Epps, Danette
Equels, James
Errington, Gordon
Escobar, Michael
Escobedo, Robert
Evans, Anthony
Fallen, Wilda
Faller, Mike
Falotico, Theresa
Fant, Elizabeth
Farmer, Anne

Fehlner, Scott
Fioravanti, Eric
Fisher, Darci
Fisher, Ray
FitzEnz, Jonathan
Fitzpatrick, Mark
Fitzsimmons, Beth
Flaminio, Stephanie
Fonville, Michele
Ford, Elizabeth
Forrest, Chris
Fowler, Patsy
Freeman, Lisa
Fritts, Kaitlyn
Frye, Daniel
Fulco, Joseph
Fullam, Joann
Funderburk, Mark
Funicello, Lorena
Futrell, Joshua
Gabeler, Jennifer
Gainey, Mitch
Garcia, Orlando
Garcia, Vincent
Gardner, Kelly
Garner, Carol
Garvin, Kelly
Glassic, Scott
Gleason, Kimberly
Gnanamurthy, Kumar
Goldstein, Donald
Gonchar, Cole
Goodwin, George
Gouveia, Jill
Graham, Jennifer
Graham, Kevin
Gray, Timothy
Gray, Tonya
Greaver, Angela
Green, Heather
Green, Pamela
Gregory, Vanessa
Grimes, Daniel
Grinnell, Matthew
Grinsell, Caitlin
Grossmann, Ernest
Gunn, Lesley
Gunning, Christine

Gurman, Nina
Hagood, Kenneth
Haire, Tamara
Halfhill, Heather
Hallman, Wes
Hamblin, Paulette
Hamilton, Angelique
Hamilton, Pamela
Hamilton, Pamela
Harne, Joseph
Harris Pagán, Heather
Harrod, Susanne
Hartburg, Craig
Hayward, William
Hazelton, Lourdes
Heaton, Pamela
Heil, Valerie
Heilig, Christoph
Heller, Norma
Helton, Alicia
Hemingway, Tamara
Henderson, Alexis
Henderson, Amalya
Henderson, Kaila
Henderson, William
Henry, William
Hertzog, Conrad
Hidle, Tamara
Higgins, Holly
Hight, Dorothy
Hilt, James
Hodges, Hope
Hojnacke, Mark
Holderman, David
Hollandsworth, Matthew
Holliday, Ellen
Holmes, Cynthia
Holmes, Leah
Howard, Cindi
Howell, Mark
Huber, Donna
Hughes, Kimberly
Hulet, Michael
Hurst, Richard
Hussey, Megan
Hutcheson, Amy
Hutchinson, Selena
Hynes, Timothy

Iacobucci, Erin
Illidge, Kaitlin
Indelicato, Charles
Jackiewicz, Johnny
Jackson, Jennifer
Jensen, Kathryn
Jiggetts, Lauren
Joe, David
Johnson, Craig
Johnson, Dora
Johnson, Kevin
Johnson, Krystal
Johnson, Troy
Johnston, David
Jones, Cecilia
Jones, Derek
Jones, Kenneth
Jones, Melinda
Jones, Quinn
Jones, Russell
Jongema, Linwood
Jordan, Yvonne
Joy, Marcy
K. Montgomery, Joni
Kada, Kathleen
Kanuth, Renee
Kaohi, Catherine
Kay Witherow, Leneda
Kay, Jasmine
Keesling, John
Keller, Babak
Keller, Katie
Kelly, M
Kennedy, Beverlee
Kennedy, Christopher
Kester, James
Khajehali, Collette
Kim, YuJin
Kimball, Mary
Kimmel, Kim
Kindle, Tracy
King, Christyne
Kirby, Jen
Kitchens, Barbara
Kitts, Karen
Kobus, Jason
Kofa, Teah
KoslowVerdi, Alison

Kozacek, Shelly
Kraus Jr, Joseph
Kyzer, Lindy
LaBeach, Stephanie
Larson, Steven
Laurino, Donna
Lavallee, Stacy
Lawhorn, Jeffrey
Lawhorn, Kelly
Lawrence, LeVar
Lawrence, Mitch
Laws, Tina
Lawson, Pamela
Laybourne, Krista
Leach, Vanessa
Leadbeater, Holly
Leazer, Angela
Lee, Amy
Lee, Jessica
Lee, Theresa
Leisinger, Carmen
Lewis, Tiffany
Lheureux, Ann Marie
Lietzau, William
Lilje, Robert
Lincoln, Kathryn
Liner, Marquiz
Link, Kristina
Litscher, Theresa
Logan, JessYvonne
Londregan, Michael
Long, John
Lopa, Mary-Jane
Lord, Ginger
Lorenz, Lori
Loury, Sean
Lowy, David
Lucock, Cynthia
Luera, Xanne
Luladakes, Carol
Lundquist, Margaret
Lutz, Stephanie
Ly, Dan
Mabry, Michele
Mace, Bernadette
Macey, Christopher
Macwan, Christopher
Main, Karen

Malbone, Nicole
Manson, Robert
Mardaga, Heather
Marsh, Richard
Marshall, JoAnn
Martens, Sheri
Martin, Kenneth
Martineau, Marianna
Martineau, Robin
Martinez, Jenni
Mason, Brian
Mason, Michael
Matthews, Will
Maxwell, Heather
Mayer, Elizabeth
Mayercin, E
McCoy, Linda
McGarvey, Daniel
McGowan, Brittany
McGuire, Grady
McKemy, Scarlett
McLeod, Donna
McLeod, Risa
McManus, Daniel
McMeans, April
McNichol, Lindsey
McQuillin, Gwendolynn
McRae, Robert
Meadows, Brandon
Medina-Creel, Tina
Melim, Allison
Mencin, Brett
Merino, Daryl
Miller, David
Miller, Lori
Minard, Keith
Mitchell, Adam
Mitchell, Bruce
Mitchell, Schwann
Mittleman, Elaine
Moffatt, Thomas
Moore, Dianne
Morales, Alana
Morrill, David
Morris, Christine
Morrison, Richard
Morrison, Robert
Moses, Zephaniah

Mosher, Leandra
Moss, Leonard
Mullenniex, Kelley
Murray, Mellyni
Nane, Amy
Nedzweckas, Wendy
Needle, Kandace
Nguyen, Camtu
Nielson, Brent
Nikolaus, Suzanne
Norman, Wayne
Nunley, Anne
Nunn, SeKitha
Oberst, Erin
Obrien, Michael
Ogrysko, Nicole
Okane, Elizabeth
Oppenhagen, Christine
Ormond, Melissa
O'Rourke, Frances
Orr, Mary
Ososkie, Charles
Oster, Brigit
Ou, Patti
Pacella, Angela
Palmar, Jose
Palza, Kemberly
Pannoni, Greg
Pappas, Joyce
Parker, Andrew
Parr, Doris
Parrish, Ed
Partridge, Diane
Pekrul, Mark
Pendleton, Brandi
Peritore, Chad
Persinger, Jon
Petretta, Peter
Pettengill, Chantel
Petty, Carol
Phalen, Charles
Pherson, Katherine
Phillips, Earl
Piccioni, Geraldine
Pickering, Tamiko
Pilato, Paul
Pinson, Jenny
Piry, Krystal

Potts, Nichole
Power, Kyla
Pyles, Larry
Qualley, Linda
Quarles, Darren
Querubin, Cheryle
Ragland, April
Ragland, Nicole
Ramer, Cindy
Ramirez Perez, Yamirka
Ray, Richard
Raynor, Dianne
Razumovsky, Andrew
Reading, David
Reardon, Amy
Rector, Patricia
Reed, Brooke
Reed, Rachel
Reff, Royal
Reidy, Lisa
Reinicke, Toni
Reneski, Christine
Renz, Daniel
Renzella, Allyson
Reutemann, Cheryl
Revy, Lisa
Reyes, Erica
Rhone, Whitney
Ricci, Cheryl
Rich, George
Riney, Scott
Rivera, Rene
Rives, Brian
Roche, Matthew
Rodowsky, Laura
Rodriguez, Chamagne
Rogers, Geraldine
Rommelmeyer, Craig
Rosera, Stephen
Roska, Camille
Rousseau, Kelly
Rudolph, Sabita
Runkle, Gretchen
Rush, Jennifer
Russell-Hunter, Peregrine
Sabre, Lisa
Sadler, Greg
Sarmiento, Maggie

Saylor, Julie
Schardt, Linda
Schindler, Brittany
Schultz, Joe
Scott, Christopher
Scott, Yvette
Sease, James
Senutovitch, Diane
Shakir, Rashad
Shimamura, Judy
Sickmond, Stephanie
Sidney Miles, Sharon
Silva, Mellissa
Simmons, Lindsay
Simpson, Kimberly
Sims, Heather
Sixkiller, Carolyn
Sjodahl, Debbie
Skane, Cortney
Slinko, Luke
Smasal, Eileen
Smith, Berette
Smith, Crystal
Smith, Linwood
Smith, Victoria
Smoot, Teresa
Soltis, Sheldon
Sotelo, Michael
Speace, Garrett
Spiller, Denise
Spinaio, Kyle
Spinnanger, Jeffrey
Stall, Camilla
Stehlik, Terry
Steil, Jeffrey
Steinbuch, Michael
Steinke, Sue
Steinour, Jason
Stephens, Brooke
Stephens, Chris
Stephens, Tod
Stewart, Shauna
Sticklen, William
Still, Tonya
Stolkey, Christopher
Stone, Cheryl
Stowers, Wendell
Streeter, Frankie

Stull, Sarah
Sugrue, Laura
Sutphin, Michelle
Swick, Melissa
Switala, Jamie
Sylvester, Justin
Talley, Keith
Tapper, Layne
Tartaro, Elizabeth
Tate, Charles
Taylor, Melinda
Taylor, Scott
Teachout, Mary
Teemley, Kate
Terrell, Shatonna
Terry, Mark
Thayer, Amber
Theriault, Jason
Therrien, Eric
Thibault, Crystal
Thibodeaux, Kristie
Thoma, Jeff
Thomas, Grant
Thompson, B'Linda
Thomson, Mary
Tiffée, Brad
Timmons, Katie
Tipton, Paula
Tran, Kat
Trimble, Kent
Tringali, Robert
Tsukamoto, Krystina
Tucker, Bruce
Tucker, Cynthia
Turner, Shawntelle
Ty, Emmanuel
Ulery, James
Vanderhuff, Elizabeth
VanHook, Donna
Vaughn, Susie
Villa, Christopher
Vilven, Shanna
Vivek, Christine
Volak, Martha
Wagner, Bekah
Wainwright, Angela
Wallace, Amy
Wallerson, Diane

Ward, Amanda
Ware, Laura
Warren, Michael
Weaver, Haylee
Webber, JoAnn
Weeks, Jeannine
Weiss, Mitchell
Wells, Matt
White, Dorie-Ann
Whitehead, Lynette
Whitney, Richard
Whitten, Tyler
Wilkerson, Dawna
Willbanks, Ann
Williams, Angela
Williams, Enita
Williams, Kristin
Wilson, Jacqueline
Wilson, Janine
Winch, Celestine
Winnie, Lisa
Wisnosky, Roger
Wittenborn, Shelly
Woldridge, Marya
Wolfe, Joanna
Wood, Delvin
Woodall, Christopher
Woodard, Teresa
Woolsey, Wailohia
Worsham, Robert
Wright, Paula
Wyatt, Stacy
Young, Debora
Young, Ronald
Young, Roxana
Yuhas, Rae
Zieminski, Jason
Zweil, Alison