Insider Threat Mitigation Training
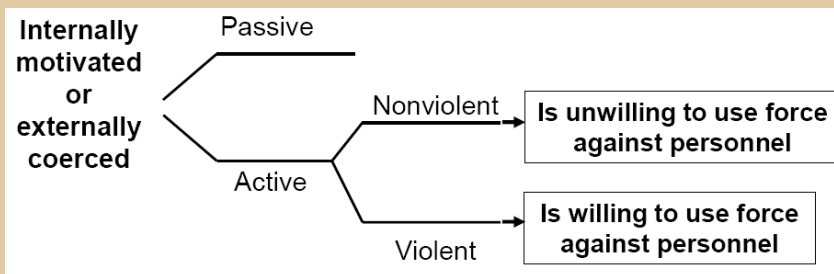
Course Description

- Provides structured analysis approach so participant will be able to:
    - Develop and define the insider threat
    - Understand factors that can lead to an insider attempt
    - Identify and characterize potential insider threat groups and motivations
    - Indentify which potential insider groups pose the biggest threat
    - Identify potential targets of interest to insider adversaries
    - Estimate the likelihood of an insider causing undesirable consequences.
- All instruction is focused on the protection of assets from personnel with access to nuclear material.
- Instruction is in the form of classroom lectures, discussions, group exercises, case studies, and demonstrations.
- Course Duration: 3 days

Insider Examples

- Management
- Regular employees
- Security personnel
- Service providers
- Visitors
- Inspectors
- Past employees

Categorizing the Insider

Internally motivated or externally coerced
- Passive
- Active
    - Nonviolent — **Is unwilling to use force against personnel**
    - Violent — **Is willing to use force against personnel**

Insider Defined

Any individual with authorized access to *nuclear facilities* or *transport* who might attempt unauthorized removal or sabotage, or who could aid *outsiders* to do so.

Los Alamos
NATIONAL LABORATORY
EST.1943

Factors for an Insider Attempt

Insider Motivations

- **Ideological** – Fanatical convictions
- **Financial** – Wants/needs money
- **Revenge** – Disgruntled employee/customer
- **Ego** – "Look what I'm smart enough to do"
- **Psychological** – Mental disorder
- **Coercion** – Family/personal threats

Insider Motivations

Insider Advantages

Insider Attempt

Vulnerable Targets
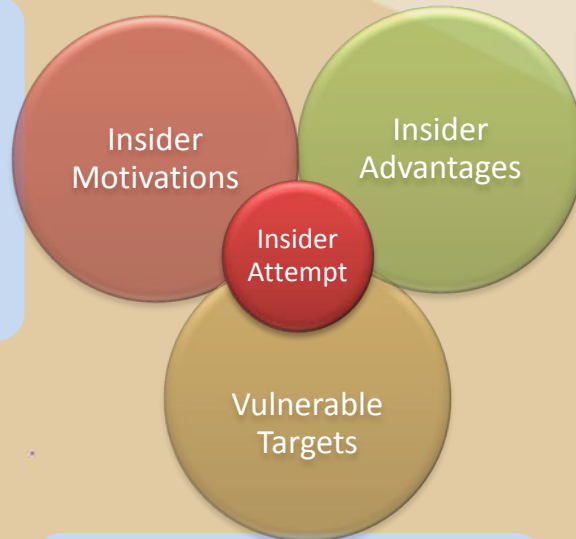
Insider Advantages

- **Time** – Can select optimum time to implement plan or implement of extended timeframe
- **Access** – Has access to privileged facilities, tools, information, etc.
- **Knowledge** – Familiarity with targets, security systems, facility operations
- **Authority** – May have authority over other personnel, equipment, security, or ability to falsify authority
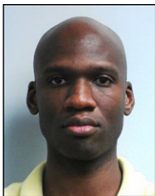
Insider Case Studies

June, 2013 - Edward Snowden, Release of Classified Documents
-National Security Administration Contractor

July, 2013- Bradley Manning, Convicted of Release of Classified Documents
-Private, US Army

September, 2013 - Naval Yard Shooting, Washington DC
-Navy Civilian Contractor

Vulnerable Targets

Attractiveness Factors

- Element/Isotope (Pu,U-233, U-235, Np-237, Am-241, Am-243)
- Quantities (mass)
- Irradiation Level
- Location
- Residence time (duration)
- Frequency of use or access