

# **RAIDERS OF THE DATA ARK** DATA PRIVACY & CYBERSECURITY SUMMIT

**Practical Tips and Legal Risks** 

### October 16, 2014 8:00 AM - 2:00 PM Crowne Plaza Cromwell, CT







### **Conference Agenda**

Conference Registration and Continental Breakfast	8:00 - 8:30 AM
General Sessions 8:30 -	11:15 AM as noted
Are We Headed to the "Temple of Doom?" Data Privacy, Past, Present and Fut	ure 8:30 - 9:00 AM
"How to Train Your Dragon:" Practical Tips From Company Leaders	9:00 - 10:00 AM
Break and Networking	10:00 - 10:15 AM
"The Good, The Bad, and The Ugly:" Legal Risks and Solutions for Today's Workplac	e 10:15 - 11:15 AM
Break and Networking	11:15 - 11:30 AM
Breakout Sessions	11:30 - 12:30 PM
"For Your Eyes Only:" The "Skyfall" Effect Data Privacy and Malicious or Inadvertent Cyber Activities Have On Multi-State and International Companies	
"The Fault in Our Stars:" Why Cybersecurity is Critical for Smaller Companies and Non-Profits	
Break and Lunch	12:30 - 1:00 PM
<b>Keynote</b> : "Catch Me If You Can:" Creating a Company Culture of Data Privacy	y 1:00 - 2:00 PM

Are We Headed to the "Temple of Doom?" Data Privacy, Past, Present and Future

8:30 - 9:00 AM

This plenary session and conference opening will give a brief overview of data privacy...where we are now, how we got here and what to expect. The following will be discussed:

- Brief and recent history of data privacy and cybersecurity
- "Hot Topics:" Technology, Communication, and Management
- · Implications for the Workplace
- The Future?

#### **Speakers:**

#### Daniel A. Schwartz

Data Privacy and Employment Law Attorney Shipman and Goodwin LLP

Daniel A. Schwartz represents employers in various employment law matters such as employment discrimination, restrictive covenants, human resources, retaliation and whistle blowing, and wage and hour issues. He also advises clients on data privacy and cyber-security issues related to the workplace. He has extensive trial and litigation experience in both federal and state courts in a variety of areas, including commercial litigation and trade secret enforcement.

Dan represents companies in disputes related to contracts and other commercial matters, and advises employers on topics such as voluntary and involuntary reductions in force, employee investigations, restrictive covenants and trade secrets, benefits, wage and hour laws, hiring and termination, employment handbooks and policies, family and medical leave, and responding to government audits. He represents employers in federal and state courts and before administrative agencies, such as the Connecticut Commission on Human Rights and Opportunities, defending claims of wrongful termination, civil rights violations, employment discrimination and employee benefits litigation under the Employee Retirement Income Security Act of 1974 (ERISA). In addition, he provides timely and practical advice on ways to minimize the risk of litigation and how to respond to any lawsuits or complaints that may arise.

Dan is the author of the independent Connecticut Employment Law Blog, one of the most widely read blogs of its kind in the nation. The blog discusses new and noteworthy events in labor and employment law on a daily basis. For the last five years, the ABA Journal named it one of the top 100 blogs produced by lawyers (the "Blawg 100"). In 2014, it also named the blog to its "Blawg 100 Hall of Fame" noting that Dan "consistently impresses us with concise and incisive analysis of the latest cases and issues to arise in employment law." In 2013, the United States Library of Congress selected the website for inclusion in the historic collection of internet materials related to "Legal Blawgs."

Dan is a frequent presenter on a wide range of employment law and commercial litigation topics, and has been interviewed by newspapers, radio and television programs and legal blogs on employment law topics. He published a chapter on social media and human resources issues in Think Before You Click: Strategies for Managing Social Media in the Workplace (Thompson Publishing, 2011).

Are We Headed to the "Temple of Doom?" Data Privacy, Past, Present and Future

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Marc Kroll Co-Director Professional Development CT Human Resource Council (CT SHRM) Managing Principal Comp360 LLC

Marc Kroll is a senior level compensation consultant specializing in the design, formulation and implementation of total compensation strategies, base salary systems, and variable pay plans as well as compensation system implementation communications across numerous industries. His approach centers on both the financial and human resources return on compensation programs and tactics by utilizing methodology to focus on financial affordability, organizational change, management accountability, and open business communications. His experience includes advising and collaborating with management and employee teams to drive consensus on a variety of compensation challenges, ranging from partnering with senior management to form compensation strategy to designing implementation and communication initiatives for newly revised base salary and incentive programs. His work in both profit and non-profit business sectors affords him the capacity to bring a broad perspective and in-depth knowledge to his clients as they determine their appropriate compensation vision and practices.

Clients include Corporate Translations Inc., Community Mental Health Affiliates (CMHA), Ensign Bickford, Inc., Thames Valley Council for Community Action (TVCCA), Hartford Foundation for Public Giving, Lawrence and Memorial Hospital, Aetna Retirement Services, Crosby Valve (a subsidiary of FMC), Kaye Insurance Group, Curtis Instruments, GE Equities (subsidiary of GE Capital), Intelligroup, Kendro Industries, and United Distillers & Vintners of North America. He received his B.A. from City College of the City of New York and his M.A. from Brown University.

### "How to Train Your Dragon:" Practical Tips From Company Leaders

9:00 - 10:00 AM

The threats to a company's data are real and growing: while it may not breath fire, the threats are persistent. This panel will discuss, from the corporate perspective, how best to protect your organization, including:

- Identification of areas of exposure
- Best practices in communication and policy development
- Protection of employee data
- Training employees and ensuring followup in the workplace
- Employer/Employee relationships redefined: expectations and execution

### **Speakers:**

Andrea Barton Reeves President/CEO HARC

Andrea Barton Reeves is President and CEO of HARC, an organization that serves people with intellectual and related disabilities. Prior to becoming President and CEO, Ms. Barton Reeves served as HARC's Vice President of Administration since September, 2009.

Before joining HARC, Andrea practiced law in the areas of civil litigation and insurance defense in major law firms in New York and Connecticut. She also represented abused and neglected children in a variety of courts in Connecticut, and was a Program Director with Lawyers for Children America, where she taught other attorneys to represent children pro bono in child protection matters. Ms. Barton Reeves has a rich background of service to the community including service on the boards of directors of The Junior League of Hartford, the Connecticut Bar Association, the Connecticut Bar Foundation and The Village for Families and Children where she serves as the board chair.

Ms. Barton Reeves' achievements are numerous and have been recognized with awards, including the 2009 Family Champion Award, Connecticut Council of Family Service Agencies, Leadership Greater Hartford "Quest Class", and the Hartford Business Journal's "Forty Under 40" Award. She is a James Cooper Fellow of the Connecticut Bar Foundation. She also serves on several task forces, working groups, and boards of directors focused on enhancing services to people with disabilities.

Ms. Barton Reeves received a Bachelor of Arts Degree in English from Rutgers University and a Juris Doctor from New York Law School.

#### **Christine K. Sadlouskos**

*Executive Compliance Leader, Privacy & Data Protection* General Electric Company

Christine is GE's Executive Compliance Leader for Privacy & Data Protection, leading the development of policy, process, and awareness initiatives that advance GE's privacy and data protection objectives. She is

### "How to Train Your Dragon:" Practical Tips From Company Leaders

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particularly interested in making policy and technology understandable and accessible to GE employees. Christine has worked at GE for seventeen years, beginning at NBC News, where she was Director of Finance for network news, and continuing on to a variety of privacy and compliance roles within GE Corporate over the past eleven years. Prior to joining GE, Christine worked in audit and finance roles for KPMG, LLP and The Walt Disney Company.

Christine holds B.S., B.A. and MBA degrees from SUNY Buffalo and is a CPA and a CIPP (Certified Information Privacy Professional). She resides in Connecticut with her GE husband, Ted and daughter Mia (10), and enjoys traveling with her family and engaging in volunteer work.

#### Moderator: Catherine Intravia

Data Privacy and Intellectual Property Law Attorney, Certified International Privacy Professional Shipman & Goodwin LLP

Catherine Intravia is a partner at Shipman & Goodwin. She focuses her practice on real and intellectual property, technology and information governance matters. Catherine represents clients in the areas of technology protection and agreements, trademark and copyright protection and licensing, confidentiality agreements, e-commerce and related internet issues, software licensing, and information governance. She regularly counsels clients on intellectual property protection and licensing matters and on matters related to information protection, privacy, and security and e-discovery and information retention and destruction policies. In the information governance area, she has experience with personal information privacy matters, data breach notification requirements, written information security programs, records retention policies, and compliance with federal laws, state laws and related implementing regulations' privacy and information security requirements.

Prior to becoming an attorney, Catherine worked for a multinational information technology company with responsibilities for technical marketing and installation of complex software and hardware systems in multinational accounts. She writes and lectures on legal topics relating to intellectual property protection; licensing issues; information governance; e-discovery, information retention and destruction policies; data breach notification obligations; personal information protection and related laws; privacy issues and compliance issues.

Catherine is active in the Connecticut Technology Council and is on the selection committee for the Women of Innovation event each year to recognize Connecticut's top women in science and technology. She is co-leader of the International Association of Privacy Professionals' (IAPP) Connecticut KnowledgeNet which meets regularly to discuss current data privacy related issues. She is a member of the ABA-IP's Committee on Software and Cloud Computing and the International Trademark Association's (INTA) Subcommittee on Limits on Rights.

### "The Good, The Bad, and The Ugly:" Legal Risks and Solutions for Today's Workplace

10:15 - 11:15 AM

It's happened. You believe your company's data has been breached. You need a crash course on the legal implications and the steps your company must take immediately. This session will cover:

- · The changing landscape of legal rules and regulations
- Understanding key laws and the coverage of government agencies involved in data privacy matters
- What to do in the first 72 hours following a breach
- Legally protecting your data: Confidentiality agreements, restrictive covenants
- Overview of tips and tools to help protect your company

### **Speakers:**

#### Matthew F. Fitzsimmons

*Chair, Privacy Task Force, Assistant Attorney General* Connecticut Attorney General's Office

Matthew Fitzsimmons is an Assistant Attorney General in Connecticut. He serves as the lead attorney in the Office on all matters involving data security and privacy, most often in relation to data breaches. Most notably, AAG Fitzsimmons served as the lead attorney and negotiator for a thirty-nine state investigation of a top technology company's WiFi data collection, which matter was settled in early 2013. AAG Fitzsimmons has also served in a lead role investigating and negotiating multistate matters with other top internet and technology companies, including the two leading social networking websites. He also served as co-lead counsel in the first-ever state enforcement action (under the HITECH Act of 2009) for alleged violations of HIPAA. During his career as an Assistant Attorney General, AAG Fitzsimmons has litigated an array of complex matters involving violations of the Connecticut Unfair Trade Practices Act in state and federal court, and has also argued on behalf of the State in numerous bankruptcy cases in several states where consumer protection laws and policies are implicated.

In 2011, AAG Fitzsimmons was appointed by the Attorney General to lead a multi-disciplinary Privacy Task Force within the Office of the Attorney General. A key responsibility of the Task Force is to focus agency efforts to promote protection of personal data and information, which will include meeting and working proactively with businesses and other entities that collect, store and use personal information. The Task Force, under AAG Fitzsimmons' leadership, is also responsible for all Office investigations in matters relating to consumer privacy and data security, and any necessary enforcement relative thereto. The Task Force is also charged with tracking emerging issues associated with technology and privacy concerns, and reviewing legislative proposals affecting privacy interests of Connecticut citizens.

AAG Fitzsimmons is a frequent guest speaker and panelist at industry and continuing legal education events on the topic of data privacy and security, and has contributed to panel discussions in the United States and Canada. Recently, AAG Fitzsimmons was named one of Connecticut Law Tribune's "New Leaders in the Law" for 2012. AAG Fitzsimmons also serves as Adjunct Professor at the University of Connecticut School of Law, where he teaches oral advocacy and brief writing as part of the school's Moot Court program. AAG

### "The Good, The Bad, and The Ugly:" Legal Risks and Solutions for Today's Workplace

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Fitzsimmons received his B.A., magna cum laude, from the University of Hartford and his J.D., with honors, from the University of Connecticut School of Law.

#### Martin McBride

Supervisory Special Agent and Cyber Squad Chief FBI New Haven Field Office

Marty McBride is a Supervisory Special Agent assigned to lead the Cyber Squad of the FBI's New Haven Field Office. The Cyber Squad is responsible for investigating both national security and criminal computer intrusion and other high-tech activities that are in violation of U.S. federal laws and where prosecution of such violations would have venue within the U.S. District of Connecticut.

Marty received a Bachelor of Science degree in computer science from Siena College in 1986. He spent his next nine years serving as a helicopter pilot in the U.S. Navy which included active participation in the Gulf War of 1991. Near the end of his service with the Navy, Marty earned a Master of Business Administration degree from the University at Albany in 1995.

Marty began his career as a Special Agent with the FBI in July 1996. After completing initial training at the FBI Academy in Quantico, VA, his first field assignment was to work counter espionage in the FBI's Washington Field Office. In 1998, he went undercover in a long-standing undercover operation which culminated in his transfer to the New Haven Field Office two years later in August 2000.

Upon arrival at the New Haven Field Office, Marty began investigating all types of computer crimes including intrusions, Internet fraud, Internet threats, and crimes against children. During eleven years investigating computer crimes in Connecticut, he also served as the FBI Coordinator for InfraGard Connecticut from October 2000 through October 2006 and was a member and sniper for the FBI SWAT team there from June 2003 until October 2011, at which time he was reassigned to the Cyber Division of FBI Headquarters for 18 months. At the end of his Headquarters assignment in early April 2013, he was selected to be the next Supervisor of the New Haven Field Office's Cyber Squad.

#### Speaker and Moderator: William Roberts

Data Privacy and Health Law Attorney Shipman & Goodwin LLP

Bill Roberts is an attorney in Shipman & Goodwin LLP's Health Law Practice Group and a member of the Life Sciences and Medical Products Client Team.

Bill has experience representing hospitals, health care providers, federally qualified health centers and behavioral health care facilities on a broad range of business and regulatory issues. Bill regularly advises clients on corporate and regulatory compliance, medical staff matters, fraud and abuse, telemedicine, licensure, social media, government and internal investigations and risk management issues.

As a member of the Life Science and Medical Products client team, Bill represents medical device companies, pharmaceutical companies, clinical laboratories, tissue banks and organ procurement agencies. Bill advises clients on contracting matters, employment and independent contractor agreements, accreditation, product

### "The Good, The Bad, and The Ugly:" Legal Risks and Solutions for Today's Workplace

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reimbursement (including Federal Supply Schedule, Medicare, Medicaid and other public payors) and regulatory compliance, including FDA, marketing, and data security requirements.

In both the health care and life science contexts, Bill works extensively with clients on the development and implementation of compliance programs and responding to compliance incidents. Bill is often asked to conduct employee trainings, review and prepare compliance policies and procedures, and represent clients during privacy breaches and government inquiries.

**"For Your Eyes Only:"** The "Skyfall" Effect Data Privacy and Malicious or Inadvertent Cyber Activities Have On Multi-State and International Companies 11:30 AM - 12:30 PM

This session will focus on the evolving world of cyber risks and how they relate to data privacy and security. We will include expert discussion on both malicious and "well-intentioned" but careless cyber activity, current exploitation techniques, and the impact on multi-state and international companies. Panelists will discuss issues ranging from:

- The applicability of U.S. and international (EU) data privacy laws and regulations
- The evolving privacy and cybersecurity risks
- The mitigation and response resources available to combat cyber risks
- The changing way we look at data breaches and the insurance perspective
- Cybersecurity best practices for multi-state and international companies

### **Speakers:**

**Dan Robertson,** *Vice President Network, Support & Services* ESPN, Inc.

Dan Robertson, vice president, Technology Infrastructure & Support, oversees a variety of information services and technologies. His responsibilities include engineering and IT data communications, enterprise and broadcast server, storage and support services, client technology services, information security, and IT infrastructure library (ITIL) related projects.

Robertson is a member of the Disney IT Leadership Board. Prior to this he had served on the TWDC Security Governance Board and the Disney Enterprise Architecture Board for five years.

Robertson is a certified ITIL v2 Service Manager and graduated from Brigham Young University in 1994 with a bachelor's degree in mechanical engineering.

**Robert O. Barberi, Jr.** *Assistant Vice President* FINEX North America, Willis Americas Administration, Inc.

Robert O. Barberi, Jr. is Assistant Vice President of FINEX North America. Rob serves as a broker in FINEX's Boston office and specializes in Cyber Security, Privacy and Professional Liability risk. Additionally, he has broad experience negotiating, structuring and placing Directors & Officers Liability, Professional Liability, Fiduciary Liability, Employment Practices Liability. He primarily focuses on the exposures of large companies with diverse, complex risks. His clients include Fortune 1000 companies, integrated healthcare systems, financial institutions, energy companies, defense contractors, technology companies and large retailers.

Prior to joining Willis in 2009, he worked at Aon Corporation as a Broker in their Financial Services Group. Previously, Rob was an Associate in Aon's Global Client Network, focusing primarily on the placement and servicing of large international property and casualty programs for Fortune 500 companies.

**"For Your Eyes Only:"** The "Skyfall" Effect Data Privacy and Malicious or Inadvertent Cyber Activities Have On Multi-State and International Companies (continued)

Rob holds a B.A. in International Politics and Economics from Middlebury College and an M.B.A. from Boston University.

Joseph P. Dooley Chief Executive Officer JPD Forensic Accounting, LLC Former Supervisory Special Agent FBI

Joseph P. Dooley is the CEO and Founder of JPD Forensic Accounting LLC, a full service forensic accounting practice which provides investigative advisory services and compliance reviews, asset tracing investigations, and fraud investigations for private and publicly held organizations. Mr. Dooley's extensive experience as a CPA, an FBI agent, and a Big Four forensic accountant make him an effective investigator, witness, and presenter, as he has delivered the results of his investigations on numerous occasions to CEOs, boards of directors, regulators, and grand and petit juries.

Prior to starting his own practice Mr. Dooley was a Managing Director in Stroz Friedberg's Business Intelligence & Investigations division, where he led the firm's forensic accounting practice. In that capacity, he led internal investigations into FCPA, Anti-Bribery and Corruption, Money-Laundering, Embezzlement, Securities Fraud, and other investigations that require a combination of accounting knowledge, investigative skill in examining books and records, money and asset-tracing proficiency, and witness interviewing expertise.

Prior to joining Stroz Friedberg, Mr. Dooley served as Managing Director in KPMG's Forensic Practice. Mr. Dooley provided investigative advisory services and compliance reviews. In this leadership position, he conducted numerous investigations related to Foreign Corrupt Practices Act (FCPA) violations, asset tracing, internal money laundering and fraud for financial institutions and corporations. His responsibilities included managing the end-to-end aspects of Forensic engagements, from strategic planning to fieldwork and reporting, to contract administration.

Before his role at KPMG, Mr. Dooley served as a Special Agent for twenty-one years with the Federal Bureau of Investigation ("FBI"). For the first sixteen years he was assigned to investigate individuals and organizations involved in criminal matters including bank fraud and embezzlement, as well as public corruption, fraud against the government, money laundering and Racketeer Influenced and Corrupt Organizations Act ("RICO") violations.

The last five years of his FBI career was devoted to the creation and leadership of a computer crimes investigative squad and task force. During this time, Mr. Dooley led a team of twenty-two investigators and five analysts responsible for investigations covering the spectrum of computer intrusions, intellectual property theft, internet fraud, and other cyber crimes. He also supervised the activities of personnel responsible for the collection of electronic evidence.

Mr. Dooley received his B.S. in Accounting from the New York Institute of Technology. He is a Certified Public Accountant licensed in New York and Connecticut. He is a member of the American Institute of Certified Public Accountants and the Association of Certified Fraud Examiners.

**"For Your Eyes Only:"** The "Skyfall" Effect Data Privacy and Malicious or Inadvertent Cyber Activities Have On Multi-State and International Companies (continued)

**Sabrina Houlton** *Assistant General Counsel, International Trade Compliance* UTC Aerospace Systems

Sabrina Houlton is Assistant General Counsel, International Trade Compliance for UTC Aerospace Systems in Windsor Locks, Connecticut. Her primary focus is the management of International Traffic in Arms Regulations agreements and licensing management.

Prior to UTC Aerospace Systems, Sabrina worked for Wiggin and Dana, a law firm in Connecticut, handling international trade compliance and privacy law. Before moving to Connecticut, Sabrina worked as a Trial Attorney for the Public Integrity Section, Criminal Division, U.S. Department of Justice in Washington, D.C., where she investigated and prosecuted public corruption cases. Sabrina also spent over four years as an associate at Wilmer, Cutler & Pickering (now known as WilmerHale), working on commercial litigation and white collar defense matters.

Sabrina clerked for one year for the Honorable Stephen M. Orlofsky of the United States District Court for the District of New Jersey. She received her B.A. from Wesleyan University, where she graduated with Honors and Phi Beta Kappa, and her J.D. from Stanford Law School.

**Moderator: T. Scott Cowperthwait** Data Privacy and International Trade Law Attorney Shipman & Goodwin LLP

Scott Cowperthwait is a partner at Shipman & Goodwin and a member of the firm's Data Privacy and Security Team. Scott represents private and public sector entities concerning cybersecurity, infrastructure protection and national security issues. He advises businesses with respect to economic- and cyber-espionage vulnerability issues involving theft of data and technology, and provides guidance on designing and maintaining effective counterintelligence and compliance policies and programs.

Scott is also a member of the firm's International Trade Compliance and Enforcement group and the Government Investigations and White Collar Criminal Defense group. He represents and advises businesses on a wide range of U.S. and international trade compliance and enforcement matters, including export control laws and regulations involving the International Traffic in Arms Regulations (ITAR) and the Export Administration Regulations (EAR), economic sanctions and trade embargoes, Foreign Corrupt Practices Act (FCPA) matters, international anti-corruption, anti-money laundering and anti-boycott matters, and import laws and regulations. With respect to these areas, Scott counsels clients involving import-export licensing issues, internal audits and investigations, civil enforcement actions, voluntary disclosures, government investigations and the implementation of best practices for corporate governance and legal and regulatory compliance.

He is a former two-term president of the InfraGard Connecticut Members Alliance, a public-private association focused on sharing information and intelligence concerning national infrastructure and technology issues. On behalf of InfraGard, he continues to serves on the State of Connecticut Department of Emergency Services and Public Protection (DESPP) Division of Emergency Management and Homeland Security (DEMHS) Advisory Council, as well as DESPP's Cybersecurity Committee. Scott was also a two-time summer law clerk in the U.S. Attorney's Office for the District of Connecticut.

"The Fault in Our Stars:" Why Cybersecurity is Critical for Smaller Companies and Non-Profits 11:30 AM - 12:30 PM

While media coverage on data issues tends to focus on large company breaches, cybersecurity is critical to organizations of any type and size. Even basic data security measures could deter a breach, and with so many other unprotected targets available, the hackers may just move on. With fewer resources to devote to the issue, it's important for smaller companies and non-profits to get it right the first time. In this session, we'll focus on:

- How to make data privacy and cyber threats, both internal and external, more real to employees
- Management practices business and HR policies in a data secure environment
- Practical strategies to prioritize threats with limited resources
- Is there such a thing as a "small" data breach?

### **Speakers:**

**Brian Kelly** Director of Information Security Quinnipiac University

Brian Kelly is Chief Information Security Officer for Quinnipiac University. Brian is responsible for developing, implementing and maintaining information security methodologies that ensure the confidentiality, integrity and availability of institutional data and related systems throughout the university. Brian holds a bachelor's degree from the University of Connecticut and a master's degree from Norwich University. He is a member of various professional organizations, including the Information System Security Association, InfraGard, High Tech Crime Investigation Association and Information Systems Audit Control Association. His career in information security began with the United States Air Force in 1993. Brian is an adjunct instructor at Naugatuck Valley Community College in the CIS Department teaching Networking and Security courses. He has also served on the board of the ISSA Connecticut chapter and InfraGard CT and HTCIA Connecticut. Brian recently retired from the Air Force after 20 years of service.

#### Marie Mormile-Mehler, MSW

*VP of Planning & Performance Improvement* Community Mental Health Affiliates, Inc.

Marie Mormile-Mehler, MSW is Vice President of Planning and Performance Improvement at Community Mental Health Affiliates Inc., a medium size non-profit behavioral health agency with 250 employees headquartered in New Britain. She is responsible for grants/program planning, quality assurance, compliance, accreditation, information services and technology and external relations/development. As part of her role at CMHA, Marie has developed HIPAA Security Policies and co-chairs a HIPAA Security committee, which meets monthly to deal with client data privacy/security issues.

"The Fault in Our Stars:" Why Cybersecurity is Critical for Smaller Companies and Non-Profits

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**Cathy Denault** *VP of Human Resources* Community Mental Health Affiliates, Inc.

Cathy Denault is the Vice President of Human Resources at Community Mental Health Affiliates (CMHA), who brings over 20 years experience in areas such as Employee Relations, Recruitment, Talent Management, Labor Relations and Learning and Development strategies. Cathy has worked in a variety of industries such as Health Care, Publishing, Manufacturing and Real Estate.

Cathy is certified in Predictive Index, an employee assessment tool. Cathy is also certified by the Center for Creative Leadership to analyze and deliver 360 degree feedback assessments.

Cathy holds a Degree in Business Management from Albertus Magnus College. She is a National member of the Society for Human Resource Management. She is also certified by HRCI as a Senior Professional in Human Resources (SPHR).

In addition to her work experience, Cathy was an adjunct trainer for Naugatuck Valley Community College and designed and delivered training programs for their Business and Industry sector.

#### **Mike Wanik**

*Director, Corporate Security* United Therapeutic Corporation

Michael W. Wanik is the Director of Corporate Security for United Therapeutics Corporation and is based in Silver Spring, Maryland. In this role, Mike is directly responsible for global enterprise security risk for a cutting edge, high-profile biotechnology company. He is board certified in both security management and business continuity planning

Prior to joining United Therapeutics and a short engagement in private security consulting he spent more than 13 years at UnitedHealth Group as the company's corporate security director responsible for international operations.

Mike has a robust background in providing risk management consulting to protect people, process, technology, information and operating environments in sensitive operations around the world. He is looked upon as a thought leader in the area of the development, implementation and enforcement of security and safety policies and standards for the protection of human, physical and intellectual assets in a changing world.

Mike was an early supporter and practitioner of convergence, wherein he partnered with information security and privacy personnel to better protect an entity from theft and disruption. In addition to his extensive risk mitigation background, Mike also has years of experience conducting criminal investigations from his early days in military law enforcement.

Mike attended and later taught at Central Texas College; was the senior law enforcement instructor at a satellite Military Police School created to support Operation Desert Shield/Storm; and was also Chairman of

### "The Fault in Our Stars:" Why Cybersecurity is Critical for Smaller Companies and Non-Profits

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New Britain's Police and Fire Commissions for eight years. He currently serves as SHRM's Connecticut State Council Security and Safety Chairman.

**Moderator: Linda Ferraro** *Principal* Valency Consulting *Co-Director, Professional Development* CT Human Resource Council (CT SHRM)

Linda is an Organizational Development professional who has successfully worked with Fortune 50 Corporations developing and implementing strategies to increase organizational performance through leadership development and team alignment. Her experience encompasses consulting with manufacturing, government, not for profits, insurance and financial services as well as pharmaceutical organizations. She has practical experience working with leaders and groups at the start up phase as well as at all stages along the team life cycle.

Internally to organizations she has provided OD & leadership support for 1500 existing managers and those new to their role through intact team interventions and company leadership programs. Through program delivery and consulting projects, she has touched 1000+ leaders directly. In one role her work with a Management Practices team ultimately resulted in survey scores that showed a statistically significant increase from the previous survey, raising scores by double digits during her role tenure overall. Key indicators include questions on coaching, feedback, recognition and leader communications.

While focusing on educating leaders in organizations, in addition Linda has extensive academic experience teaching at both the graduate and undergraduate levels with a focus on organizational behavior, theory and development. She has served also as a keynote for the Human Resources Leadership Association of Southeastern CT and presented at various conferences. Linda's background includes an MBA from Binghamton University and doctoral work in Management Systems at the University of New Haven.

Keynote: "Catch Me If You Can:" Creating a Company Culture of Data Privacy 1:00 - 2:00 PM

After the morning's sessions, this keynote session will address the issue of data privacy from the inside. Featuring a well-regarded speaker, this keynote will help address some of the lasting questions: How do you create a company culture which values data privacy and secures yourself from outside threats? How do you address the generational differences that exist within a company in order to win the battle? And what next?

### **Speakers:**

**Christopher Luise** *Executive Vice President* Adnet Technologies, LLC

Christopher Luise is Executive Vice President at ADNET Technologies, LLC. Early in his career, Christopher co-founded ADNET with President & CEO Edward Laprade, and worked for several years as vice president responsible for new business development. In 1995, he left ADNET and spent the next 13 years driving innovative, technology-based solutions in the U.S., Europe, Latin America, and Asia as group CIO and later CEO for a Global Financial Services organization. Christopher returned to ADNET in 2008 to lead the Infrastructure and Learning Services consulting practice with a full-time focus on strategy, operations, and branding.

Christopher has over 20 years of experience and proven leadership in global business and Information Technology operations. His vision as an executive-level manager with a unique background in IT strategy and marketing has driven success and sustained growth in global brands within the financial services industry and the technology sector. Throughout his career, Christopher has focused on developing progressive service models and engaging successful new business opportunities. As the CEO of European operations for a large financial services firm, he built integrated and synergistic teams in Berlin and London, and guided the organization to profitability through an economic recession.

Throughout global mergers and acquisitions, Christopher has focused on enabling firms to retain knowledge, efficiencies, and operational standards, successfully bringing the skills of over 57,000 employees in over 50 countries under one corporate brand. Christopher has spearheaded significant change initiatives that have strengthened global brands and created award-winning employment cultures for his staff.

At ADNET, Christopher is responsible for the technology direction of the organization, with a strong focus on building strategic, long-term partnerships with ADNET's clients and technology partners.