

2022 Annual Security Insider Threat Training

Tuesday, October 4, 2022 | 8:00 a.m. to 4:30 p.m. Central

*MRO Corporate Offices, King Conference Center
St. Paul, MN 55102
& Webex*



CLARITY

ASSURANCE

RESULTS

LOGISTICS

WebEx Login

If any help is needed logging into WebEx please reach out to Rebecca Schneider at rebecca.schneider@mro.net or outreach@mro.net.

Audio & Video Recording

Participants will be muted upon entry and will not be able to unmute themselves to speak. Please note that Midwest Reliability Organization (MRO) may make a video and/or an audio recording of this event for the purposes of making this information available to board members, members, stakeholders and the general public who are unable to attend the meeting in person.

Questions

If you have questions for a speaker, please utilize WebEx's chat feature. Please submit all questions to the "MRO Host". If we are unable to get all questions asked/answered during the training, a response will be provided after the training either directly to the requestor or through another form of outreach.

Presentations

The presentations and recordings from today's training that can be provided will be made available in the near future.

Feedback

Your feedback is very important to us. Please utilize the survey link at the end of this packet to provide your feedback.

Certificate of Attendance

If you would like to request a certificate of attendance for today's training, please send your request to Lauren McClary at lauren.mcclary@mro.net.



HOSPITALITY ITEMS

Breakfast

A hot breakfast will be available from 8:00 a.m. to 9:00 a.m. in the conference center lounge. If you have any dietary restrictions, please see the registration desk or the server in the lounge.

Beverages

Hot and cold beverages will be available in the conference center, please help yourself.

Lunch

A lunch buffet will be provided. If you have any dietary restrictions, please see the registration desk or the server in the lounge. Please follow the emcee's instructions for dismissal to lunch.

Restrooms

Restrooms are located outside of the conference center, as well as on floor seven. If you choose to use a restroom on another floor, please take the elevators. The staircases only provides exit access on the first floor of the building.

First Aid

There is a first aid kit at the front desk in the reception area should you need medical or first aid supplies.

Conference Etiquette

As a courtesy to presenters and conference participants, please:

- Silence all of your electronic devices prior to sessions.
- Please defer to speakers' preferences for questions and wait for a microphone so those attending by web can hear.
- Be seated prior to the beginning of each session.

Name Badges

Please wear your name badge at all times.

Conference Evaluation

Your feedback is appreciated; a QR code is included in this packet.

Luggage

Storage for any size travel luggage is available in MRO's lobby by the registration desk. Please ask MRO staff for assistance.

Lost and Found

An MRO representative will always be in the meeting room; however, personal belongings are left at your own risk. If you find or lose an item, please visit the registration desk. After the conference, please contact Lauren McClary at: lauren.mcclary@mro.net

Power and WiFi

Power will be supplied at the tables. Please refrain from plugging into floor outlets to minimize the hazard from tripping. MRO's guest WiFi password can be found on the table.

Photographs

MRO may take videos or photos at its events for use on the MRO website or in MRO publications or other media produced by MRO. MRO reserves the right to use any image taken at any event sponsored by MRO, without the express written permission of those individuals included within the photograph and/or video.

To ensure the privacy of conference attendees, images will not be identified using names or personal identifying information without the express written approval from the individual shown. If you do not wish to have your image taken for future publication, please notify MRO event staff. By participating in this MRO event or by failing to notify MRO of your desire to not have your image taken by MRO, you are agreeing to allow MRO to use your image as described.



AGENDA

Tuesday, October 4, 2022 | 8:00 a.m. to 4:30 p.m. Central

8:00 a.m. – 9:00 a.m.	Breakfast & Networking
9:00 a.m. – 9:10 a.m.	Training Welcome <i>Steen Fjalstad, Director of Security, MRO</i>
9:10 a.m. – 10:10 a.m.	Industry Insider Threat Program Expert <i>Keith Jones, Director of Security, RWE Americas Inc.</i>
10:10 a.m. – 10:30 a.m.	Morning Break
10:30 a.m. – 11:30 a.m.	Industry Insider Threat Program Expert <i>Keith Jones, Director of Security, RWE Americas Inc.</i>
11:30 a.m. – 12:30 p.m.	Lunch & Networking
12:30 p.m. – 2:30 p.m.	Employee Mental Health and Insider Threat Connections <i>Dr. Rosie Ward, CEO and Co-Founder, Salveo Partners, LLC</i>
2:30 p.m. – 2:50 p.m.	Afternoon Break
2:50 p.m. – 4:20 p.m.	Focusing on Active Shooter <i>Trooper Tod L. Hileman, Kansas Highway Patrol</i>
4:20 p.m. – 4:30 p.m.	Wrap up and Questions <i>Steen Fjalstad, Director of Security, MRO</i>



SPEAKER BIOGRAPHIES

Tuesday, October 4, 2022 | 8:00 a.m. to 4:30 p.m. Central



Keith Jones

Director of Security, RWE Americas Inc.

Keith is a seasoned security professional and a National Security expert. He is the former Director of Corporate Security at The Charles Stark Draper Laboratories, Inc., where he led security operations as a prime contractor for the Trident II Weapons System, the U.S. and British's primary submarine-launched nuclear ballistic missile fleet.

He has authored and implemented counterintelligence programs throughout his career, that have resulted in the identification of over 30 foreign intelligence operatives (spies) who were attempting to commit economic espionage.

Keith is an international speaker who collaborates and presents as a subject matter expert, with the Federal Bureau of Investigation, the U.S. Department of Homeland Security, the U.S. Attorney's Office; District of Massachusetts, various intelligence communities, and the U.S. Department of State; Directorate of Defense Trade Controls. The topics include Risk Strategy and Mitigation, Insider Threat, Workplace Violence Intervention & Prevention, Economic Espionage, Non-Proliferation, Counterintelligence, International Travel Security, and Export-Compliance.

Throughout his career, Keith has been nominated five times and is a recipient of the James S. Cogswell Outstanding Industrial Security Achievement Award, in recognition of developing and maintaining an exemplary Security program. This is a national award that less than 1% of the ~13,500 eligible companies receive annually.





Rosie Ward, Ph.D., MPH, MCHES, BCC

CEO and Co-Founder, Salveo Partners, LLC

Dr. Rosie Ward is an energetic, passionate, compassionate leader, consultant, coach, speaker and author who focuses on transformation from the inside out. Her mission started over 20 years ago when she experienced firsthand the ill effects of working in a toxic work environment and found her wellbeing eroding. Since then, she has worked tirelessly to find a solution so this experience is no longer the norm. She is sought after to help rehumanize workplaces so that people are freed, fueled and inspired to bring their best selves to work – and home – each day.

Rosie serves as CEO and co-founder of Salveo Partners, LLC, a consulting and professional development firm focused on equipping organizations to find success while putting people back at the forefront of their business. They focus on leveraging *The Fusion* (the inextricable interconnectedness of organizational and employee wellbeing) to help transform workplaces and support people in integrating their personal and professional lives. A fierce advocate for humanity, Rosie consults with organizations of all sizes and industries, coaches leaders to be more effective, develops a growing community of Paradigm Pioneers, is an advisory board member for the Minnesota State University, Mankato Women in Leadership Certificate Program, and serves on the leadership team for the Twin Cities chapter of Conscious Capitalism.

Her first book, *How to Build a Thriving Culture at Work: Featuring the 7 Points of Transformation*, has served as a blueprint for hundreds of organizations to break past old, outdated paradigms and re-humanize their workplace. Rosie is honored to be among the founding authors of Conscious Capitalism Press for her latest book, *Rehumanizing the Workplace: Future-proofing your organization while restoring hope, wellbeing and performance*.

A lifelong learner, Rosie devotes herself to her own ongoing development and sharing her insights with others. In addition to having a Ph.D. and numerous certifications, Rosie was trained by Dr. Brené Brown as a Certified Dare to Lead™ Facilitator. She is often referred to as a “Ph.D. with a personality” and is known for challenging and inspiring people to think differently about what it takes to become the best version of themselves and for organizations to foster their growth and development. She has an incredible gift for taking complex ideas about culture, leadership, behavior change, and what it means to be human and synthesizing them in a way that makes them relevant, understandable, and meaningful for people.

Rosie is also the host of the podcast, *Show Up as a Leader*. She currently lives in Minneapolis with her husband and son.





Steen Fjalstad

Director of Security, MRO

Steen Fjalstad is Director of Security at Midwest Reliability Organization (MRO) and is part of the Critical Infrastructure Protection team helping to secure the North American Electric Grid ('the Grid'). He oversees MRO's efforts to share information and mitigate both physical and cyber security threats and vulnerabilities to the Grid - working closely with industry partners, local, state, and federal agencies, and other critical infrastructure sectors. In his thirteen years with MRO, Steen has supported the security work of numerous utility organizations, helping those entities become more aware of and reduce security risk to their individual systems. Prior to joining MRO, Steen obtained significant experience securing, designing, implementing, and auditing technology systems. Steen has served over two-hundred different organizations spanning three continents. He holds a Master's Degree from the University of Minnesota-Twin Cities in Security Technologies and a Bachelor's degree from the University of Wisconsin-Whitewater in Management Computer Systems.



Trooper Tod L. Hileman

Public Resource & Information Officer, Kansas Highway Patrol

Tod Hileman was born and raised in Northwest Kansas. He attended Colby Community College for two years studying media and journalism before working at a local television station. Hileman took a position with the Thomas County Sheriff's Office in 1992. After six years of working in law enforcement, Hileman realized his passion for the career. In 1998 he applied to the Kansas Highway Patrol and was accepted to Class #31.

During his 24 years with the KHP, Hileman has enjoyed working on many specialized teams, including Criminal Interdiction, Breath Alcohol Unit, Pursuit Driving Instructor, and aircraft operations. In his current position as Public Resource/Information Officer, he teaches a multitude of classes across the state of Kansas, including active shooter training.



MRO DISCLAIMER

Midwest Reliability Organization (MRO) is committed to providing outreach, training, and non-binding guidance to industry stakeholders on important industry topics. Subject Matter Experts (SMEs) from MRO's organizational groups and the industry may develop materials, including presentations, provided as a part of the event. The views expressed in the event materials are those of the SMEs and do not necessarily express the opinions and views of MRO.



TRAINING ORGANIZERS

MRO Security Advisory Council

Clayton Whitacre, Chair
Great River Energy

Michael Meason, Vice Chair
Western Farmers Electric Cooperative

Brett Lawler
Xcel Energy

Chad Wasinger
Sunflower Electric Power Corporation

Daniel Graham
Basin Electric Power Cooperative

Douglas Peterchuck
Omaha Public Power District

Jamey Sample
Xcel Energy

Jason Nations
Oklahoma Gas and Electric

Justin Haar
Minnkota Power Cooperative

Laura Liston
Alliant Energy

Matt Szyda
Manitoba Hydro

Norma Browne
Ameren

Sam Ellis
Southwest Power Pool Inc.

Tim Anderson
Dairyland Power Cooperative

Tony Eddleman
Nebraska Public Power District

MRO Staff

Steen Fjalstad
Director of Security

Cris Zimmerman
Manager of Outreach and Stakeholder
Engagement

Rebecca Schneider
Reliability Analysis Administrator

Lisa Stellmaker
Executive Administrator

Lauren Mcclary
Meeting Planner/Receptionist

Carolina Margaria
Executive Administrative Assistant

Michelle Olson
Compliance Monitoring Administrator

Kendra Buesgens
Risk Assessment and Mitigation Administrator

MRO Security Advisory Council Threat Forum

Brett Lawler, Chair
Xcel Energy

David Johnson
Oklahoma Gas and Electric

Paul Neman
MISO



TRAINING CLOSING

Thank you all for attending this event!

Your feedback is very important to us. Please provide your feedback using the link or QR Code below:



<https://www.surveymonkey.com/r/XNVSZDJ>

