Insider Threat CMMI Assessment

LeastTrust & UNO.ai

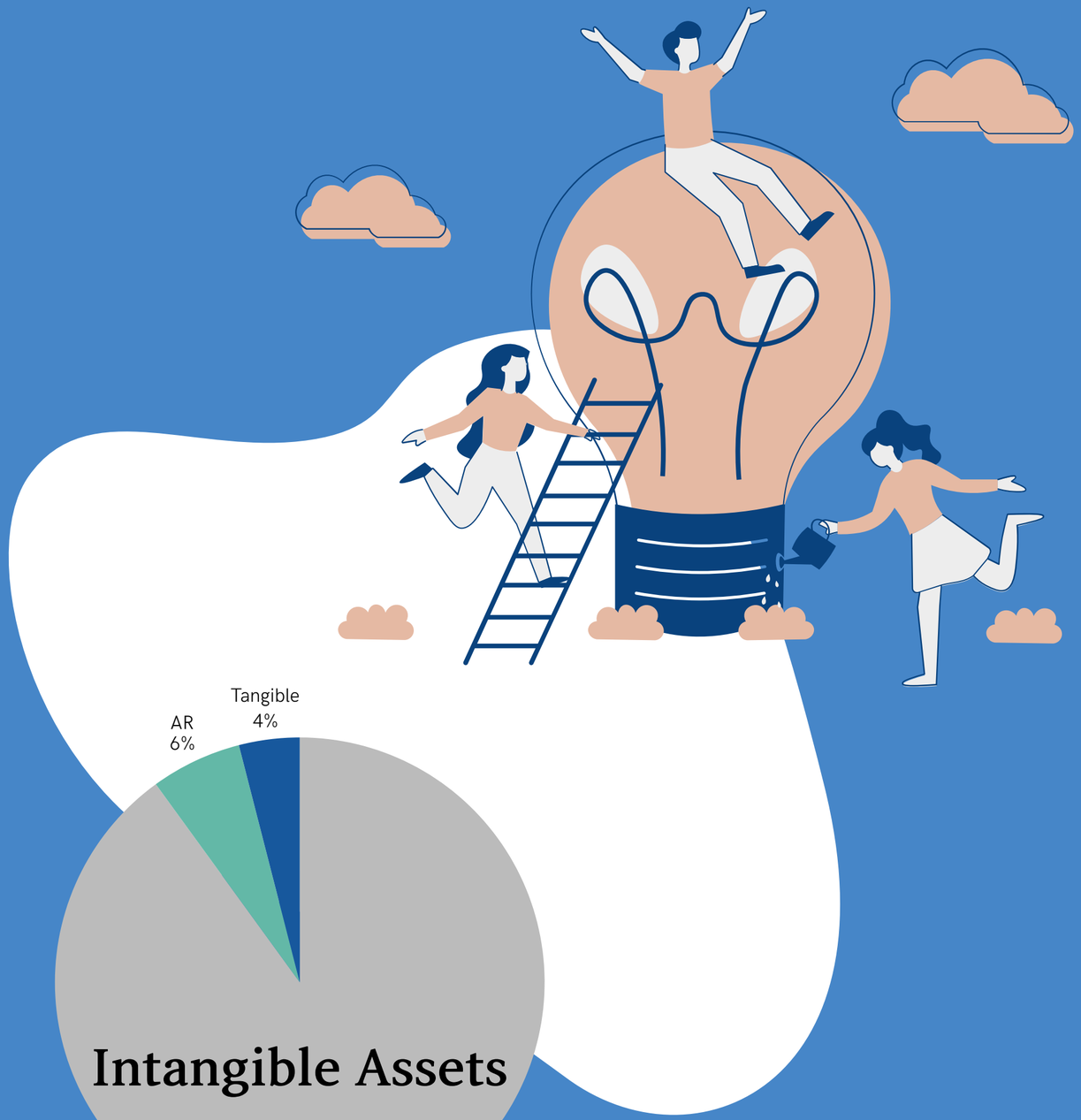
Protecting Trade Secrets (proprietary data)

Risk

90% of your company’s value is intangible and a large share residing in data.

Employees take *confidential and proprietary data to their next job

*legal term - trade secrets

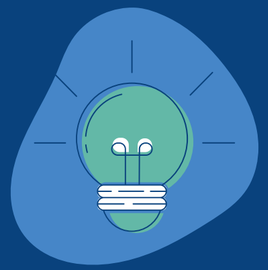


Trade Secrets

All organizations have trade secrets.

Trade secrets are more than the recipe for Coca Cola

The employee creates or joins a competitor



Stolen data might help a competitor erase your market headstart, erode market share, set optimal pricing, or improve the product

What are your defenses?

Uncapped Damages

Proprietary edge erased

Organizations have no incentive to disclose an insider breach

FBI Internet Crime Report

1% is proprietary (IP) data theft

VBIR – Verizon Breach Incident Report

No Note of Insider Threat

Privelege Misuse - Less that 2% is malicious Insider

No ISAC or Open Source Insider Intelligence

Why CMMI?

Combining Counter-Intelligence, Cybersecurity, TPRM, Legal, HR, and Governance best practices to expose/validate our clients defenses

Over 400 questions

Working backward from trade secret litigation

Control validation in the absence of open-source threat intelligence

Legal Remedies

Federal Law - Defend Trades Secrets Act (DTSA)

State Law - All States have laws on trade secret protection

Employment Laws - Violation of employment agreements

In general, to constitute a trade secret under these various laws (which each have their own nuances), the information must (1) have economic value; (2) because it is not generally known; and (3) the owner has taken reasonable measures to keep the information a secret.

Case Lessons

Top 3 reasons cases fail:

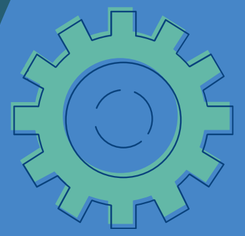
1. The plaintiff failed to sufficiently identify the trade secret
2. failed to protect the trade secret,
3. or never legally contracted an obligation to the employee

Sample Controls

Non Technical Controls

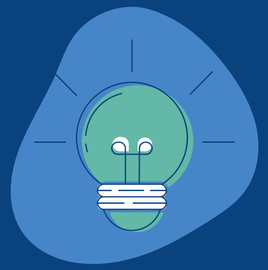
Contract Clauses, NDAs, Onboard & Exit Procedures, Employee Training

Technical Controls



Email Monitoring, Managed Browser, “Warning” Deterrents, Access Reviews, Alerts, Logging, Rule Creation,

Insider Threat Program

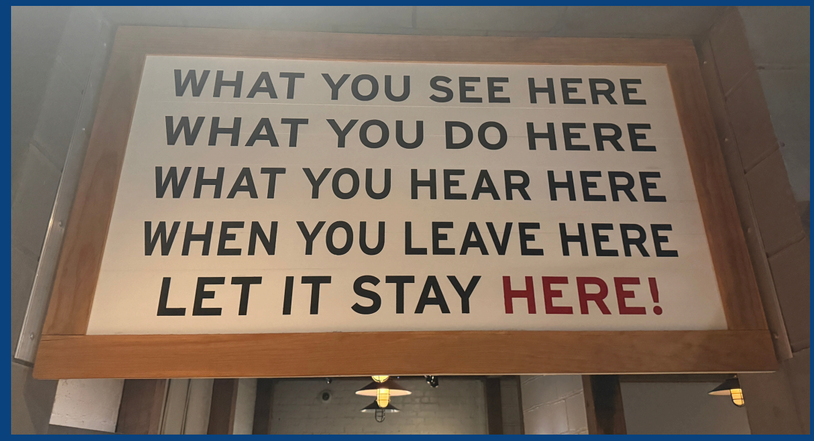


Planning:
Architecture, Governance, & Policy Creation

Integrate and Train

Enforce, Manage, Iterate, Measure, & Improve with Tools

How can an organization build reasonable defenses to protect its sensitive data?



Assessment Process

Plan, Interview, Send

Scheduling or Self Exam

Uno/LeastTrust Contact and Nudging

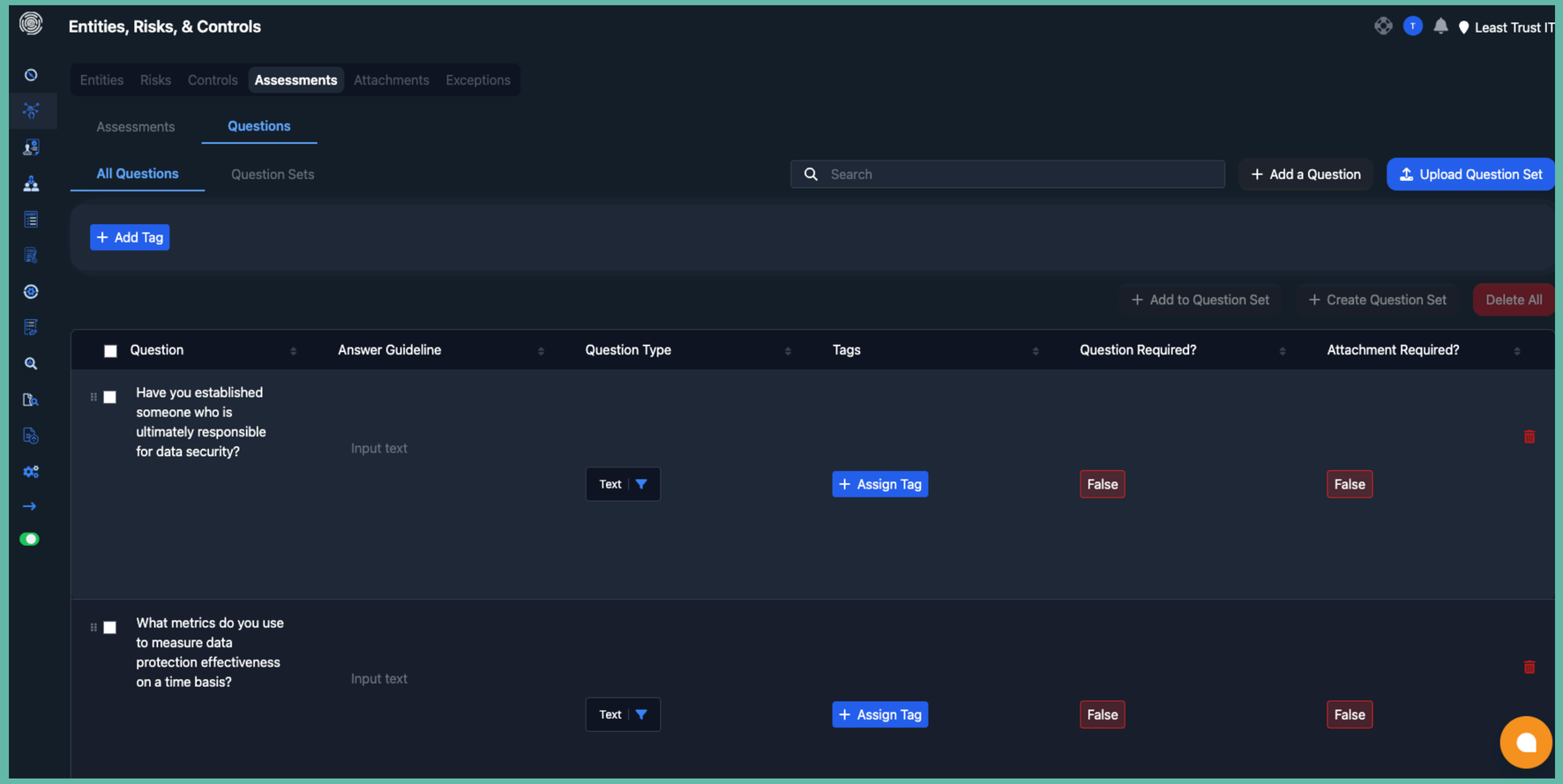
Scoring and Followups

Report Issued / Strategy Workshop

Uno.AI Platform

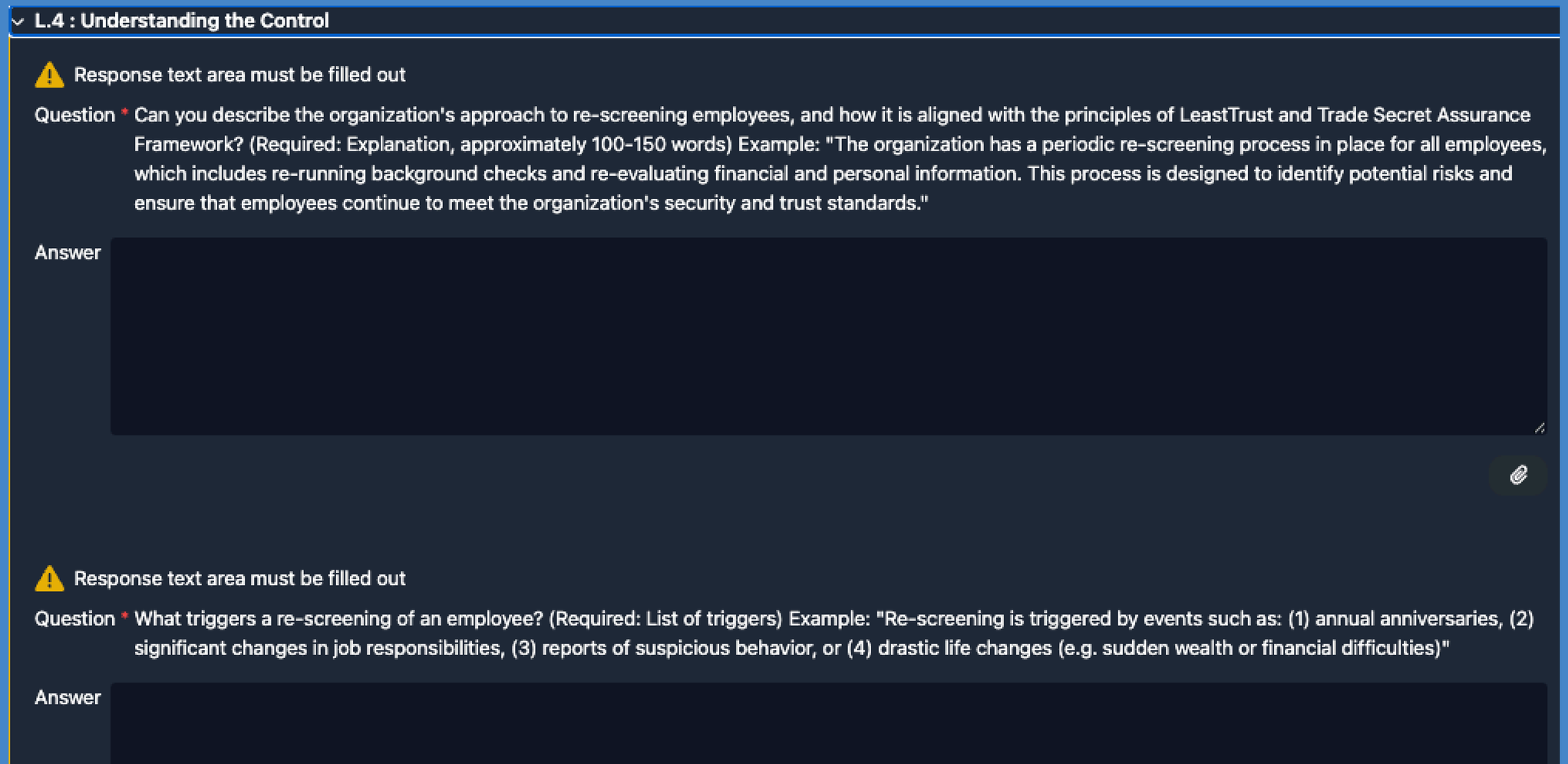
Planning & Compliance Backbone

- Coordination
- Governance
- Framework Alignment
- Scheduling
- Questions
- Guidance
- Evidence
- Metrics Review



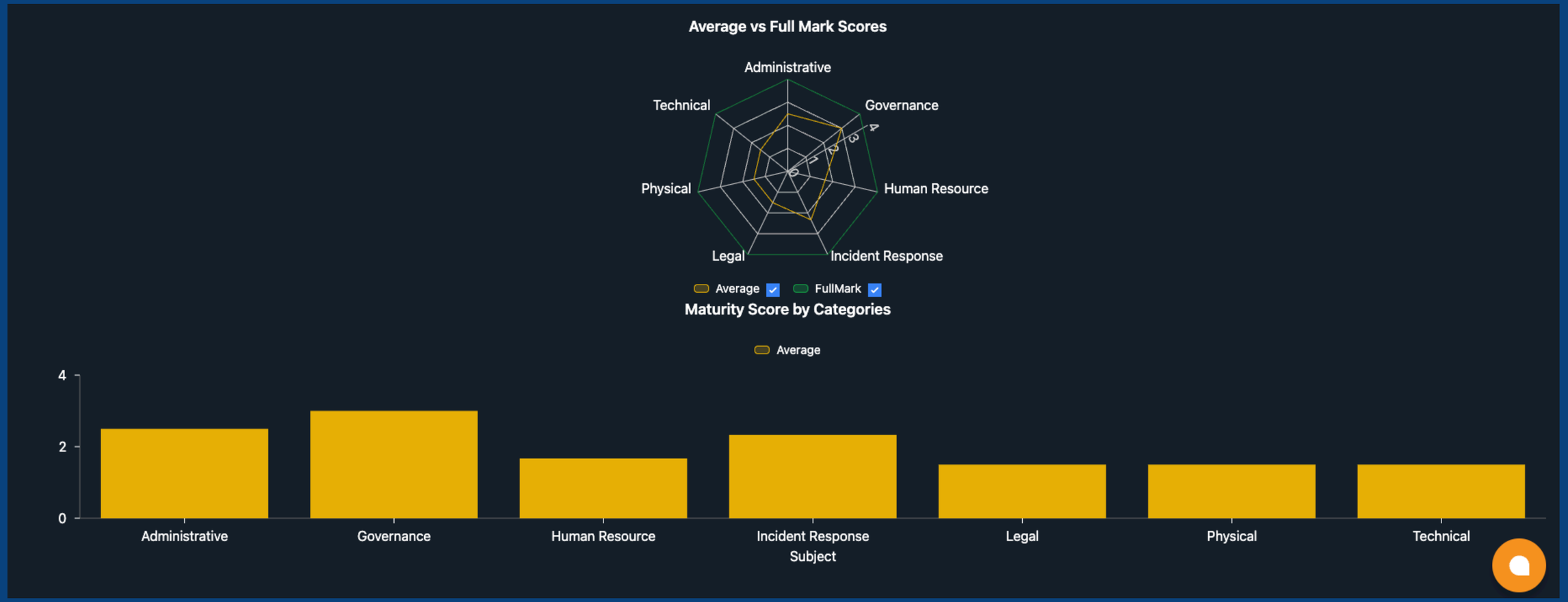
Detailed Questions

- Initial Question
- Dependency followup questions



CMMI Report

- Prioritized recommendations per department
- Ability to re-weight to your risk register



Sample Analysis

← Assessments / Maturity

H.4 **Tier 2**

Companies should be creative to support incentives for championing proprietary data protection and valuable IP. Incentives include rewards for process improvements, consistent awareness testing results, and creation of large amounts of classified proprietary data

Tier (Maturity level)

Tier 2 — Repeatable

Observations

- **Program existence**: The respondents describe a Quarterly Innovation Awards Program and a Security Champions Program, indicating a formal incentive structure is in place.
- **Program scope**: The awards list includes multiple tiers (Bronze, Silver, Gold, Innovator of Year) and a quarterly schedule, suggesting some level of program maturity.
- **Management involvement**: Quarterly meetings with the CISO are mentioned, implying that senior management is engaged.
- **Recognition mechanisms**: Awards are monetary, certificates are issued, gift cards are provided, and quarterly meetings add a non-monetary element. This demonstrates a diversity of reward types.
- **Metrics/continuous improvement**: Participation data (8.7% in 2024) and the number of awards (47) are reported, and the organization states it plans 2025 enhancements to broaden participation and deepen metrics.

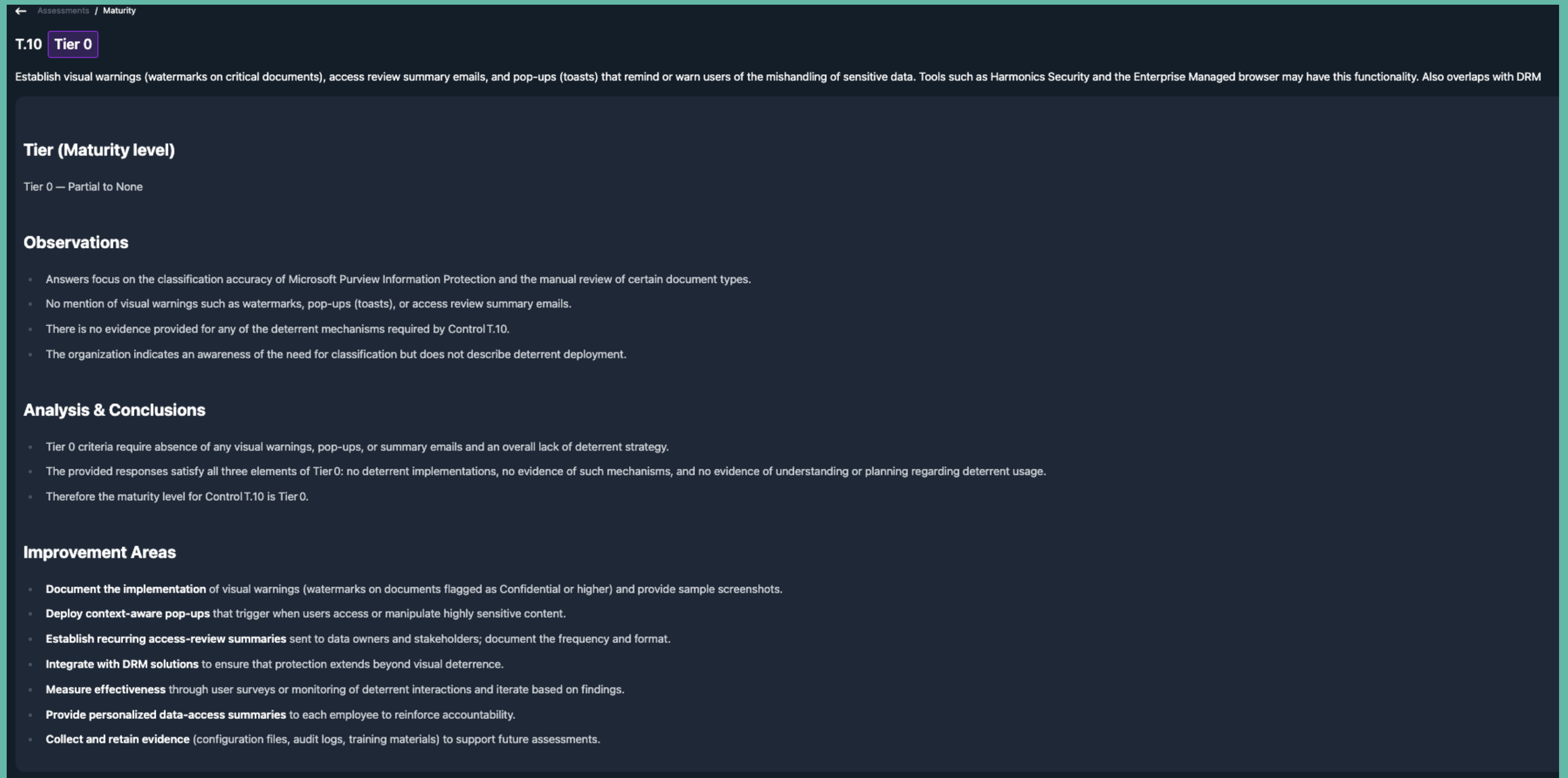
Analysis & Conclusions

- **Criterion 1 (existence)**: A program is clearly described. 2 points are assigned because the program is articulated with award tiers, participation figures, and an organized schedule.
- **Criterion 2 (comprehensiveness)**: The presence of a CISO in quarterly meetings and reported award counts demonstrates some dedicated management and metrics, but the documentation does not detail a dedicated program manager or formal effectiveness metrics. 1 point is awarded.
- **Criterion 3 (multiple recognition mechanisms)**: Multiple reward types exist, yet integration with performance reviews or patent/trade-secret specific awards is not mentioned. 1 point.
- **Criterion 4 (continuous improvement)**: The organization cites planned improvements and participation goals, indicating ongoing refinement, but lacks evidence of formal survey or brainstorming processes. 1 point.
- **Total score**: 5 points, qualifying for Tier 2 (Repeatable).

Improvement Areas

1. **Define a dedicated program owner** – appoint a specific role (e.g., Innovation Incentives Manager) to coordinate award data, metrics, and continuous improvement activities.
2. **Integrate incentives into performance reviews** – embed award criteria into annual reviews to ensure alignment with business objectives and reinforce security awareness.
3. **Add formal metrics** – track additional KPIs such as the number of security-related suggestions accepted, reduction in data-breach incidents, or training completion rates linked to incentive eligibility.
4. **Implement structured feedback loops** – conduct quarterly employee surveys and brainstorming sessions focused on protection practices, using the findings to refine incentive criteria and award tiers. }

Sample Analysis



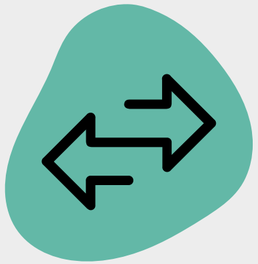
Pricing & Engagement Flexibility

We strive to add value to your team and workflows. Let us know how we can better position our resources.

We value our “Insider Champions”

$8,000 for platform and 20 hours labor: plan, interview, assess, workshop

Additional hours - $300 per hour. (*No clients have exceeded as of yet)



Flexible to self-assess and dictate our role

Summary

Direct or self-assess ability with interview orchestration

Review and consult with LeastTrust at the clients option

Validate or expose new risks and controls for Insider Threat