CIS Year in Review 2024

Creating Confidence in the Connected World™

Contents

Leading Change in 2024 by Shaping the Future of Security

John Gilligan

President and
Chief Executive Officer

CIS continued its important role as a global thought leader in security in 2024. As an example, we published a seminal report entitled "Enhancing Safety in the Connected World: A National Framework for Action" that was the result of two years of research and pilots. The report documented the evolving internet-based threat environment and the increasing linkages between cyber, physical, and information operations threats. Recommended actions for responding to this new threat environment were provided. In parallel, CIS has evolved its own operating model to address threats in a multidimensional manner, providing our customers and stakeholders with a much richer understanding of the threat environment and informing them about trends in threats.

CIS also launched another impactful report: "A Guide to Defining Reasonable Cybersecurity" that for the first time provides organizations a measurable basis for determining whether their actions to protect their systems and data can be judged as reasonable. Developed with legal scholars including judges and security risk experts, this document is intended to help U.S. courts determine whether defendants in legal proceedings took reasonable steps to protect their systems and data.

The 2024 General Election also provided opportunities for CIS to help the nation address increased threats. Our work through the Elections Infrastructure Information Sharing and Analysis Center (EI-ISAC) in providing training, exercises, advisory services, as well as systems and network monitoring helped the election community successfully defend against ransomware, denial of service, and phishing attacks. Perhaps more impactful were CIS's efforts to inform the entire community about the expected threats to the security of the election. Based on these threats, we worked with election officials, law enforcement, and emergency response organizations and facilitated a series of workshops and exercises across the nation. The value of these engagements was validated during the election period as these organizations working

together were able to rapidly and effectively respond to ensure these increased attacks had no significant negative impact on our election processes — an enormous success story that drew little public attention.

Our renowned work in security best practices continued to thrive in 2024. The industry-standard CIS Critical Security Controls were once again featured in the Verizon Data Breach Investigations Report as a recommended defense measure against top cyber threats in a year where we released CIS Controls version 8.1. For the first time in our company's history, we eclipsed 1,000 new CIS SecureSuite Members in a calendar year. And we continue to increase security of those operating in the cloud with our increasingly popular CIS Hardened Images.

CIS continued to play a pivotal role in supporting the cybersecurity posture of the U.S. State, Local, Tribal, and Territorial (SLTT) community in 2024. The Multi-State Information Sharing and Analysis Center (MS-ISAC) grew to more than 18,000 member organizations in a year where we made significant gains in adoption of our no-cost protective domain name system (DNS) service, Malicious Domain Blocking and Reporting (MDBR), through an influential partnership with the Office of the National Cyber Director. We published our first-ever MS-ISAC Tribal Sector Cybersecurity Report defining the cybersecurity readiness and cyber threat profile of the U.S. tribal community, along with specific recommendations for tribal entities. Our CIS Security Operations Center (SOC) advanced their exemplary reputation of support to SLTTs as they improved their already best-in-class response times for our Albert Network Monitoring and Management and Endpoint Security Services offerings to less than 5 minutes and 7 minutes respectively. In addition, we added new services to support SLTTs as Endpoint Security Services for Mobile devices, and our Cybersecurity Assistance Services Program launched in 2024.

This past year, **CIS built an effective intelligence clearinghouse with law enforcement agencies across the country that became the basis for informing the election and law enforcement communities** regarding real-time threats during the General Election. Prominent news networks began featuring the expert analysis contained in our newly-launched ThreatWA threat intelligence subscription service within weeks of its official launch. We also completed a groundbreaking Secure

Cyber Cities pilot program with the City of Stamford, Connecticut, proving the value of a new offering. We plan to extend this service offering to other cities in 2025.

Our valued CIS employees, always at the heart of everything we do, continue to advance the winning culture we have built on the CIS Leadership Principles. We invested heavily in our employees in 2024, spending more than three times the industry average on professional development opportunities per employee. We also invested in our communities through our CIS Cares program, as CIS employees used nearly 1,700 hours of paid volunteer time off to support charities of their choosing and we supported 58 different nonprofit organizations nationwide with more than $30k in monetary donations. The excellence of our organization and our workforce was recognized widely in 2024 as CIS received honors as a USA Today Top Workplace, a Monster Top Workplace for Remote Work, a Nonprofit Industry Top Workplace, and an Albany Times Union Top Workplace. In addition, CIS received special recognition for excellence in a number of categories, including innovation, employee appreciation, employee well-being, compensation and benefits, and work-life flexibility. Our human resources and marketing and communications teams were recognized with individual awards, and our late co-founder and inspiration, Alan Paller, was inducted into the Cyber Security Hall of Fame.

The 2024 CIS Year in Review clearly shows that CIS is making a tremendous impact in advancing the cause of improved security across the globe. It's important to recognize, however, that our success is the result of a truly outstanding and committed team comprised of our employees, our volunteers, and CIS's valued partner organizations. I am tremendously proud of the contributions of our team and look forward to what we will accomplish in 2025. The challenge of improving our security is increasing. However, I am confident that the CIS team is up to this challenge, and we will continue to lead the way.

Serving the Cyber Underserved

MS-ISAC®: 18,000+ Members Impacted and Growing

The MS-ISAC continued to expand its reach and influence among the U.S. State, Local, Tribal, and Territorial (SLTT) community with more than 10% member growth in 2024, reaching more than 18,000 members. The EI-ISAC® grew to nearly 3,900 member organizations during a busy General Election year.

18,099
Total MS-ISAC Members (includes EI-ISAC Members)

3,829
Total EI-ISAC Members

5,510
K-12 Members

4,210
SLTTs participated in the Nationwide Cybersecurity Review (NCSR) (results released in 2024)

Member Engagement

ISAC Annual Meeting | Our ISAC Annual Meeting continues to break attendance records year over year as our 2024 gathering in Orlando, FL, was the highest attended single event in the history of the MS-ISAC, both in terms of member attendees and vendor organizations offering relevant solutions for the SLTT community.

965
Attendees

85
Individual sessions

98%
Attendees rated event speakers as good or very good

134
Service reviews held by MS-ISAC, EI-ISAC, CIS Services, and Cybersecurity Advisory Services Program staff

22
Vendor companies sponsored the event

What Members had to say about the ISAC Annual Meeting...

MS-ISAC ★ **EI-ISAC**
ISAC 2024

" I have been to five meetings and every one of them has led to more connections, new ideas and approaches, and [has] helped solve relevant issues."

One participant noted as their favorite experience, "connecting, commiserating, and laughing with colleagues from across the SLTT landscape. Money can't buy you this kind of therapy session!"

ISAC Webinars | Our webinars continue to be one of the most effective ways to connect our SLTT and elections member community with cybersecurity best practices, peer use cases, and new ideas of interest around the topics they care about most. These impactful virtual events saw their highest overall attendee numbers in the MS-ISAC's history, while our average attendance per webinar jumped by more than 47% year over year.

73
Webinars hosted

48,589
Attendees

94%
Attendee satifaction rate

101
SLTT member presentations

9,915
Member responses to polling questions

Communities of Practice | Our communities of practice within the MS- and EI-ISAC continue to thrive as we develop new ways of delivering the most relevant best practices and practical data and guidance to meet the cybersecurity needs of unique sectors among the SLTT community. CIS launched our first-ever MS-ISAC Tribal Sector Cybersecurity Report in September, outlining the cybersecurity preparedness and unique challenges of Tribal entities, along with specific recommendations to promote effective cyber defense among this important community.

2024 MS-ISAC
Tribal Sector
Cybersecurity
Report

September 2024

CIS Center for Internet Security   MS-ISAC Multi-State Information Sharing & Analysis Center

91%
of Tribal organizations said they struggle with a lack of documented security processes

82%
of Tribal organizations reported using a security framework

3.76 on a **1-7** scale
Average cyber maturity score for Tribal entities

79%
Percentage of all malware threats to Tribal entities represented by SocGholish, a JavaScript-based downloader distributed through compromised websites

"**I have witnessed and benefited from the real world, positive impact the MS-ISAC has on helping Tribal organizations improve their cyber maturity. This report is both professional and detailed: zeroing in on lessons learned, providing recommendations Tribal organizations can implement, and pointing to trusted resources to help the Tribal community along their cyber maturity journey.**"

Rob Barnett, IT Business Integration Director, Natives of Kodiak

Communities of Practice | We partnered with the White House's Office of the National Cyber Director (ONCD) on a nationwide initiative to promote effective cyber defense for K-12 schools, which included specific promotion of our Malicious Domain Blocking and Reporting (MDBR) protective domain name system (DNS) service provided at no cost to MS-ISAC members. We partnered with the National Center for State Courts (NCSC), beginning a series of regional judicial tabletop exercises to support the cybersecurity preparedness of U.S. state and local judiciary entities.

Judicial Courts Workshops

108

Attendees from 19 states in just the first two events in a series extending through 2026

"At a recent Court Technology Conference (eCourt), a large court that was a target of a cyber attack shared that their team was able to more quickly respond thanks to the things learned in the workshop."

Shay Clearly, Managing Director, National Center for State Courts (NCSC) Court Consulting Services

ONCD K-12 Initiative

Events in Michigan, New Mexico, Pennsylvania, Rhode Island, and Wisconsin
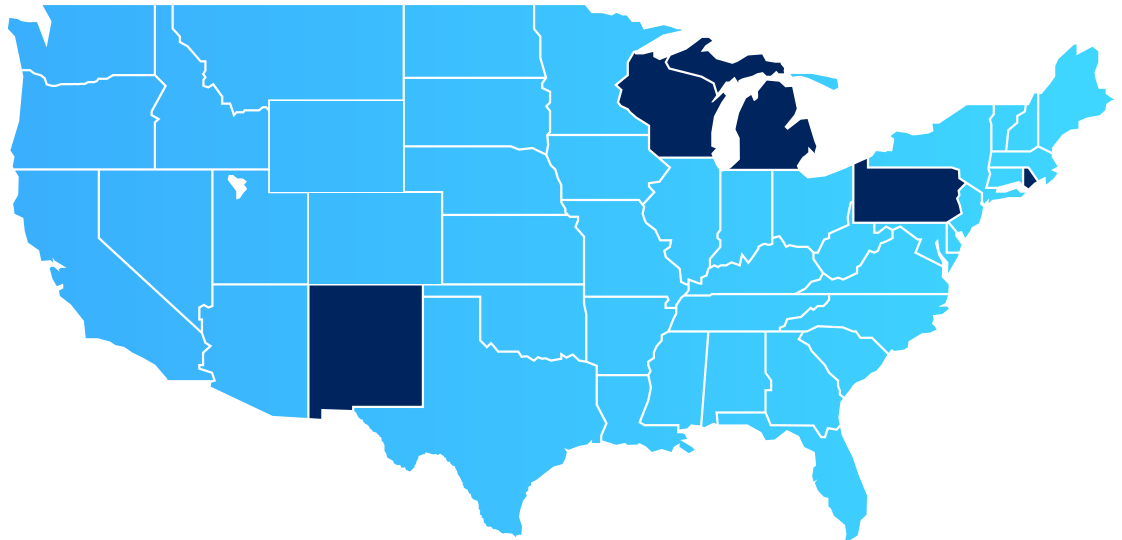
Whitehouse.gov now points K-12 schools to MDBR and MS-ISAC resources.

Impactful Cybersecurity Solutions

Albert Network Monitoring and Management | Our Albert sensors are leveraged by more SLTT organizations every year to support their 24x7x365 network defense needs.

1,128
Entities monitored

43,675
Incidents escalated to customers

1,142
Total Albert sensors deployed

170
New Albert devices added in 2024

Malicious Domain Blocking and Reporting | Our MDBR protective DNS service saw significant growth in 2024, fueled in part by 68% growth among the local government sector. MDBR blocks access to harmful web domains, limiting infections related to malware, ransomware, phishing, and other threats.

7,574
Entities enrolled (33% increase from 2023)

25.1B
Blocked DNS requests to known or suspected malicious domains

Top 5 sectors supported (member count)

- **Local Gov't:** 3,241
- **Education:** 2,069
- **Public Safety:** 1,195
- **Elections:** 504
- **Other Gov't:** 199

Malicious Domain Blocking and Reporting Plus (MDBR+) | MDBR+, the enhanced version of MDBR, grew significantly in its first full year as a full-scale offering. MDBR+ offers organizations custom protective DNS features including real-time portal access and off-network protection.

136
Organizations protected (147% increase from 2023)

518.1M
Blocked DNS queries to known or suspected malicious domains in 2024

CIS Endpoint Security Services / Endpoint Detection and Response | CIS Endpoint Security Services (ESS), known as Endpoint Detection and Response (EDR) for the election community, expanded its impact among the SLTT community in 2024. This service is deployed on endpoint devices to identify, detect, respond to, and remediate security incidents and alerts. ESS Mobile launched in March, offering organizations protection against mobile threats. ESS Multi-tenancy launched in December, offering ESS users a unified view of all endpoint security activity across all of an organization's sub-entities.

250
New organizations enrolled in 2024

27%
Increase in covered entities compared to 2023

59,343
Malicious or suspicious events blocked in 2024

231,394
Total endpoints protected as of Dec. 31, 2024

Top 5 Sectors Supported (by number of endpoints) - States | Education | Cities | Counties/Parishes/Boroughs | Legal

Expanding Cybersecurity Solutions for SLTTs

CIS CyberMarket® │ CIS CyberMarket expanded in 2024, onboarding new vendors in a marketplace that now offers more vetted cybersecurity solutions than ever to the SLTT community.

11
Total vendors (5 new vendors in 2024)

28
Different cybersecurity solutions

190
Leads generated for our CyberMarket vendors

CIS CyberMarket Vendor Companies

SANS   SteelCloud   tenable   zscaler   Akamai   DuoCircle   CYBERWA   ENZOIC

KROLL   INVARY   netAlly

Expanding Cybersecurity Solutions for SLTTs

Cybersecurity Assistance Services Program | In March we launched this program, providing no-cost, essential, and specialized cyber expertise to meet the needs of the cyber underserved. The program offers organizations individualized sessions providing expert guidance on a range of areas including cybersecurity self-assessment assistance, gap analysis assistance, decision-making, action planning, and best practices implementation.

108
Engagements with SLTT organizations in 2024 (inclusive of "Cyber Chats" at ISAC Annual Meeting)

Top 5 Sectors Supported (by number of engagements)

- **Water Utilities**
- **Cities**
- **K-12**
- **Counties**
- **Healthcare**

Email Protection Service | We expanded our proof of value to provide email protection to more MS-ISAC members in 2024. Email Protection Service helps detect, prevent, and respond to known and suspected cyber attacks directed at U.S. SLTT organizations via email, the most common initial threat vector.

70
Members protected

200k
Licenses deployed

89M
Emails scanned

5.4M
Known malicious or suspicious emails blocked

CIS Security Operations Center and Cyber Incident Response Team: Full-time Cyber Defense Partners to SLTTs

Our CIS Security Operations Center (SOC) and Cyber Incident Response Team (CIRT) persisted in their exemplary service to SLTT organizations in 2024, reducing our historical industry-leading response times and supporting the cyber underserved with the monitoring and response resources they need in both steady state and crisis situations.

"Staff were knowledgeable, helpful, patient and provided us with useful feedback."
"…provided clarity in a chaotic situation."
"…so glad we have CIS to assist in the event of an incident!"
-supported SLTT organizations

<5 min.
Average response time for Albert incidents

7 min.
Average response time for ESS/EDR incidents

59,413
Incident tickets supported by the CIS SOC

119
Incidents responded to by CIRT

20 days
Average time to closure of CIRT incidents

Supporting National-level Events

2024 General Election | The 2024 General Election cycle brought with it an expanded threat landscape and increased opportunity to come alongside election offices to support effective cyber defense

"With an excellent selection of free and low-cost services to aid election jurisdictions of all sizes and experience levels — all monitored by a 24-hour Security Operations Center — the EI-ISAC was instrumental in assisting our nation's election administrators to provide safe and secure elections in 2024."
-Paul Lux, Supervisor of Elections for Okaloosa County, Florida

158%
Increase in cyber threats reported to CIS by EI-ISAC member organizations (compared to 2023)

1,300
State and local election office participants in our virtual Situation Room on Election Day

CIS Resources Provided to Election Offices

- EI-ISAC's Essential Guide to Election Security
- Managing Your Online Presence Guide
- EI-ISAC Guide to Preparing for Election Day
- Election Security Spotlights

Expanding the Adoption of CIS Security Best Practices

CIS Critical Security Controls® (CIS Controls®)

The CIS Critical Security Controls (CIS Controls) enjoyed another successful year as we published, in collaboration with recognized technical cybersecurity and legal experts, A Guide to Defining Reasonable Cybersecurity to provide practical and specific guidance to organizations seeking to develop a cybersecurity program that satisfies the general standard of reasonable cybersecurity. This paper was heavily referenced in U.S. government circles and across the cybersecurity industry and was downloaded in 181 countries worldwide. We also updated the CIS Controls to v8.1 to reflect the realigned NIST CSF v2.0 security function mappings, new and expanded glossary, and revised asset classes. Nine regulatory mappings to v8.1 were released along with three updated companion guides and three new companion guides.

38,037
CIS Controls v8.1 downloads (PDF)

22,533
CIS Controls v8.1 downloads (Excel)

19,899
Updated mappings downloads

48,069
CIS Controls v8.1 companion guides downloads

16,932
A Guide to Defining Reasonable Cybersecurity downloads

13,252
Community Defense Model downloads

110,486
Policy Templates downloads

CIS Benchmarks™

It was a very productive year for the CIS Benchmarks as the team developed new automated assessment content in CIS-CAT, Build Kits, Cloud Service Category Benchmarks, and more than 115 new and updated Benchmarks to align with the latest security best practices. CIS remains grateful for the valuable contributions of the volunteers who make up the CIS Benchmark Communities.

New releases

- CIS Apache Cassandra 4.1 Benchmark v1.0.0
- CIS Apple iOS 18 Benchmark v1.0.0
- CIS Apple iPadOS 18 Benchmark v1.0.0
- CIS AWS Storage Services Benchmark v1.0.0
- CIS Azure Database Services Benchmark v1.0.0
- CIS Azure Storage Benchmark v1.0.0
- CIS Mozilla Firefox ESR GPO Benchmark v1.0.0
- CIS Cloud-tailored Apple macOS 12 Benchmark v1.0.0
- CIS Cloud-tailored Apple macOS 13 Benchmark v1.0.0
- CIS Cloud-tailored Apple macOS 14 Benchmark v1.0.0
- CIS Debian Linux 12 Benchmark v1.0.0

- CIS Extreme SLXOS Benchmark v1.0.0
- CIS FreeBSD 14 Stable Benchmark v1.0.0
- CIS GitLab Benchmark v1.0.0
- CIS Google ChromeOS Benchmark v1.0.0
- CIS Google Kubernetes Engine (GKE) AutoPilot Benchmark v1.0.0
- CIS IBM AIX 7 Benchmark v1.0.0
- CIS Intune for iOS 17 Benchmark v1.0.0
- CIS Kubernetes Benchmark v1.10.0
- CIS macOS 15.0 Sequoia Benchmark v1.0.0
- CIS MariaDB 10.11 Benchmark v1.0.0
- CIS Talos Linux Benchmark v1.0.0
- CIS Ubuntu Linux 24.04 LTS Benchmark v1.0.0

Top five downloads

- CIS Microsoft Windows 11 Enterprise Benchmark v3.0.0
- CIS Distribution Independent Linux Benchmark v2.0.0
- CIS Microsoft Windows Server 2022 Benchmark v3.0.0
- CIS Microsoft Azure Foundations Benchmark 2.1.0
- CIS Ubuntu Linux 22.04 LTS Benchmark v2.0.0

1,304,079
Total CIS Benchmarks downloads

115
New and updated CIS Benchmarks

Best Practices in Action

CIS Controls Self Assessment Tool (CIS CSAT) | CIS CSAT saw increased use in 2024. The tool gives users the resources necessary to prioritize and track their implementation of the CIS Controls.

Top 5 Industries Using CIS-hosted CSAT

- **IT Consulting/Services**
- **Financial/Banking**
- **Education**
- **Manufacturing**
- **Other**

4,632
Organizations registered for CIS-hosted CSAT (more than doubled from 2023)

7,853
Users registered

13,402
CIS CSAT Pro downloads

2,138
Surveys completed

Business Impact Analysis Tool | The Business Impact Analysis tool continues to serve as a vital resource for organizations in calculating cyber risk posed by ransomware. The tool applies scores for ransomware-related CIS Controls Safeguards to estimate an enterprise's likelihood of being affected by a ransomware attack and loss categories to estimate potential financial impacts.

2,629
Users engaged

1,584
Assets

CIS Configuration Assessment Tool (CIS-CAT®) | CIS-CAT, the CIS Configuration Assessment Tool, allows organizations to assess their systems against the CIS Benchmarks. More and more organizations are successfully using the results of their assessments to better understand their systems' compliance.

Top 5 Industries Using CIS-CAT

- Education
- Technology
- Financial Services
- Cities
- Counties/Parishes/Boroughs

66,610
CIS-CAT Pro downloads (up 14% from 2023)

CIS SecureSuite® Membership: A Powerful Security Best Practices Community

CIS SecureSuite enjoyed a record-setting year in 2024, surpassing the 1,000 new Member mark for the first time and adding engineering resources and an outbound strategic sales team. CIS SecureSuite is provided at no cost to SLTT organizations through the MS-ISAC.

4,256
Total paid Members

1,059
New Members

80%
Renewal rate

3,472
SLTTs downloaded Member resources (up 3% from previous year)

7,600
Webinar attendees

2,993
SLTTs participated in CIS SecureSuite webinars (56% increase)

Top 5 industries Using CIS SecureSuite (excluding SLTTs)

- Financial Services
- Consulting Services
- High-tech Manufacturing and Value-added Resellers
- Manufacturing and Consumer Goods
- Healthcare

Top webinar topics

- Effective Implementation of the CIS Benchmarks and CIS Controls
- Spotlight on Healthcare Cybersecurity: How to Effectively Prepare for Regulatory Change
- Add Value to Your Bottom Line with CIS SecureSuite
- How to Develop a "Reasonable" Cyber Defense Program

CIS Hardened Images®: A Secure Foundation for the Cloud Environment

Demand for CIS Hardened Images, our virtual machine images pre-hardened to the CIS Benchmarks, remained steady in 2024 across all platforms.

Top Operating Systems

- **Windows**
  463,653,002 Hours

- **Red Hat Linux**
  249,587,230 Hours

- **Amazon Linux**
  229,576,360 Hours

- **Ubuntu Linux**
  145,265,381 Hours

Top 5 Hardened Images

- **CIS Microsoft Windows Server 2019 Benchmark - Level 1:**
  198,123,929 Hours

- **Red Hat Enterprise Linux 8 Benchmark - Level 1:**
  118,531,186 Hours

- **CIS Microsoft Windows Server 2016 Benchmark - Level 1:**
  107,479,559 Hours

- **CIS Amazon Linux 2 Kernel 4.14 Benchmark - Level 1:**
  92,982,170 Hours

- **CIS Centos Linux 7 Benchmark - Level 1:**
  76,486,114 Hours

790.2M
AWS machine hours
(up 3% from 2023)

355.5M
Microsoft Azure machine hours (up 12% from 2023)

70.7M
Google Cloud machine hours (up 29% from 2023)

7.9M
Oracle Cloud machine hours (up 50% from 2023)

CIS WorkBench

CIS WorkBench brings together the CIS Controls and CIS Benchmarks Communities, allowing for greater collaboration among experts. CIS WorkBench provides a place where users can participate in discussions in communities of interest and contribute to and download CIS products.

48,264
CIS WorkBench users

23,129
CIS WorkBench members

211
CIS WorkBench communities

# Advancing and Enhancing Our Capabilities

Leveraging Key Partnerships

In 2024, we leveraged key partnerships to expand opportunities for our CIS Hardened Images. We closed a formative partnership with Nerdio to advance our sales in the Microsoft Azure Marketplace while onboarding eight new Hardened Images Resellers in six months.

Social media response to our collaboration with Nerdio

"Great collab with such a cool organization!... It's really great to see CIS getting more exposure to the mainstream industry."

"Absolutely unbeatable combination for seamless app updates and a secure AVD environment!"
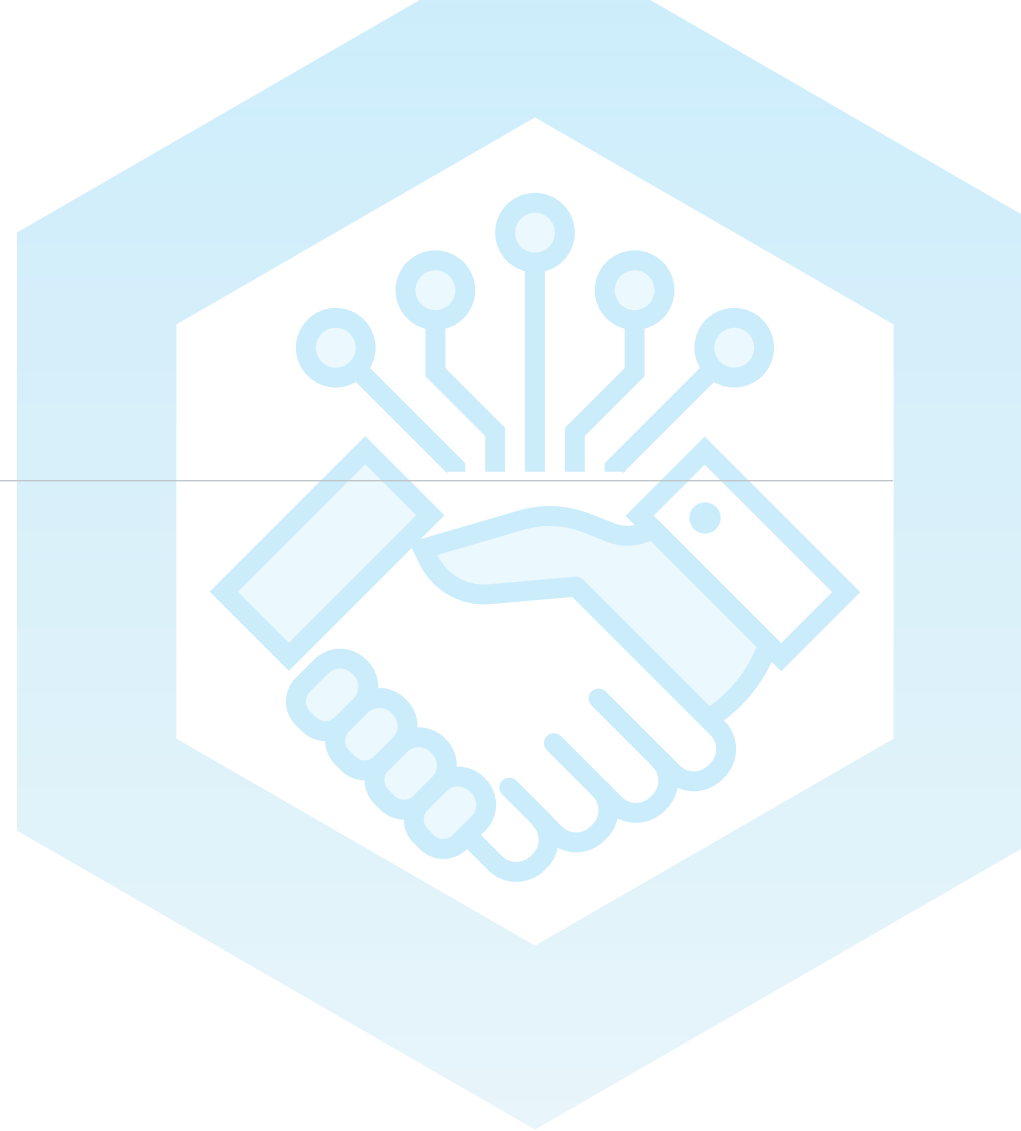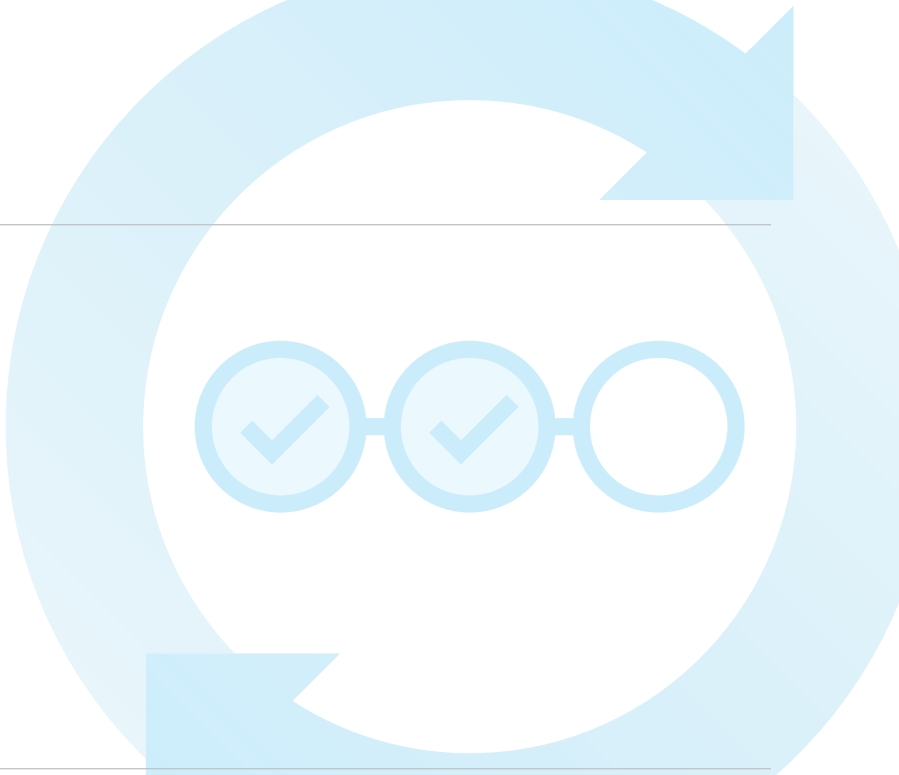
Modernizing Critical Processes and Services

In 2024, we hired a Chief Product Officer and reorganized our engineering and product management functions under a robust Product and Engineering team poised to improve our service to customers across all products. We developed and began piloting a CIS Portal to advance the customer experience of the many organizations and individuals who depend on CIS to help meet their cybersecurity needs.

Innovating Essential Offerings

Countering Hybrid Threats | It's been a busy year for our Countering Hybrid Threats program as we published a white paper proposing national-level action to respond to the dawn of multidimensional threats. We built a robust intelligence sharing clearinghouse between law enforcement and state and local governments that proved vital during the General Election. We launched ThreatWA, a first-of-its-kind multidimensional threat intelligence subscription whose analysis has been featured in top tier media sources including ABC News, CBS News, NPR, and Gizmodo. Additionally, we partnered with the City of Stamford, Connecticut, in launching the Secure Cyber Cities program, which brings together stakeholders across industries and sectors in a whole-of-city approach to enhance cybersecurity resilience and response.

"I want to thank CIS for its unwavering dedication to Stamford and to the broader vision of empowering cities across the country. The Secure Cyber City program is not just a solution—it's a movement toward smarter, stronger, and more resilient municipalities. This pilot has demonstrated that, with the right partners and the right approach, even small and mid-sized cities can lead the way in cybersecurity."
- Mayor Caroline Simmons, Stamford, CT

"Our intel commanders and the chiefs have come to rely on CIS products to help inform operations, educate personnel, and influence conversations with city leadership. The clearinghouse format has been effective for seamless information sharing and I deeply value our partnership…You all are the experts and have filled an information gap that is critical to the safety of our cities."
- a major national law enforcement association

Advancing as Thought Leaders

CIS made significant investments in advancing our thought leadership platform in 2024, releasing two influential papers outlining our ideas in the areas of reasonable cybersecurity and multidimensional threats. We widely told the CIS story through print, broadcast, and social media while expanding the reach of the CIS podcast, Cybersecurity Where You Are.

Media Engagement

17
CIS leaders in the news

99
National and trade media placements

10,163
Social media engagements

124 cities in 43 states
Local media coverage across the nation

Cybersecurity Where You Are podcast

44
New episodes released

37,853
Total podcast plays

22,656
Total hours listened
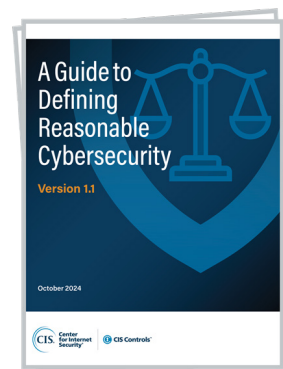
A Guide to Defining Reasonable Cybersecurity
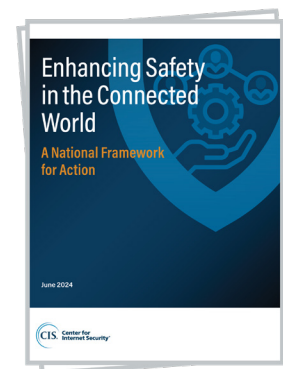
Enhancing Safety in the Connected World: A National Framework for Action

Investing in Our Greatest Asset: Our People

Growing as a Team

At CIS, our success is built on a dedicated team committed to our mission and leadership principles. In 2024, we expanded the CIS team to enhance our culture of excellence and strengthen our global impact.

73
New team members in 2023

92%
Retention of existing team members

477
Total full-time employees and 47 interns

8%
Workforce growth

45%
Of workforce received a merit-based salary increase or promotion in 2024

Learning as a Team

CIS invested considerable time, effort, and capital to continue developing our greatest asset—our valued employees. Our investment in professional development training per employee exceeded the industry average by more than four times. Two outstanding employees were awarded scholarships to pursue their degrees through our annual Michael Assante Memorial Scholarship.

28,000
Professional development hours tracked (up 25% from 2023)

$1.4M+
Invested in professional development for all employees

Winning as a Team

CIS received our largest collection of honors to date across multiple functions as the accomplishments of CIS and our team members earned local, regional, and national recognition. The Center for Internet Security is proud to be recognized as an award-winning workplace with a people-first culture. We are committed to cultivating a supportive employee experience that unlocks potential, inspires performance, and fosters excellence.

TOP WORK PLACES 2017-2024

TIMES UNION timesunion.com
Center for Internet Security (CIS) is a 2024 Top Workplace! 8 Years Running

Best Companies to work for NEW YORK 2024

TOP WORK PLACES 2024 — APPRECIATION — nectar

TOP WORK PLACES 2024 — EMPLOYEE WELL-BEING

TOP WORK PLACES 2024 — PROFESSIONAL DEVELOPMENT

TOP WORK PLACES 2024 — COMPENSATION & BENEFITS

TOP WORK PLACES 2024 — WORK-LIFE FLEXIBILITY

TOP WORK PLACES 2024 — INNOVATION

USA TODAY — TOP WORK PLACES 2022-2025 — USA

TOP WORK PLACES 2024 — REMOTE WORK — MONSTER

NONPROFIT INDUSTRY — TOP WORK PLACES 2024

Team Awards

CIS Human Resources – Named Best HR Teams by Employee Benefit News

CIS Marketing & Communications - NY Capital Region MarCom Awards – Top Public/Government Affairs Campaigns; Top Marketing Campaign

Individual Awards

Alan Paller – Posthumous induction into the Cyber Security Hall of Fame

John Gilligan – Albany Times Union special recognition for leadership

Tony Sager - SANS Lifetime Achievement Award

Beyond the Work:
Investing in Our Communities

Making a Difference in Our Communities

CIS Cares | Our vibrant CIS Cares organization provides employees opportunities to volunteer their time and resources to important causes in their communities. In 2024, CIS Cares supported 58 nonprofit organizations nationwide, with quarterly focuses around the themes of community, animals, resource conservation, and education.

"On behalf of everyone at Boys & Girls Clubs of Greater Flint, I want to extend our deepest gratitude to…the entire team at the Center for Internet Security. Thanks to your efforts, we are so fully stocked and ready to begin growing fresh, nutritious produce with our Club members both outside and indoors with our new hydroponic system. Thank you, a million times!"

-a CIS Cares-supported nonprofit

58
Nonprofit organizations supported

$30,170
Monetary donations distributed (inclusive of staff donations, matching gifts, and corporate donations)

1,670
Hours of volunteer time off

30%
CIS employees logged VTO

15
Employees used all 40 hours of volunteer time off

4 quarterly campaigns focusing on:

Q1: Animals

Q2: Resource Conservation

Q3: Education

Q4: Community

"Choosing to apply and accept my position at CIS was greatly influenced by our Volunteer Time Off policy, and it has enabled me to add this wonderful and beneficial activity to my life."

Penny Davis, CIS Senior Manager of Leadership Development

Beyond the Work:
Investing in Our Communities

Alan Paller Laureate Program:

In honor of CIS co-founder and Board member Alan Paller, CIS holds an annual grant program awarding up to $250,000 to U.S.-based nonprofit organizations, academic institutions, and individuals whose pilot projects, proofs of concept, or existing programs are making or seeking to make a difference in the cybersecurity field. The 2024 recipient of the Alan Paller Laureate Program grant was Women in CyberSecurity (WiCyS), a nonprofit organization that creates accessibility and opportunities for women in the cybersecurity workforce.

CIS Leadership Principles

Inspire and Motivate
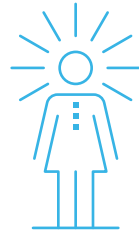
Set the Example
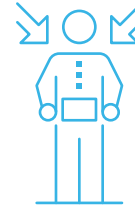
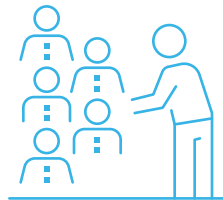**Take Responsibility**

Deliver Results
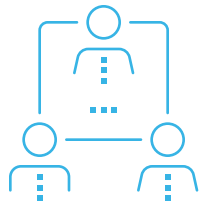
Communicate Effectively
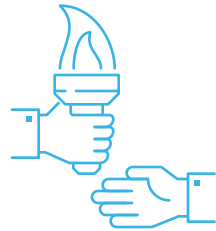
Empower
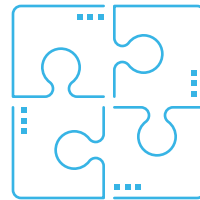
Command the Details
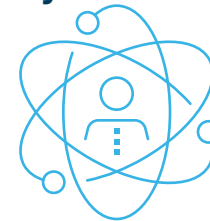
Promote Creativity
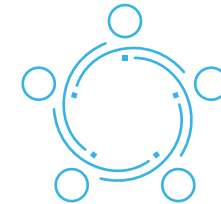
Debate and Commit

Be Humble

Honor the Team

Be Agile

Cultivate Diversity Through Inclusion

Leadership

CIS Leadership Team

John M. Gilligan
President and Chief Executive Officer

Gina Chapman
Chief Operating Officer

Sean Atkinson
Chief Information Security Officer

John Cohen
Executive Director, Program for
Countering Hybrid Threats

Carolyn Comer
Chief Human Resources Officer

Curtis W. Dukes
Executive Vice President and General
Manager, Security Best Practices

Lisa Greene
General Counsel and Chief Legal Officer

Angelo Marcotullio
Chief Information Officer

Tom Michelli
Executive Vice President and General Manager
of Operations and Security Services

Lee Noriega
Executive Director, Cybersecurity
Services Organization

Paula Realbuto
Vice President of Administration
and Chief of Staff

Marcus H. Sachs
Senior Vice President & Chief Engineer

Tony Sager
Senior Vice President and Chief Evangelist

Alan Stoddard
Executive Vice President and General
Manager of Sales & Business Services

Albert Szesnat
Chief Financial Officer

Board of Directors

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President and Chief Executive Officer, CIS

Lisa Greene
General Counsel and Chief Legal Officer, CIS

Bruce Moulton
Treasurer, Board Member, CIS

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Solutions Group, Dell Technologies

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Executive Vice President Emeritus at
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Former U.S. Deputy Secretary Homeland
Security and Director, Sicpa SecurInk

Christopher Painter
President, Global Forum for Cyber
Expertise Foundation

William Pelgrin
Co-Founder and Chief Executive
Officer of CyberWA, Inc.

Richard C. Schaeffer, Jr
Advisor, Riverbank Associates, LLC

Cynthia Valles
Advisor, Venturism LLC

IN MEMORIAM

Alan Paller (1945 - 2021)
Co-Founder and Former CIS Board Member
Founder of the SANS Institute

Amit Yoran (1970 – 2025)
Former CIS Board Member
Cybersecurity Executive & Entrepreneur

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