

ABDUL
ALANI



NAME: ABDUL ALANI

AGE: 60

OCCUPATION: Airline Mechanic

THREAT TYPE: SABOTAGE

LOCATION: Miami, FL

TIME FRAME: 2019

WHAT HAPPENED: Abdul Alani tampered with a Boeing 737 jet scheduled to fly 150 passengers to the Bahamas by opening a compartment below the cockpit and gluing a piece of foam inside navigation equipment to prevent pilots from knowing how fast or high they were flying. A computer warning notified the pilots of a malfunction before departure, and the plane did not take off. Alani's motive for tampering with the plane was to later receive overtime pay for repairing it.

RESOLUTION: Convicted of disabling an aircraft and sentenced to 37 months in prison.

INDICATORS + WARNING SIGNS

1. Had been fired by previous employer for "shoddy work"
2. Was under financial stress
3. Was disgruntled over a union contract dispute with the airline



ALDRICH
AMES



NAME: ALDRICH AMES

AGE: 53

OCCUPATION: CIA Officer

THREAT TYPE: ESPIONAGE

LOCATION: Washington D.C.

TIME FRAME: 1985-1994

WHAT HAPPENED: Aldrich Ames passed Classified information to KGB officers and Russian diplomats using dead drops and clandestine meetings during assignments in Washington, D.C., Rome, Italy, and Colombia, in exchange for payments of \$1.88 million. Information provided by Ames was used by Russia to arrest and execute CIA and FBI human sources.

RESOLUTION: Arrested by FBI and charged with espionage. Pleaded guilty and sentenced to life in prison without the possibility of parole.

INDICATORS + WARNING SIGNS

1. Lived beyond his means
2. Had a history of alcohol abuse
3. Frequently traveled abroad
4. Had close contact with foreign nationals



ANDREW
ENGELDINGER



**NAME: ANDREW
ENGELDINGER**

AGE: 36

OCCUPATION: Sign Maker

THREAT TYPE: VIOLENCE

LOCATION: Minneapolis, MN

TIME FRAME: 2012

WHAT HAPPENED: Andrew Engeldinger opened fire at work and killed five people, including the owner, three employees, and a UPS driver. Two more employees were injured. Engeldinger had just been informed by managers that he was being fired for poor performance and lateness; he was given his final check and responded by pulling a handgun and shooting.

RESOLUTION: Shot and killed himself.

INDICATORS + WARNING SIGNS

- 1.** Had a long history of tardiness at work
- 2.** Had a history of mental illness (depression, schizophrenia)
- 3.** Stopped taking his depression medication
- 4.** Began to abuse marijuana and alcohol



BENEDICT ARNOLD



**NAME: BENEDICT
ARNOLD**

AGE: 38

OCCUPATION: Army General

THREAT TYPE: ESPIONAGE

LOCATION: West Point, NY

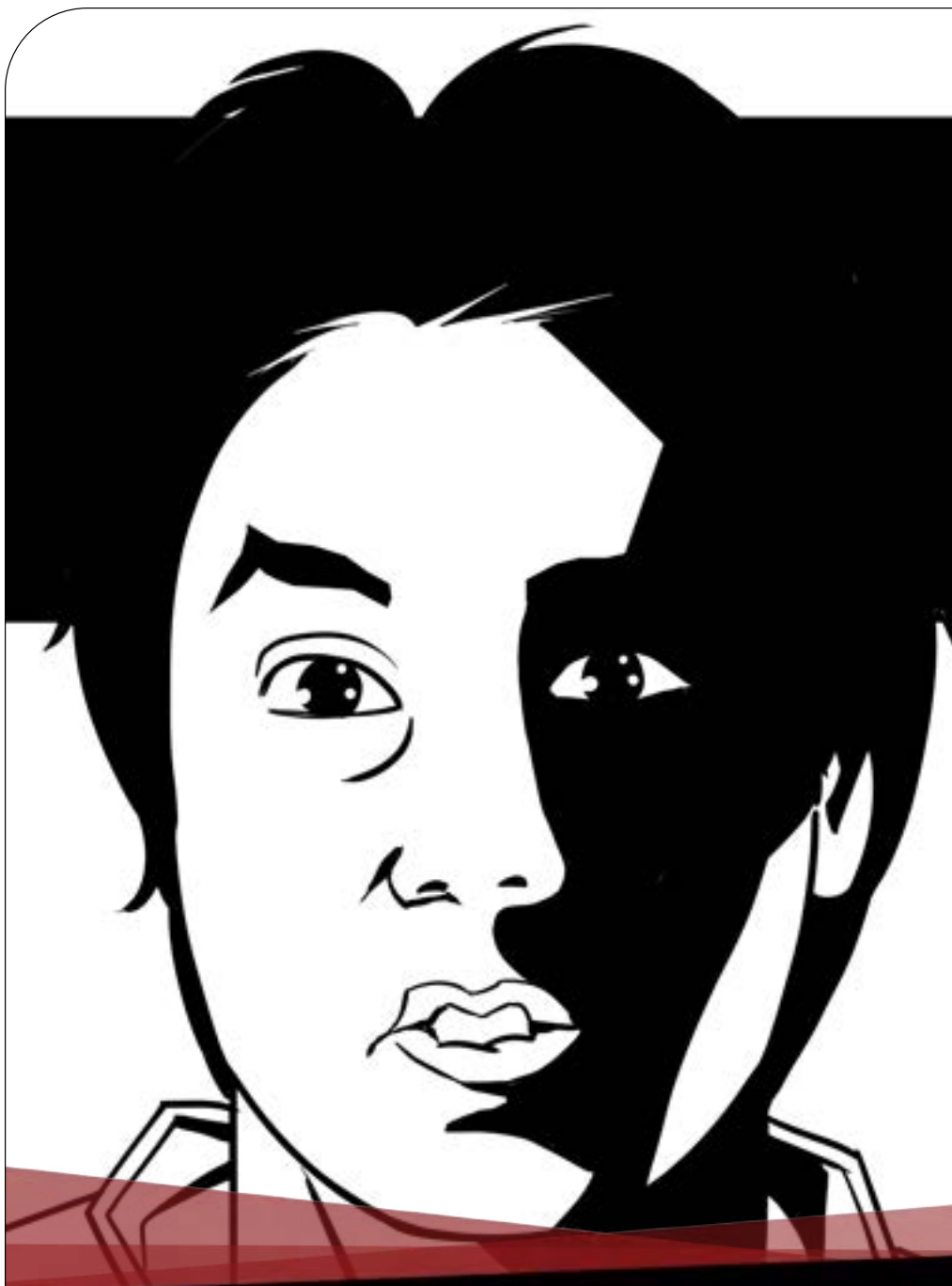
TIME FRAME: 1779

WHAT HAPPENED: A successful American Colonial Army General during the Revolutionary War, Benedict Arnold married a woman who supported the British. Arnold secretly contacted British headquarters and alerted them of a planned American invasion of Canada. Upon learning he would receive command of the American Army Garrison at West Point, New York, he requested cash payment from the British to surrender the post.

RESOLUTION: Fled to London, England after betraying America. In the U.S., the name of Benedict Arnold is now synonymous with “traitor.”

INDICATORS + WARNING SIGNS

1. Requested to resign from the Army on multiple occasions
2. Made it known to friends and colleagues that he was angry at having been passed over for promotions and assignments
3. Was harassed and threatened with court martial by a powerful rival prior to his treason



BYRAN
UYESUGI



NAME: BYRAN UYESUGI

AGE: 40

**OCCUPATION: Service
Technician**

THREAT TYPE: VIOLENCE

LOCATION: Honolulu, HI

TIME FRAME: 1999

WHAT HAPPENED: Byran Uyesugi, described as a quiet and unassuming person, entered his workplace in the Xerox building at 8 a.m., stopped to wish a coworker a good morning, and then went up to the second floor and shot and killed seven people, mostly coworkers. He then calmly left, waving goodbye to a coworker and driving away. Uyesugi later surrendered to police when they surrounded his vehicle.

RESOLUTION: Convicted of homicide and sentenced to 235 years in prison.

INDICATORS + WARNING SIGNS

- 1.** Several coworkers reported that he had threatened their lives
- 2.** Had a history of anger management issues
- 3.** Openly spoke of mass shooting if he was fired
- 4.** Filed harassment complaints against coworkers
- 5.** Had dropped in level of work performance



CHARLES LIEBER



NAME: CHARLES LIEBER

AGE: 60

OCCUPATION: Harvard Professor

THREAT TYPE: THEFT

LOCATION: Cambridge, MA

TIME FRAME: 2020

WHAT HAPPENED: While running a research group at Harvard that received \$15 million in grants from the National Institutes of Health and the Department of Defense (DoD), Charles Lieber was recruited for China's Thousand Talents Plan, which seeks to develop scientific and technical expertise in China. China paid Lieber \$50,000 per month for research and mentorship of scholars, \$158,000 per year in living expenses, and \$1.74 million in research funding for a joint Harvard-Wuhan University of Technology laboratory. While securing U.S. research grants, Lieber made false statements to conceal his ties to China's Thousand Talents Program.

RESOLUTION: Arrested and indicted for making false statements.

INDICATORS + WARNING SIGNS

1. Had offshore bank account and offshore credit/debit card
2. Frequent travel to China



NAME: LARRY
WU-TAI CHIN

AGE: 60

OCCUPATION: CIA Officer

THREAT TYPE: ESPIONAGE

LOCATION: Washington, D.C.

TIME FRAME: 1985

WHAT HAPPENED Larry Chin served as a spy for China during his 33-year career at the CIA. He provided China with several Top Secret reports regarding the Far East. Chin smuggled Classified documents from his office and, during frequent trips to Toronto, Hong Kong, and London, gave photos of the documents to Chinese government agents.

RESOLUTION: Arrested and charged with 17 counts of espionage. Committed suicide in his prison cell prior to sentencing.

INDICATORS + WARNING SIGNS

1. Lived beyond his means (e.g., had received over \$1 million from China for spying, owned 16 condos and 7 houses in the Washington D.C. area, Baltimore, and Las Vegas)
2. Frequently traveled abroad for personal reasons



DAVID HENRY BARNETT



NAME: DAVID H.
BARNETT

AGE: 45

OCCUPATION: CIA Officer

THREAT TYPE: ESPIONAGE

LOCATION: Vienna, Austria

TIME FRAME: 1976-1977

WHAT HAPPENED: David Barnett sold Classified information to the Russian KGB about the CIA's covert operation against the Soviets, code-named HABRINK. Details included names of 30 CIA intelligence officers, identities of CIA informants, intel on CIA undercover operations, and information on U.S. submarines. Barnett received \$96,000 from the KGB for information.

RESOLUTION: Arrested by the FBI, pleaded guilty to espionage, and sentenced to 18 years in prison.

INDICATORS + WARNING SIGNS

1. Was in financial ruin due to failed personal businesses
2. Had over \$100,000 in personal debts
3. Traveled abroad often



DAVID WILLIAM
HAAAS



NAME: DAVID W. HAAS

AGE: 50

OCCUPATION: U.S. Navy Captain

THREAT TYPE: FRAUD

LOCATION: San Diego, CA

TIME FRAME: 2011-2012

WHAT HAPPENED: David Haas received cash bribes, luxury accommodations, prostitutes, and other illegal compensation exceeding \$91,000 from Malaysian contractor Leonard Glenn Francis a.k.a., “Fat Leonard.” In exchange, Haas directed Navy ships to Southeast Asia ports controlled by Francis for provisioning and repairs. Haas was one of 34 defendants involved in the scheme to defraud the Navy of over \$35 million.

RESOLUTION: Convicted for conspiracy to commit bribery. Sentenced to 27 months in prison and ordered to pay \$25,400 in restitution.

INDICATORS + WARNING SIGNS

1. Had a close personal relationship with a foreign military contractor
2. Frequently solicited foreign prostitutes
3. Organization did not respond to previous complaints and an Inspector General report



NAME: ELIZABETH JO SHIRLEY

AGE: 47

OCCUPATION: NSA Contractor

THREAT TYPE: ESPIONAGE

LOCATION: Hedgesville, WV

TIME FRAME: 2021

WHAT HAPPENED: Elizabeth Shirley stole Top Secret national security documents relating to intelligence about U.S. national defense. Shirley prepared a written message to Russian government officials and hoped to sell the information. She served in the U.S. Air Force, then the U.S. Air Force Reserves and later the U.S. Navy Reserves, and she worked for at least five different cleared defense contractors.

RESOLUTION: Charged and convicted following an FBI investigation. Sentenced to 97 months in prison for the willful retention of Top Secret national defense information.

INDICATORS + WARNING SIGNS

- 1. Transferred large amounts of Classified information from electronic databases onto mobile devices
- 2. Departed the U.S. with five mobile phones and four hard drives in child custody dispute and abducted her daughter to Mexico
- 3. Had accumulated a large personal debt



FIDEL
VILLARREAL



NAME: FIDEL VILLAREAL
AGE: 42
OCCUPATION: U.S. Border Patrol Agent
THREAT TYPE: SABOTAGE
LOCATION: San Diego, CA
TIME FRAME: 2006

WHAT HAPPENED: Over the course of several years, Fidel Villarreal and his brother, both veteran Border Patrol agents, smuggled over 1,000 illegal aliens into the U.S. while on duty. They sometimes used Border Patrol vehicles to smuggle the illegal aliens. They were paid over \$1 million in bribes by a corrupt Mexican police chief.

RESOLUTION: Convicted and sentenced to 30 years in prison, with a \$250,000 fine.

INDICATORS + WARNING SIGNS

1. Lived beyond his means (e.g., expensive residence, luxury vehicles)
2. Frequently traveled to Mexico
3. Shunned assignments with rookie/younger agents
4. Sought out assignments to remote border sectors



BRIAN
HOWARD



NAME: BRIAN HOWARD

AGE: 37

OCCUPATION: FAA Contractor

THREAT TYPE: SABOTAGE

LOCATION: Aurora, IL

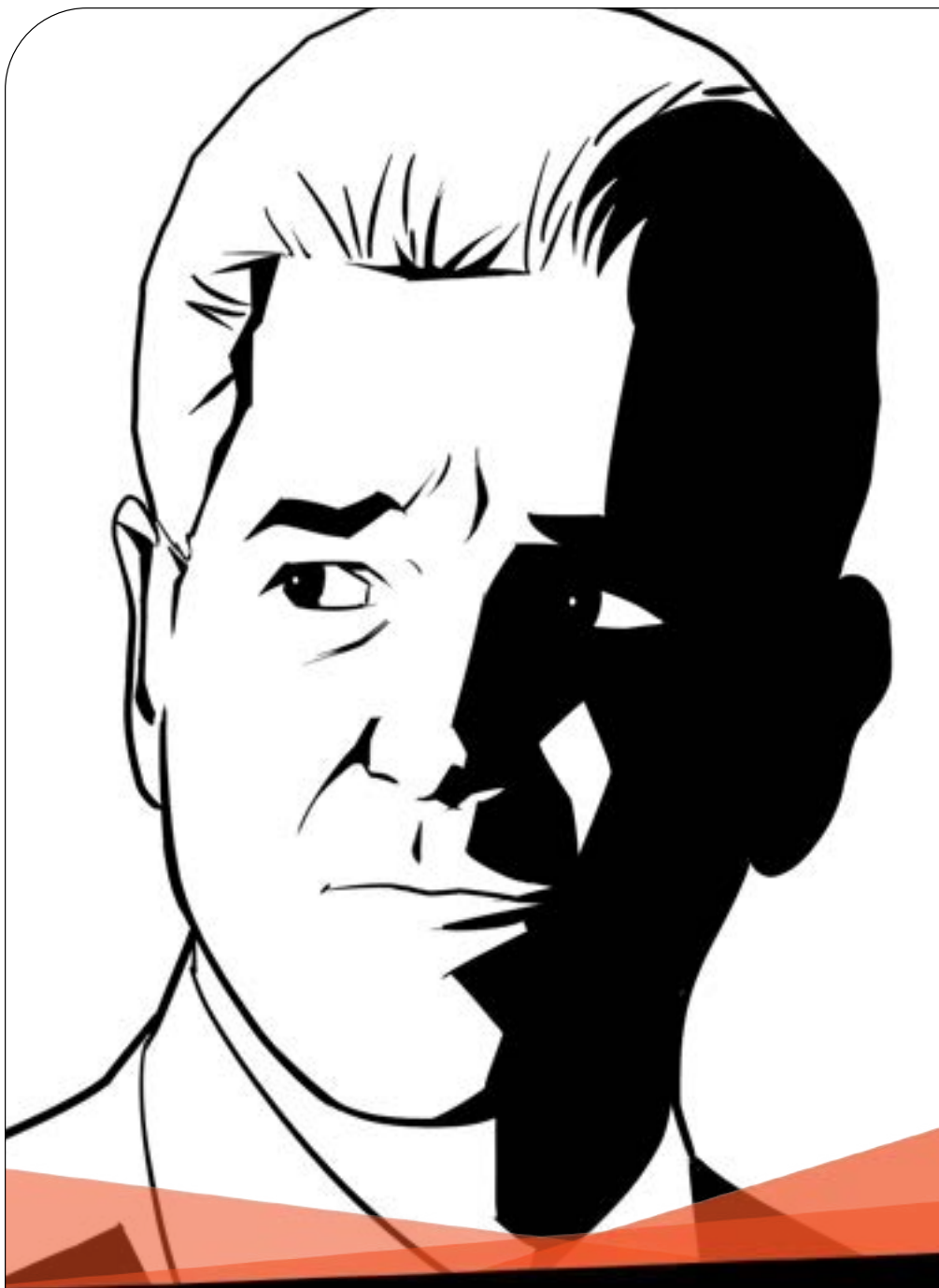
TIME FRAME: 2014

WHAT HAPPENED: Brian Howard set fire to the FAA Air Route Traffic Control Center near Chicago. Howard cut the cables of computer servers for critical communications systems, started a fire with gasoline, and then slit his throat and wrists with a knife. Howard survived. The damage shut down air traffic at Chicago O'Hare and Midway International airports and put the lives of aircraft passengers and crews at risk.

RESOLUTION: Convicted and sentenced to 12.5 years in prison. Required to pay \$4.5 million in restitution to the FAA.

INDICATORS + WARNING SIGNS

- 1.** Had a long history of mental illness (depression)
- 2.** Was under stress due to a pending job transfer out of state



JOHN
CONNOLLY



NAME: JOHN J. CONNOLLY

AGE: 62

OCCUPATION: FBI Special Agent

THREAT TYPE: SABOTAGE

LOCATION: Boston, MA

TIME FRAME: 2002

WHAT HAPPENED: John Connolly provided sensitive law enforcement information to his childhood friend and notorious South Boston organized crime boss, James “Whitey” Bulger, which resulted in a murder. Connolly helped Bulger avoid prosecution and capture by providing him with information, alerting him to investigations, falsifying reports, and accepting bribes.

RESOLUTION: Convicted for federal racketeering and sentenced to 10 years in prison. Convicted for second-degree murder and sentenced to 40 years in state prison. Granted compassionate release from prison in 2021 due to adverse health.

INDICATORS + WARNING SIGNS

- 1.** Had an inappropriate relationship and conflict of interest
- 2.** Lived beyond his means (e.g., purchased a 27-foot Sea Ray boat, multiple homes, and land)
- 3.** Was not cashing his employment paychecks (up to 10 paychecks in a row)



JIMMY
LAM



NAME: JIMMY LAM

AGE: 38

OCCUPATION: Packaging Worker

THREAT TYPE: VIOLENCE

LOCATION: San Francisco, CA

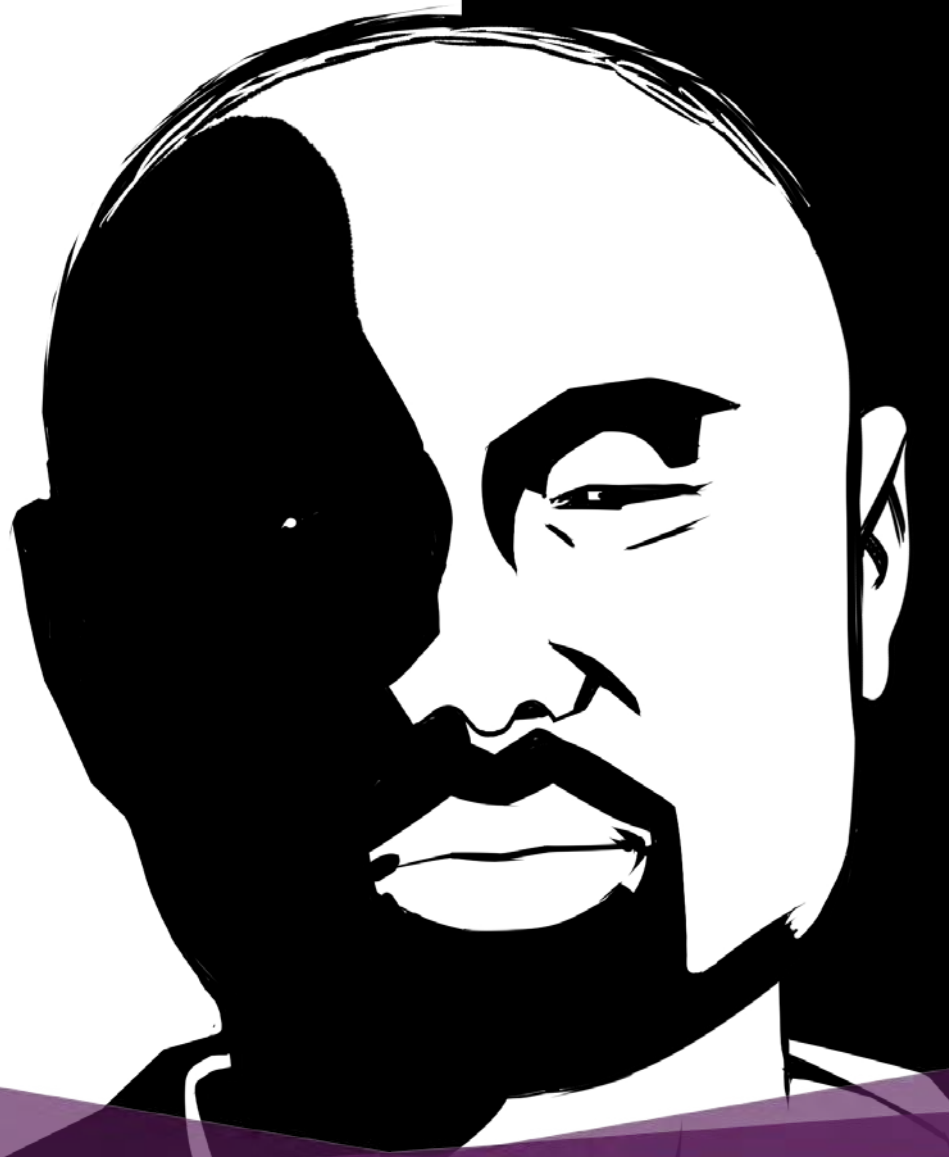
TIME FRAME: 2017

WHAT HAPPENED: Jimmy Lam arrived for work at a UPS packaging and sorting facility, where he shot and killed three coworkers and injured two others. Other employees fled the building, causing injury to three more people.

RESOLUTION: Shot and killed himself.

INDICATORS + WARNING SIGNS

1. Two prior convictions for driving under the influence (in 2010 and 2013)
2. Was dissatisfied with employer
3. Had a pending work grievance for excessive overtime
4. Metal detector alerted when he arrived at work, but he was allowed to pass without a search



JIAQIANG
XU



NAME: JIAQIANG XU

AGE: 32

**OCCUPATION: Software
Developer**

THREAT TYPE: THEFT

LOCATION: New York

TIME FRAME: 2018

WHAT HAPPENED: While employed at a national security cleared computer software company, Jiaqiang Xu stole proprietary software and source code information for his own profit. He resigned from the company and attempted to market the stolen trade secrets to a Chinese government agency. Xu developed a copy of the company's source code information and demonstrated he could write computer scripts, modifying the proprietary source code to conceal its origins.

RESOLUTION: Arrested by the FBI and charged with economic espionage and theft of trade secrets. Sentenced to five years in prison.

INDICATORS + WARNING SIGNS

1. Company user activity monitoring identified anomalies in Xu's computer activity and reported it to the FBI
2. Resigned abruptly and unexpectedly



KEVIN
MALLORY



NAME: KEVIN MALLORY

AGE: 62

OCCUPATION: Consultant

THREAT TYPE: ESPIONAGE

LOCATION: Leesburg, VA

TIME FRAME: 2017

WHAT HAPPENED: Kevin Mallory was a self-employed consultant who spoke fluent Mandarin, had previously held positions as a CIA Case Officer and with defense contractors. Mallory met with a Chinese intelligence agent in Shanghai at a think tank conference and was given a smart phone, which Mallory later used to securely transmit Classified documents to the agent, including information on American operatives who were due to travel to China.

RESOLUTION: Charged and convicted of espionage and sentenced to 20 years in prison.

INDICATORS + WARNING SIGNS

1. Had previously had his security clearance revoked for improperly disclosing Classified information
2. Was behind on home mortgage payments
3. Had a high level of personal debt (\$230,000)



KRISTI
SIMS



NAME: KRISTI SIMS

AGE: 28

OCCUPATION: IT Worker

THREAT TYPE: SABOTAGE

LOCATION: Chicago, IL

TIME FRAME: 2018

WHAT HAPPENED: Kristi Sims learned she was about to be fired from her position as an IT worker at the Chicago Public Schools. Before administrators were able to remove her access from the computer system, she accessed cloud files remotely and copied (but did not delete) a database with sensitive information about as many as 70,000 employees, volunteers, and vendors. After the data breach was discovered, authorities went to Sims' residence to arrest her, but Sims deleted the copied data before she was arrested.

RESOLUTION: Arrested and charged with computer tampering and identify theft.

INDICATORS + WARNING SIGNS

- 1.** Was frustrated with work situation
- 2.** Exhibited persistent work performance issues
- 3.** Was in the process of being terminated
- 4.** Was angry about pending termination



MITTESH
DAS



NAME: MITTESH DAS

AGE: 49

OCCUPATION: Programmer

THREAT TYPE: SABOTAGE

LOCATION: Fort Bragg, NC

TIME FRAME: 2014

WHAT HAPPENED: Mitesh Das inserted malicious code into an Army computer system at Fort Bragg that handles pay and personnel actions for nearly 200,000 U.S. Army reservists. Das inserted the code prior to his company losing the contract with the Army, and the malware began destroying system data the day after a new contractor took over, preventing thousands of reservists from accessing funds. The U.S. Army spent approximately \$2.6 million to remove the malicious code and restore data and features.

RESOLUTION: Convicted for knowingly transmitting malicious code with intent to damage U.S. Army resources and sentenced to 24 months in prison.

INDICATORS + WARNING SIGNS

1. Had expressed anger over the possibility of his company losing their contract
2. Was unhappy and frustrated with his work
3. Felt unappreciated and unvalued



HAROLD MARTIN



NAME: HAROLD MARTIN

AGE: 51

OCCUPATION: NSA Contractor

THREAT TYPE: THEFT

LOCATION: Fort Meade, MD

TIME FRAME: 2019

WHAT HAPPENED: Harold Martin illegally removed highly Classified information from the NSA in both hard copy and digital form, and stored the material in his home, shed, and car for over 20 years. In total, the FBI found 50 terabytes of data, which equals approximately 500 million pages of material.

RESOLUTION: Charged and convicted for willful retainment of national defense information. Sentenced to nine years in prison. Intent to support terrorism was never proven.

INDICATORS + WARNING SIGNS

1. Had a history of mental health issues (e.g., compulsive hoarder)
2. Suffered from alcohol abuse
3. Had a prior arrest for driving under the influence
4. Was previously charged with computer harassment for pestering a woman with unwanted messages
5. Posed as a police officer in a traffic dispute



ROBERT
HANSSSEN



**NAME: ROBERT
HANSSSEN**

AGE: 57

OCCUPATION: FBI Special Agent

THREAT TYPE: ESPIONAGE

LOCATION: Washington D.C.

TIME FRAME: 2001

WHAT HAPPENED: Robert Hanssen spied for Russian intelligence services against the U.S. from 1979 to 2001. He sold thousands of Classified documents to the KGB, with information on nuclear war plans, military weapon technology, and counterintelligence programs. Hanssen also compromised the names of KGB agents secretly working for the U.S., some of whom were executed for their betrayal. His espionage was described by the Department of Justice (DOJ) as “possibly the worst intelligence disaster in U.S. history.”

RESOLUTION: Arrested after leaving Classified materials at a dead drop site. Sentenced to 15 consecutive life sentences in federal prison.

INDICATORS + WARNING SIGNS

- 1.** Was frustrated that he had been passed over for promotion and desired assignments
- 2.** Purchased expensive items for exotic dancers
- 3.** Accrued major personal debts



SUDHISH
RAMESH



NAME: SUDHISH RAMESH

30

AGE: Software Engineer

OCCUPATION: SABOTAGE

THREAT TYPE: San Francisco, CA

LOCATION: TIME FRAME: 2018

WHAT HAPPENED: After resigning from his position at Cisco, Sudhish Ramesh accessed Cisco's internal cloud infrastructure and deployed malicious code, which deleted 456 virtual machines used to support Cisco's WebEx applications and video conference and collaboration tools. This caused \$1.4 million in damages and forced Cisco to refund \$1 million to customers.

RESOLUTION: Pleaded guilty and sentenced to two years in prison and \$25,000 fine.

INDICATORS + WARNING SIGNS

1. Resigned abruptly
2. Had a history of unusual and irregular computer use and queries
3. Exhibited work performance issues



WEN
CHYU LIU



NAME: WEN-CHYU LIU

AGE: 75

OCCUPATION: Research
Engineer

THREAT TYPE: THEFT

LOCATION: Plaquemine, LA

TIME FRAME: 2011

WHAT HAPPENED: Wen-Chyu Liu worked on several proprietary products at Dow Chemical Company from 1965 until his retirement in 1992. Liu conspired with current and former Dow employees to steal the company's patented process—a polyethylene polymer used in vinyl siding, coating for electrical wire, and other products. He paid Dow employees for information, bribed a company official for a technical manual, and traveled extensively to China to market the stolen information.

RESOLUTION: Convicted for conspiracy to commit trade secret theft and sentenced to five years in prison with two years' supervised release, a \$600,000 forfeiture, and a \$25,000 fine.

INDICATORS + WARNING SIGNS

1. Accrued unexplained affluence
2. Frequently traveled abroad
3. Had close contact with foreign nationals
4. Had access to information outside of his personal need to know



BENJAMIN BISHOP



NAME: BENJAMIN
BISHOP

AGE: 59

OCCUPATION: DOD Contractor

THREAT TYPE: ESPIONAGE

LOCATION: Alea, HI

YEARS: 2013

WHAT HAPPENED: Benjamin Bishop, a civilian defense contractor and retired Army Lieutenant Colonel with Top Secret clearance, met a female Chinese national graduate student at an international military conference in Hawaii, and they began a long-distance romantic relationship. Over the next three years, Bishop emailed her and telephonically provided her with Classified national defense information, including strategic nuclear systems and early warning radar networks.

RESOLUTION: Pleaded guilty to communicating Classified information to an unauthorized person and unlawful retention of Classified documents. Sentenced to seven years and three months in prison.

INDICATORS + WARNING SIGNS

1. Had an extramarital affair with a foreign national for several years
2. Prior to affair, had advertised on LinkedIn that he “worked on developing military plans to deter potential U.S. enemies” at the U.S. Pacific Command



ANA
MONTES



NAME: ANA MONTES

AGE: 44

OCCUPATION: Senior Analyst

THREAT TYPE: ESPIONAGE

LOCATION: Washington, D.C.

TIME FRAME: 1985-1991

WHAT HAPPENED: Ana Montes was the leading Cuba Intelligence Analyst at the DIA. Prior to joining the DIA, she was recruited by Cuba to spy. From 1985 to 1991, Montes provided classified information to Cuba. She memorized Secret information, went home and typed it, then put it on encrypted disks and awaited shortwave encrypted radio instructions from Cuban contacts on where to deliver the disks. She also communicated by coded numeric pagers and public telephones with Cuban Intelligence agents. She disclosed names of U.S. spies in Cuba.

RESOLUTION: Arrested by the FBI, convicted, and sentenced to 25 years in prison.

INDICATORS + WARNING SIGNS

1. During college, was known by other students for her strong opinions in support of Left-wing Latin-American movements
2. Was vocal about the Sandinista National Liberation Front in Nicaragua
3. Turned down several promotions so she could have continued access to material on Cuba



KLAUS FUCHS



NAME: KLAUS FUCHS

AGE: 39

OCCUPATION: Physicist

THREAT TYPE: ESPIONAGE

LOCATION: London, England

TIME FRAME: 1950

WHAT HAPPENED: Klaus Fuchs, a German-born British physicist, worked on British weapons development and the American Manhattan Project to develop the atomic bomb. The FBI decoded Soviet messages proving that Fuchs was a Russian spy, and he admitted to passing secrets to Russia. Fuchs's espionage was credited in allowing Russia to develop the atomic bomb only four years after the U.S.

RESOLUTION: Pleaded guilty and was sentenced to 14 years in prison. Upon release from prison, moved to East Germany.

INDICATORS + WARNING SIGNS

1. Fled Nazi Germany in 1933 to the United Kingdom (UK) but was sent to a UK internment camp in World War II.
2. Publicly supported leftist ideologies before he started working on the Manhattan Project.
3. Fuchs' father was a strong supporter of leftist causes and communism and had moved to East Germany.



NAME: JAN UMB

AGE: 30

OCCUPATION: Sailor

THREAT TYPE: VIOLENCE

LOCATION: Baltic Sea, Russia

TIME FRAME: 1887

WHAT HAPPENED: Jan Umb was a sailor on the Russian schooner, Johannes, which left Russia on its way to England with a shipment of merchandise. He was caught stealing the personal effects of fellow sailors, and they teased and made fun of him. That evening, Umb killed five fellow sailors, along with the captain, and threw them overboard. He tried, unsuccessfully, to kill one remaining sailor, who was rescued by a passing vessel.

RESOLUTION: Arrested and convicted of homicide. Sentenced to 10 years in prison.

INDICATORS + WARNING SIGNS

1. Had been belittled, poked fun at, ridiculed, and physically harassed by fellow sailors prior to the attack



IZAAK VINCENT
KEMP



NAME: IZAAK V. KEMP

AGE: 33

OCCUPATION: Contractor

THREAT TYPE: THEFT

LOCATION: Dayton, OH

TIME FRAME: 2019

WHAT HAPPENED: Izaak Kemp, a defense contractor with Top Secret clearance, stole Classified documents from the Air Force Research Laboratory and Air Force National Air and Space Intelligence Center at Wright-Patterson Air Force Base in Ohio. Local police conducting a search warrant for a marijuana grow operation at Kemp's home stumbled across the over 2,400 pages of documents marked Classified relating to Top Secret programs.

RESOLUTION: Pleaded guilty in federal court for the unauthorized removal of Classified documents.

INDICATORS + WARNING SIGNS

1. Frequently sought out assignments where he could work alone
2. Was described by friends as a hoarder



HENRY
FRESE



NAME: HENRY FRESE

AGE: 31

OCCUPATION: Intelligence Analyst

THREAT TYPE: THEFT

LOCATION: Washington, D.C.

TIME FRAME: 2019

WHAT HAPPENED: Henry Frese was a Defense Intelligence Agency (DIA) counterterrorism analyst who conducted searches on Classified systems for information on topics he discussed with journalists, as well as information specifically requested by said journalists. One news outlet published eight articles with Top Secret/Classified information, all of which were written by a journalist with whom Frese had a romantic relationship.

RESOLUTION: Convicted and sentence to 30 months in prison.

INDICATORS + WARNING SIGNS

1. Accessed Classified intelligence reports not related to his job duties
2. Was romantically involved with a reporter (reflected by his public social media accounts)



DENNIS
KOZLOWSKI



**NAME: DENNIS
KOZLOWSKI**

AGE: 59

OCCUPATION: CEO

THREAT TYPE: FRAUD

LOCATION: New York, NY

TIME FRAME: 2005

WHAT HAPPENED: Dennis Kozlowski was the CEO of Tyco International. While CEO, he took more than \$120 million from the company without the approval of the directors. Kozlowski used the money to purchase expensive art, host expensive parties, and keep a lavish Manhattan apartment. He also deliberately lied to investors to boost the company's stock price while selling stocks.

RESOLUTION: Convicted on 22 counts of grand larceny, violating general business law, and falsifying business records. Sentenced to 8–25 years in prison and ordered to pay \$167 million in restitution and fines.

INDICATORS + WARNING SIGNS

1. Had a history of unethical practices (e.g., tax evasion)
2. Made questionable financial transactions not included in the company's financial reports
3. Recruited subordinates to cover up illegal transactions
4. Company had an unethical internal management culture



DeWAYNE
CRADDOCK



NAME: DeWAYNE
CRADDOCK
AGE: 41
OCCUPATION: City Engineer
THREAT TYPE: VIOLENCE
LOCATION: Virginia Beach,
VA
TIME FRAME: 2019

WHAT HAPPENED: DeWayne Craddock used two handguns to fatally shoot 12 coworkers and wound 4 others at the Virginia Beach Municipal Center in 2019. Shortly after arriving at work, Craddock notified his supervisor that he intended to resign for “personal reasons.” He then left the building, returned with firearms, and began shooting. Craddock’s motive for the shootings was undetermined after the police investigation.

RESOLUTION: Shot and killed by police.

INDICATORS + WARNING SIGNS

1. Was unhappy and frustrated with his work
2. Had a previous issue with mishandling contractor financial records
3. Was angry with supervisors
4. Was estranged from family
5. Suddenly developed a new fascination with firearms



VERNEST
GRIFFIN



**NAME: VERNEST
GRIFFIN**

AGE: 47

OCCUPATION: Factory Worker

THREAT TYPE: VIOLENCE

LOCATION: Sterling Heights

TIME FRAME: 2018

WHAT HAPPENED: Vernest Griffin went to his former supervisor's workplace in Taylor, MI, and shot and killed him with an AK-47. He then stole a semi-tractor trailer, traveled to another former workplace in Pontiac, MI, and shot and killed another former supervisor. Finally, Griffin drove to another former workplace in Waterford, MI, where he was injured during a shootout with police and finally apprehended.

RESOLUTION: Found guilty in two separate murder trials and sentenced to two life sentences in prison.

INDICATORS + WARNING SIGNS

1. Was arrested for pulling a gun on his supervisor three months prior to the incident, and had three pending felonies for the arrest
2. Frequently argued with family members



JASON
NEEDHAM



NAME: JASON NEEDHAM

AGE: 45

OCCUPATION: Engineer

THREAT TYPE: THEFT

LOCATION: Arlington, TN

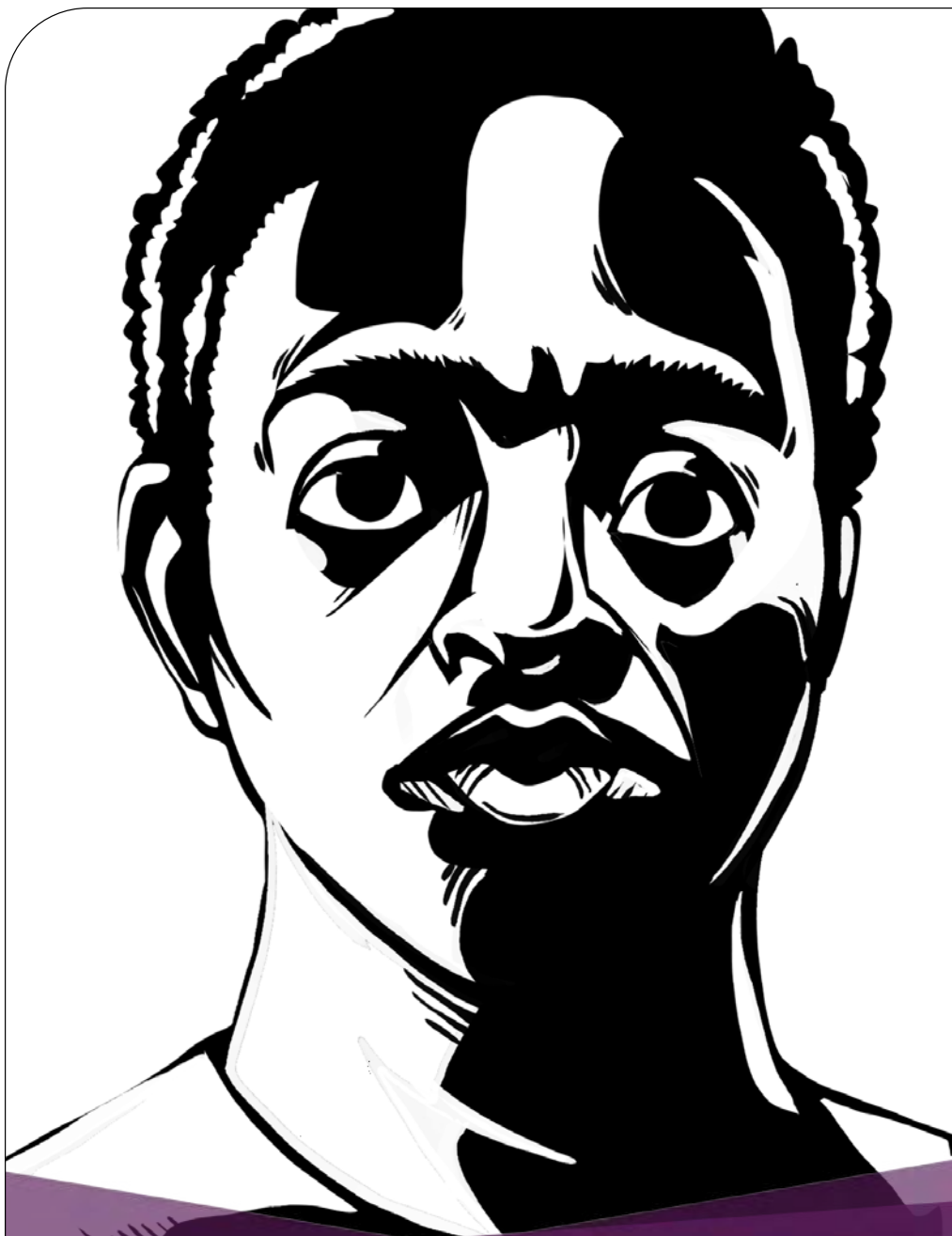
TIME FRAME: 2017

WHAT HAPPENED: Jason Needham repeatedly hacked into his former employer's file server and downloaded proprietary information worth \$425,000, including engineering schematics, job bids, staff emails, and budgeting and marketing documents. The IP address Needham used was eventually traced back to his home internet connection.

RESOLUTION: Arrested, convicted, and sentenced to 18 months in prison.

INDICATORS + WARNING SIGNS

- 1.** Left his employer to start his own company as a direct competitor in the same industry



JOYA WILLIAMS



NAME: JOYA WILLIAMS

AGE: 41

OCCUPATION: Secretary

THREAT TYPE: THEFT

LOCATION: Arlington, TN

TIME FRAME: 2017

WHAT HAPPENED: Joya Williams and accomplices stole trade secrets from Coca-Cola and attempted to sell them to Pepsi for profit. Pepsi managers informed Coca-Cola of Williams' offer, and the FBI was called in. They ran a sting operation and eventually arrested Williams and her coconspirator. Williams was accused of trying to re-ignite the "cola wars" between Coca-Cola and Pepsi, which have historically clashed over taste tests, sponsorship, secret ingredients, and nutrition.

RESOLUTION: Charged and convicted for conspiring to steal and sell trade secrets. Sentenced to eight years in prison.

INDICATORS + WARNING SIGNS

1. Complained to coworkers that she was being mistreated by employer
2. Was unhappy with her supervisor
3. Had close associations with convicted felons (who later became coconspirators)



CHEN & ZHOU



NAME: LI CHEN
YU ZHOU

AGE: 47 and 50

OCCUPATION: Researchers

THREAT TYPE: THEFT

LOCATION: Dublin, OH

TIME FRAME: 2020

WHAT HAPPENED: Li Chen and her husband Yu Zhou worked in separate medical research labs at the Nationwide Children's Hospital Research Institute for 10 years, and stole at least five trade secrets related to exosome research, which play a role in identification and treatment of conditions found in premature babies, liver fibrosis, and liver cancer. Chen and Zhou then opened their own company in China to profit from the stolen research and received benefits from the Chinese government.

RESOLUTION: Arrested and convicted of conspiring to steal trade secrets. Sentenced to 30 months in prison.

INDICATORS + WARNING SIGNS

1. Frequently traveled abroad
2. Established businesses in China



MELISSA KING



NAME: MELISSA KING

AGE: 50

OCCUPATION: Union Admin

THREAT TYPE: FRAUD

LOCATION: New York, NY

TIME FRAME: 2002-2008

WHAT HAPPENED: Melissa King, the administrator for Sandhogs Union Local 147 in New York City, stole \$42 million from union accounts and spent it on diamonds, jewelry, vacations, real estate, luxury vehicles, horses, maids, housekeepers, and other luxury items. Local 147 represents construction workers who dig the city's water and train tunnels, and King's theft cost hundreds of participants \$55,000–\$80,000 in retirement savings and other benefits.

RESOLUTION: Arrested, convicted, and sentenced to six years in prison.

INDICATORS + WARNING SIGNS

1. Lived beyond her means (e.g., expensive cars, several properties, staff)
2. Was often slow in responding to benefit claims that required payouts



RADEE LABEEB
PRINCE



NAME: RADEE L. PRINCE
AGE: 37
OCCUPATION: Machine Operator
THREAT TYPE: VIOLENCE
LOCATION: Hartford County,
MD
TIME FRAME: 2017

WHAT HAPPENED: Radee Labeeb Prince went to his workplace, gathered five coworkers, and shot each of them in the head with a handgun. Three died and two were left in critical condition. Prince then fled in his car and drove 55 miles to another workplace in Wilmington, Delaware, where he shot and wounded an additional victim. After a 10-hour manhunt, Prince was captured. At trial, Prince's defense attorney argued an insanity defense, claiming Prince suffered from delusions that his coworkers wanted to harm him.

RESOLUTION: Found guilty of murder, attempted murder, and attempted manslaughter. Sentenced to five consecutive life sentences.

INDICATORS + WARNING SIGNS

1. 42 prior arrests and 15 felony convictions; prior arrests for illegal gun possession
2. Was the subject of a protective order
3. Had been fired from a previous job for attacking a coworker



RICHARD RUSSELL



NAME: RICHARD
RUSSELL

AGE: 29

OCCUPATION: Airport GSA

THREAT TYPE: THEFT

LOCATION: Seattle, WA

TIME FRAME: 2018

WHAT HAPPENED: Richard Russell, a ground service agent with no piloting experience, stole a Horizon Air Q400 aircraft from the Seattle-Tacoma (SeaTac) International Airport. As he flew the plane from the airport over the Puget Sound, he told air traffic controllers he was a “broken guy, got a few screws loose... never really knew it until now.” Russell refused directions to land, apologized to his friends and family, and crashed into an island in the Puget Sound.

RESOLUTION: Was killed in the plane crash, in what was determined to be a suicide. Investigators could not find a motive.

INDICATORS + WARNING SIGNS

1. Had been reported twice the year prior for being alone in the pilot's seat of an unoccupied aircraft
2. Frequently approached pilots and asked them technical questions about operating aircraft



TIFFANY
PACHECO



NAME: TIFFANY
PACHECO

AGE: 35

OCCUPATION: Desk Clerk

THREAT TYPE: FRAUD

LOCATION: New Bedford, MA

TIME FRAME: 2020

WHAT HAPPENED: While employed at the Massachusetts Department of Unemployment Assistance, Tiffany Pacheco submitted fraudulent claims for Pandemic Unemployment Assistance for herself and her husband. She also accessed the computers and increased the amounts of funds they were to receive.

RESOLUTION: Arrested and indicted on federal wire fraud charges.

INDICATORS + WARNING SIGNS

1. Had a prior criminal conviction for aggravated identity theft
2. Was just released from federal prison before being hired
3. Accessed databases that were unrelated to her assigned duties



VOLODYMYR
KVASHUK



NAME: VOLODYMYR
KVASHUK

AGE: 26

OCCUPATION: Software Tech

THREAT TYPE: FRAUD

LOCATION: Renton, WA

TIME FRAME: 2016-2020

WHAT HAPPENED: Volodymyr Kvashuk defrauded the company by stealing more than \$10 million through his involvement with testing Microsoft's online retail sales platforms. Kvashuk used test emails to other employees to steal electronic currency (e.g. digital gift cards) and sell them on the Internet. He masked digital traces of the sales and used a Bitcoin mixing service to cover his tracks.

RESOLUTION: Arrested and indicted on federal wire fraud charges.

INDICATORS + WARNING SIGNS

1. Was secretive at work and among coworkers
2. Lived beyond his means (e.g., purchased a luxury waterfront home and luxury vehicle)
3. Used other employees' email accounts



ANTHONY
FERRILL



**NAME: ANTHONY
FERRILL**

AGE: 51

OCCUPATION: Electrician

THREAT TYPE: VIOLENCE

LOCATION: Milwaukee, WI

TIME FRAME: 2020

WHAT HAPPENED: Anthony Ferrill entered his workplace at Molson Coors Brewery with two guns and shot and killed five coworkers before killing himself. The 17-year employee had been involved in a long-running dispute with a coworker prior to the attack.

RESOLUTION: Shot and killed himself.

INDICATORS + WARNING SIGNS

- 1.** Believed he was being discriminated against because of his race; had a long history of overt racism at the brewery
- 2.** Accused a coworker of stealing tools from his office and tampering with his computer equipment
- 3.** Had previously accused a coworker of entering his home, bugging his computer, and moving his furniture around, one year prior to the attack



WALTER
LIEW



NAME: WALTER LIEW

AGE: 59

OCCUPATION: Engineer

THREAT TYPE: THEFT

LOCATION: San Francisco

TIME FRAME: 2014

WHAT HAPPENED: In the 1990s, Walter Liew started a company and hired current and ex-DuPont employees to steal the company's trade secret technology and sell it to China.

RESOLUTION: Indicted and convicted for 10 felony charges of economic espionage, theft of trade secrets, obstruction of justice, and tampering with a witness and evidence. Sentenced to 15 years in prison, fined \$27.8 million, and ordered to pay \$511,000 in restitution to DuPont.

INDICATORS + WARNING SIGNS

1. Frequently traveled abroad
2. Had direct communications with Chinese government agencies and officers
3. Accumulated unexplained wealth
4. Owned multiple foreign companies
5. Accessed information outside of his need to know



GARY
MARTIN



NAME: GARY MARTIN

AGE: 45

OCCUPATION: Factory Worker

THREAT TYPE: VIOLENCE

LOCATION: Aurora, IL

TIME FRAME: 2019

WHAT HAPPENED: When Gary Martin was informed that he was being fired, he shot and killed five coworkers, and wounded a sixth employee and five responding police officers during a 90-minute shootout.

RESOLUTION: Shot and killed by police.

INDICATORS + WARNING SIGNS

- 1.** Had a prior felony conviction for aggravated assault and prior arrests for domestic assault
- 2.** Had received prior restraining orders
- 3.** Had a history of work performance issues
- 4.** Warned coworkers he planned to kill everyone at the warehouse if he was fired



QIN
QISHENG



NAME: QIN QISHENG

AGE: 43

OCCUPATION: Software Dev

THREAT TYPE: FRAUD

LOCATION: Beijing, China

TIME FRAME: 2016-2018

WHAT HAPPENED: Qin Qisheng discovered a programming flaw in which the ATMs at the bank he worked for did not properly record withdrawals made around midnight. Qisheng started making midnight ATM withdrawals from a fake account used by the bank to test systems. Over a two-year period, Qisheng stole the equivalent of \$1.03 million.

RESOLUTION: Charged with theft and sentenced to 10.5 years in prison, with a \$1,600 fine.

INDICATORS + WARNING SIGNS

1. Made 1,358 separate ATM transactions, always at unusual hours
2. Lived beyond his means



HASSAN
ABU-JIHAAD



NAME: HASSAN
ABU-JIHAAD

AGE: 25

OCCUPATION: U.S. Navy Sailor

THREAT TYPE: ESPIONAGE

LOCATION: New Haven, CT

TIME FRAME: 2001

WHAT HAPPENED: Hassan Abu-Jihaad transmitted Classified information about the future movements of his group of ships (led by the U.S.S. Constitution) to a terrorism cell located in London that operated jihadi websites. Details included the battle group's itinerary, transit through the Strait of Hormuz in the Persian Gulf, and potential vulnerabilities to terrorist attack. The espionage was not discovered until 2003, after Abu-Jihaad's honorable discharge from the Navy.

RESOLUTION: Arrested, convicted, and sentenced to 10 years in prison.

INDICATORS + WARNING SIGNS

1. Underwent several sudden and dramatic life changes (e.g. legally changed his name, converted to a different religion, then joined the Navy)
2. Closely followed jihadi websites prior to transmitting Classified information
3. Voiced support for jihadi attacks on U.S. forces via email