



## **James F. Snyder**

Executive Director  
Domestic Security Partnership  
Austin, Texas



### **EXPERIENCE :**

#### **Domestic Security Partnership (2015 – Present)**

##### **Executive Director**

Manage 501(c)(3) tax-exempt nonprofit dedicated to protecting the United States and its economy against terrorism, criminality, cyber-attacks, insider threats, workplace violence, economic espionage, and other similar threats by fostering cooperation and collaboration among private sector Chief Security Officers of leading US businesses, the Federal Bureau of Investigation and the US Department of Homeland Security.

- Incorporated nonprofit organization under the laws of the State of Texas on a pro-bono basis;
- Serve as Chief Executive Officer for; oversee preparation of budget of approximately \$400,000 per annum; manage 3-person staff (Web Master, Finance Director and Partnership Engagement Director)
- On an annual basis, plan for and host 7 major Domestic Security Alliance Council events, including the DSAC Annual Meeting and Networking Reception attended by approximately 450 Chief Security Officers and governmental personnel, 3 DSAC Regional Meetings, a Domestic Security Executive Academy, a Domestic Security Executive Academy Graduate Program, and a DSAC Analyst Exchange.

#### **US State Department Office of Cooperative Threat Reduction (2015 – Present)**

##### **Threat Reduction Initiatives Advisor**

Provide comprehensive support to US Governmental efforts to develop, coordinate, and implement domestic and international policy aimed at reducing both internal and external threats to the United States from nuclear, chemical, biological, and radiological weapons of mass destruction (WMD) and their delivery systems

- Actively support the US Chemical Security Program administered by the US Department of State with respect to engagements with government, academic, industry and law enforcement entities in partner countries to strengthen the ability to detect and prevent the intentional misuse of chemicals; promote chemical security culture among chemical scientists and engineers; support the implementation of chemical management best practices; increase the physical security of chemicals of concern; encourage adoption of, and compliance with, chemical management standards; and, lessen the potential that terrorists or states that support them will acquire or develop chemical WMDs;
- Participate in Partnership for Nuclear Security engagements as a security subject matter expert and work with personnel in targeted countries to develop strategies that nurture and sustain effective nuclear security safeguards through training on trustworthiness programs (i.e., human reliability, fitness-for duty, etc.) and physical security best practices, interactive nuclear security insider threat tabletop exercises, and other similar elements

## **ConocoPhillips Company (2004 – 2015)**

### **Chief Security Officer**

Served as chief security officer for global energy company ranked No. 7 on Fortune's list of the Global 500, that was the largest refiner of petrochemical products in the United States and had major exploration and production operations in more than 40 countries;

- Within two years of appointment, transformed underperforming corporate security function to achieve and retain Tier 3 status, the top Customs Trade Partnership Against Terrorism program rating by the US Department of Homeland Security (awarded to less than 4% of all evaluated companies) through initiation of innovative programs (global audit and compliance, due diligence investigations, security vulnerability assessments, contingency planning, supply chain security, etc.) while maintaining lowest operating costs of peer group i.e., ExxonMobil, Shell, Chevron, BP, Total and ENI;
- Anticipated and in early 2014, briefed key civilian (US State Department) and senior military command staff (US Africa Command, Special Operations Command and the Defense Intelligence Agency) on potential for rebels to misappropriate crude from the Company's joint venture operations in the eastern provinces of Libya; subsequently provided intelligence to US officials that, as predicted, a North Korean flagged tanker had lifted over 240,000 barrels of crude and had been damaged by RPG fire as it departed the Es Sider JV terminal; ongoing collaboration with US officials resulted in the capture of armed Libyan insurgents and seizure of the vessel by US Navy SEALs, effectively eliminating company exposure to potential catastrophic environmental claims;
- Appointed by Secretary of State Hillary R. Clinton as private sector co-chair of the Overseas Security Advisory Council (2013-15), citing "exemplary leadership [which has] advanced the goal of protecting US citizens and interests overseas" and that "it takes true leaders like Mr. Snyder to advance [OSAC] and achieve our mutual goal of developing efficient, cost-effective communications networks that provide the private sector with the tools needed to cope with security-related issues in a foreign environment;"
- Served as Energy Substantive Point of Contact for the National Critical Infrastructure Council which provide advice and recommendations to the President (George W Bush) on issues affecting the security national critical infrastructure;
- Co-lead Hurricane Katrina emergency response at devastated 250,000 BPD Louisiana refinery and facilitated the immediate delivery of critical environmental remediation and relief supplies; enabled early return to full production by personally securing FEMA/White House approval for deployment of the "TS Empire State VI" as an on-site floating accommodation for 400 recovery workers (yielding \$30 million direct savings); directed team which quickly located, accounted for and provided assistance to all 358 displaced employees; oversaw donation of more than 200,000 gallons of diesel and 50,000 gallons of gasoline to first responders; coordinated rooftop helicopter rescue of stranded company personnel in New Orleans;
- Within hours of the outbreak of armed conflict and 3 days prior to first civilian evacuation by US Government, coordinated 2 a.m. airlift/evacuation of all Company expatriate employees and dependents (along with dozens of stranded workers from competitor companies, the British Embassy, and NGOs who were also caught in the crossfire between government forces and insurgents) from Libya; managed ongoing support programs for in-country national employees throughout the conflict including mechanisms to continue salary distributions during prolonged bank closures; facilitated early resumption of the Company's Libyan operations (among very first western companies to reenter Libya after the fall of the Qaddafi regime);
- Facilitated Green Zone meetings between the Iraqi Minister of Oil, Iraqi Vice-President, et al., and the ConocoPhillips CEO, the first Fortune 500 CEO to visit Baghdad after Operation Desert Storm, considered a key milestone in pacification efforts which paved the way for subsequent foreign development of Iraq's natural resources;
- Regularly traveled to developing/less secure countries, (e.g., Madagascar, Cote d' Ivoire, Senegal, Gambia, Guinea, Saudi Arabia, Iraq, Kurdistan, Bangladesh) as part of business development delegations with the dual objectives of keeping the delegation safe and assessing the country's suitability for long-term investments (in some instances, billions of dollars) which might take decades to return a profit and then managed "first in boots-on-the-ground" activities to safely establish new operations in Angola, Bangladesh, Nigeria, Saudi Arabia, Senegal and Peru;

- Achieved top 10% employee satisfaction ratings in every corporate employee climate survey; recruited and retained a very, responsive, multi-lingual (e.g., Arabic, French, Farsi, Spanish, Bahasa Malaysian, English) and diverse workforce (43% - Women/People of Color) who are highly regarded as business enablers;
- Maintained 100% Company compliance with all laws and regulations, including the U.S. Maritime Transportation Security Act, the U.S. Chemical Facilities Anti-Terrorism Standards, the U.S. Transportation Workers Identification Credential and dozens of other federal, state, foreign and international laws and regulations intended to protect national critical infrastructure and the homeland;
- Secured and managed a record \$17 million in U.S. Port Facility Security Grants to enhance security at Company owned refineries and terminals in the United States, while ensuring that company operated refineries and terminals in other countries were also appropriately security resourced.

## **Apple Computer, Inc (2002 – 2004)**

### **Director, World Wide Corporate Security**

Directed all corporate security functions for Fortune 500 technology company engaged in the design, development and distribution of personal entertainment devices, computers and related peripherals with manufacturing, distribution and sales facilities around the world;

- Established multifaceted, highly regarded, legally compliant information security program that has been cited by various commentators for its efficacy in assuring that the public was always surprised by CEO Steve Job's famous "one more thing" product announcements, which included, among others, the cross-platform iPod, the iTunes Music Store, the Power Mac G5 (the first 64-bit computer sold to the public) and a raft of other personal entertainment services and digital devices.
- Managed implementation of comprehensive security initiatives in complex world-wide supply chain involving Apple, OEMs, freight forwarders and other vendors to make Apple among the first US corporations to benefit from expedited import processing through CTPAT (Customs Trade Partnership Against Terrorism) certification and coordinated the development and implementation of awareness and reporting measures to assure compliance with Sarbanes-Oxley legislation;
- Established Executive, Employee and Special Events Protection programs, resulting in enhanced protection for Apple's human capital (including its high-profile chairman and CEO) at shareholder meetings, media events, and at Macworld trade shows in San Francisco, New York, Paris, and Tokyo (with approximately 100,000 attendees and millions of dollars in inventory at each venue);
- Dramatically enhanced international travel security program through development of comprehensive travel locator system, and establishment of 7x24 One Call Center to provide emergency assistance as required; developed capacity to evacuate employees using portable quarantines at the height of SARS epidemic, which overcame reluctance by Apple personnel to travel to OEM sites in China during the critical production ramp up of a major new product;
- Developed and implemented comprehensive Crisis Management/Emergency Response program to include elaborate live drills (in addition to table-top exercises) simulating workplace violence, terrorist acts, natural disasters and other emergency scenarios involving Apple Emergency Response Team (ERT) personnel, Apple Security officers and local fire, police and medical first responders, characterized by senior public-sector emergency planning officials as "among the best" they had experienced.

## **Exodus Communications (2000 – 2002)**

### **Vice President, Corporate Security and Chief Asset Protection Officer**

Managed all corporate security functions of USA Today e-Business 50 industry leader in complex Internet operations outsourcing for companies with mission critical applications, including Yahoo!, eBay, General Electric, American Airlines, USA Today, Lycos, Microsoft, the New York Times, JC Penny, The Sharper Image, Merrill Lynch, Best Buy, British Airways, KPMG, the Washington Post, Dell Computers, and more than 3,500 other leading e-commerce firms and government agencies. Prior to filing for bankruptcy protection during the "dot com crash," 1 in 3 "clicks on the internet" hit applications operating at an Exodus Internet Data Center (IDC);

- Within one year of assuming management of nascent security operation, earned Statement on Auditing Standards No. 70 (SAS 70) Type II Service Auditor's Report certification (highest rating), an affirmation by Deloitte & Touche following a 6-month comprehensive audit that Exodus security operations met exacting standards relative to physical and electronic security measures, third party penetration testing programs, disaster recovery planning, and other key processes;
- Met or exceeded every security financial target and reduced recurring security operating expense from \$28 million to less than \$18 million (primarily recurring salary expense) by introducing more efficient processes (e.g., centralized response units, staffing based on IDC utilization studies), negotiating preferred pricing and concessions from vendors, and implementing advanced security technologies (e.g., centralized security operations centers);
- Prepared and executed crisis response programs that permitted Exodus IDCs to operate without interruption despite close physical proximity to major disruptions including Ground Zero at the World Trade Towers in New York, the epicenter of a 6.8 magnitude Seattle/Tacoma earthquake in March 2001, and detonation of an improvised explosive device by the "Real IRA" in London;
- Managed architectural and technical security design for Exodus' "fifth generation" data centers (favorably described by the Washington Post as "secure, bunker-like facilities") featuring best of breed level five ballistic resistant construction, biometric authentication, access control portals, 7x24 security presence, continuous digital CCTV surveillance/recording, motion/intrusion detection, and other state of the art security systems;
- Assured the operational integrity of Exodus' international network and the security of its 44 highly complex data centers in North America, Europe and Asia Pacific housing billions of dollars of high tech equipment and information (identified by the National Infrastructure Protection Center as level one components of the United States' critical infrastructure), all of which operated continuously in a secure environment;
- Created highly effective corporate investigations program that recovered hundreds of thousands of dollars in misappropriated equipment; identified suspect vendor charges resulting in the return of more than \$1 million to the corporate treasury; discretely and professionally investigated sexual harassment charges that led to the dismissal of a senior corporate official and established highly successful skip tracing investigation program in support of Exodus' accounts receivable program.

## **Mobil Corporation (1995 - 2000)**

### **Manager, Global Business Analysis & Investigations**

Managed diverse, internationally based personnel responsible for asset protection, investigations and business analysis for capital intensive Fortune Global 25 company with exploration, production, refining, marketing, shipping, research, development, and chemical operations in over 135 countries;

- Established and managed global major transaction Business Analysis (due diligence) Center to critically assess possible joint venture partners, acquisitions and other significant business opportunities that is generally acknowledged to be the first in-house, fully integrated security operation of its kind; managed reviews to assure corporate adherence to the Foreign Corrupt Practices Act, anti-boycott and trade sanctions regulations, Federal Sentencing Guidelines, Economic Espionage Act, anti-money laundering regulations, and other legally mandated requirements;
- Managed international investigative team that identified/investigated operational exposures with notable successes in the former Soviet Union, Europe, Indonesia, and Nigeria; oversaw implementation of corrective measures to address identified deficiencies in Company's business processes;
- Reorganized function resulting in greater focus on issues of critical importance to the company, including corporate governance and legal compliance, while realizing significant cost savings and consistently maintaining extremely high ratings in client satisfaction and employee climate surveys;
- Played key, in-country role establishing risk mitigation program for multibillion-dollar facilities in high threat environments, e.g., protection of operations subject to armed attack by Aceh

Merdeka (Free Aceh Indonesia), Movement for the Emancipation of the Niger Delta (MEND – Nigeria) and other insurgencies;

- Co-led cross-functional crisis management team that insured continuity of critical operations during major emergencies, including the successful evacuation of hundreds of employees and dependents in the violent aftermath of the overthrow of Indonesian President Suharto;
- Instituted several programmatic innovations, including an enhanced control environment through greater coordination of Legal Counsel, General Auditor, Human Resources and Controller activities;
- Served as global transition security manager with responsibility for all security issues (including executive, personnel, information, and asset protection) associated with Exxon Mobil merger;
- Chaired Information Management Steering Committee, provided functional oversight for Global Information Systems security; served on the Company's Legal Compliance and Internal Review Committees.

## **MCI Telecommunications Corporation (1988-1995)**

### **Director/Special Counsel, Office of Systems Integrity**

Set strategic and tactical security policy in rapidly growing international high-tech company that was eventually acquired by Verizon Communications;

- Instrumental in founding security department and development of corporate security program;
- Developed company's *Customer Support Program* and *MCI Detect*, the industry's first value added telecommunications and computer security consultancy programs;
- Led successful industry effort (including testifying before several state legislative committees) to amend the laws of Washington, Colorado, Minnesota, and New York to provide for criminal sanctions for computer intrusions and otherwise enhance statutory protections for telecommunications providers and end users
- Established and directed program which recovered millions of dollars in restitution via civil and criminal proceeds arising from internal/external theft of services, intellectual and physical assets;
- Negotiated complex sales contracts pertaining to fraud and security with Fortune 500 customers;
- Insured compliance with applicable laws and regulations such as the Electronic Communications Privacy Act and represented the company on security, fraud and privacy issues before FCC, Congress, U.S. Department of Justice, state legislatures, attorneys general, and regulatory bodies.

## **United States Department of the Treasury (1980 - 1988)**

### **Deputy Chief Counsel, United States Secret Service**

Supervised legal staff of Treasury Department law enforcement agency responsible for protecting the President of the United States, the Vice President of the United State, foreign heads of state and other designated officials and for enforcement of federal criminal laws related to the counterfeiting of U. S. currency, obligations and securities, bank and financial institution fraud, mail fraud, wire fraud, illicit financing operations, cybercrime, identity theft, credit card fraud, money laundering, and other financial crimes;

- Legal advisor to Secret Service Director and staff, representing the Service before the Courts and Congress, e.g., efforts to balance public use of surrounding areas and the security of the White House complex and other key installations; and expansion of Secret Service's economic and computer crime investigative jurisdictions;
- Provided legal guidance to 1800 Special Agents and 1200 sworn police officers incident to protection of President, Vice-President, foreign heads of State, and other dignitaries, and the investigation and prosecution of violations of the U.S. criminal code; cleared for access to TS/SCI classified information;
- Assisted in the prosecution, John Hinckley, who was found not guilty by reason of insanity of attempting to assassinate President Ronald Reagan and in successfully opposing his motions to leave the confines of St Elizabeth's mental hospital following commitment;

- Reviewed and approved multimillion dollar procurements/contracts for legal sufficiency and represented the Service in proceedings before GSA Board of Contract Appeals; adjudicated denials of White House press passes, and negotiated/settled claims pursuant to the Federal Tort Claims Act;
- On-site senior legal advisor for security planning at major events including the 1984 Summer Olympic Games, the Republican National Convention, two Presidential inaugurations, and continuity of government planning;
- Represented agency in proceedings before the Equal Employment Opportunity Commission, the Merit Systems Protection Board, the Office of Special Counsel, the Court of Appeals for the Federal Circuit, etc.

## **United States Department of Justice (1984)**

### **Special Assistant United States Attorney for the Western District of Texas**

Trial Attorney responsible for prosecuting Federal criminal code violations in U.S. District Court, Austin, Texas

- Received Treasury Department's Special Achievement Award for securing the indictment and felony conviction of 26 defendants involved in a complex, multi-state conspiracy to defraud the U.S. Department of the Navy and the recovery of more than \$500,000 in court ordered restitution.

## **United States Department of Justice (1983-1984)**

### **Special Assistant United States Attorney for the District of Columbia**

Trial Attorney responsible for prosecuting violation of the District of Columbia criminal code in the Superior Court for the District of Columbia

- Conducted multiple bench and jury trials in the while maintaining one the highest conviction rates among the 40+ prosecutors in section.

## **Austin Peay State University (1977-1978)**

### **Assistant Professor, Commercial Law**

Tenure track professor of U.S. business law (contracts, torts, real estate, insurance, etc.).

## **Cambridgeshire College of Arts & Technology, Cambridge, UK (1978-1979)**

### **Instructor, Business Law**

Instructor of U.K. business law (incident to pursuit of international law degree at Cambridge University).

## **Education**

**LL.M. Cambridge University (England) 1979**  
(Rotary Scholar, Honours Degree)

**J.D. University of Tennessee 1977**  
(Class Ranking – Top 30%)

**B.A. University of Tennessee 1974**  
(Member: Phi Beta Kappa, Phi Eta Sigma and Phi Kappa Phi Honor Societies)  
Awarded Varsity Athletic Letter for Intercollegiate Sports Competition (2 years)

## **Professional Licenses**

**Admitted to the Practice of Law**

State of Tennessee

District of Columbia

# ADDENDUM TO RESUME

## NOTABLE RECOGNITION AND AWARDS:

The George P. Shultz Award (Overseas Security Advisory Council/International Security Foundation); Certificate of Appreciation for Service to the Secretary of State's Overseas Security Advisory Council (Secretary of State John F. Kerry); Life Member, International Security Management Association; Presidential Award of Merit for 2008, ASIS International; Six ConocoPhillips Spirit Awards (as team leader/participant); 2009-10 Rotary International Service to Humanity Award; US Department of Treasury Special Achievement Award; Most Influential Security Leader (2012), Security Magazine.

## SCHOLARLY AND TECHNICAL PUBLICATIONS:

"The Foreign Boycotts Bill," 29 International and Comparative Law Quarterly 518 (1980); "Crisis Management and Evacuations Best Practices" (2011, co-authored compendium of proceedings of a July 2011 symposium jointly sponsored by ConocoPhillips and the Overseas Security Advisory Council at the US Department of State); "Are Thieves Using Your PBX?" CMA Review, Fall 1989; "Protecting Information from Hackers," Proceedings of the National Conference on Criminal Justice Bulletin Board Systems, United States Department of Justice, Bureau of Justice Statistics, 1994; "Toll Fraud - Time for New Weapons in the Defensive Arsenal," CMA Review, Winter 1994; "Industry Viewpoint - Are Intruders Making Calls on Your PBX?" Communicator, CFA Communications Security Journal, Spring 1990.

## PROFESSIONAL ACTIVITIES:

### Media/Public Relations

Cited as recognized security expert in the *New York Times*, the *Wall Street Journal*, the *Washington Post*, *New York Newsday*, the *Philadelphia Inquirer*, the *Chicago Sun-Times*, *Business Week*, *Forbes*, *Readers Digest*, *United Press International*, *McCalls* Magazine, *CFO* Magazine, and other news and trade publications. On-air interviews by the CBS television news magazine series *Street Stories with Ed Bradley*, USA Television Network, Swiss television, BBC Radio, and various other television and radio programs.

### Engagement with Public Sector (Current)

Chair, Senior Advisory Committee, Domestic Security Alliance Council (Federal Bureau of Investigation/US Department of Homeland Security); Member, Domestic Security Alliance Council Executive Working Group (Federal Bureau of Investigation/US Department of Homeland Security); Member, Senior Advisory Committee, US Department of State Overseas Security Advisory Council;

### Engagement with Public Sector (Former)

Co-chairman of the Overseas Security Advisory Committee (appointment by the Secretary of State Hillary Clinton); Member of the Leadership Board of the Domestic Security Alliance Council (appointment by FBI Director Robert Mueller); Chairman, American Petroleum Institute Security Committee; Member, US Department of Homeland Security Critical Infrastructure Oil and Gas Sector Coordinating Council; Substantive Point of Contact, National Infrastructure Protection Advisory Council (President George W. Bush); Executive Director and Founder, International Security Foundation; Treasurer, Overseas Enterprise Security Support association; Instructor, Domestic Security Executive Academy at the FBI Academy (Quantico, VA); Board Member, National Cyber Crime Advisory Council; Member, National White Collar Crime Center Training and Research Institute Advisory Board; Founding Board Member, Training & Research Institute, National White Collar Crime Center, representative to US Department of Justice Computer Crime & Intellectual Property Section - Industry Information Group; Instructor in law, privacy, security and fraud at the National College of District Attorneys, the Financial Fraud Institute of the Federal Law Enforcement Training Center, the High Tech Crime Investigators Association, the Federal Communications Commission, the Organized Crime Institute of the Florida Department of Law Enforcement, the International Association of Chiefs of Police, the South Carolina Criminal Justice Academy, the Maryland States Attorneys General Association, the New York District Attorneys Office, the United States Secret Service, the FBI National Training Academy, the National Criminal Justice Computer Laboratory and Training Center, etc.

## **Multimedia Expertise and Awards**

Executive Producer and Writer of **Invisible Criminals**, documentary on telecommunications and computer fraud awarded Council on International Non-Theatrical Events (CINE) Golden Eagle Award, Best Industrial Video; **Phone Fraud**, recipient of New York International Film and Video Festival Silver Medal; International Television Association Award of Excellence (First Place); **MCI Law Enforcement Video**, extensively used by criminal justice agencies in the United States and foreign countries for high tech investigations training.