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February 23, 2016

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Going forward it is important that NPPD highlights the unique value of each subcomponent and division and what they do on a regular basis to make NPPD an effective organization.

The Transition is one big step we are taking in that direction.

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Many NPPD Employees Want to Participate in Transition Planning but Want More Communication

By **(b) (6)**, *Co-Champion of NPPD Transformation External Affairs Working Group*

All NPPD employees should have received [the message from Under Secretary Spaulding on February 17, 2016](#), unveiling the results of the NPPD Transition Workforce Survey, which were released and shared with all employees as well as with NPPD stakeholders including members of Congress.

The NPPD Transition Workforce Survey, was completed by 830 employees, and was conducted to measure employee viewpoints on current organizational culture, the NPPD Transition, and the eventual organizational transformation.

The Under Secretary's message highlighted a few key take-a-ways from the survey, including that 83 percent of respondents are interested in participating in Transition planning. The survey also revealed that approximately 40 percent of the workforce feels the Transition will have a positive impact on the effectiveness of NPPD.

Employees are encouraged to [read the survey results](#), which are consistent with an organization that is early in the adoption stages of a change effort. In the meantime, to help employees navigate through the results we've highlighted a few of the key findings below:

Communications

- Survey results showed 20 to 30 percent of the workforce answered 'Don't Know' to key questions related to the Transition and its effectiveness. This represents a big opportunity for more effective, frequent, and relevant communications to the workforce to create a greater understanding of the Transition vision and benefits.
- Sixty percent of the NPPD workforce would like to receive more frequent communications and 61 percent believe that communications about the Transition could be of higher quality and relevancy.

As a result of these findings, you should be noticing additional communications materials that will be developed and shared in the near future to help in keeping employees up-to-date on the Transformation efforts.

The communications team will be providing more frequent updates to supervisors and managers to pass along to staff, as well as updated Frequently Asked Questions, and an updated SharePoint page that better reflects the latest developments related to these efforts.

Organization Effectiveness

- With respect to employees' view on how effective NPPD is as an organization, on average, respondents' viewpoints were "neutral" to "somewhat effective" for NPPD's effectiveness. In addition, 58 percent of respondents stated that NPPD was "effective" or "somewhat effective."
- When asked what employees were most concerned about as the Transformation proceeds, the top three categories identified were "Reduced Mission Effectiveness," "Reduced Support Function Effectiveness," and "Change of Work Location."

In addition to the benefits and enhancements to the mission, there are several changes that should improve the quality of work life for employees. For example, Management will centralize mission support services such as IT, Human Capital, Training, Procurement, and other areas. As a result of the centralized model, Management will standardize and streamline processes and policies to maximize efficiency and ensure responsive mission support service delivery.

By enhancing mission support functions with a focus on customer service, our operators will be able to focus on the mission. Additionally, centralized mission support services increase the entire component's overall capacity to support emerging priorities, while maintaining operational continuity. This means that if your division or section needs a surge of additional support to execute a priority initiative, NPPD will be able to provide that support more readily.

Additionally, a more integrated organization means opportunities for career growth and enhancement—employees will be able to more easily learn from each other, and will have additional training opportunities to hone their areas of expertise, while expanding their horizons.

Employees are encouraged to [read the full survey](#) results report and to submit any questions about the survey results to JoinUs@HQ.DHS.gov.



Under Secretary Spaulding Shares NPPD Transition Survey Results with Employees

The following message was sent to all NPPD employees February 17, 2016

Dear Colleagues:

Last quarter, more than 800 NPPD employees participated in a survey on the [NPPD Transition](#) between November 18 and December 1, 2015. Overall participation was highly representative of our current staff. I wanted to take this opportunity to thank you for your time and honest feedback. The personal insights and views offered by our workforce are helping us to move the organization forward in a positive manner. I'm taking this opportunity to [share the results of the survey](#) with you and let you know how our Transition Team will use the information garnered in the survey by incorporating your feedback into the Transition effort as we conclude the initial planning phase.

One of the most important takeaways from the survey confirmed what we have believed all along—that change can be a difficult path to walk. However, for where we are at this stage of the Transition, I was happy to see that roughly 40 percent of the workforce feels that the Transition will have a positive impact on the effectiveness of

NPPD. Another 27 percent don't yet know enough about the Transition, and 17 percent don't yet see any impact, positive or negative. Fourteen percent believe it will have a negative or somewhat negative effect. Eighty-three percent of respondents are interested in participating in Transition planning. I am committed to ensuring that we do a better job in communicating to the NPPD staff about the positive aspects we believe will be the result of this Transition.

As is reflective in the survey, many of you are still unsure or have mixed feelings with respect to potential changes. I understand that this is a time of considerable uncertainty, and that you have many questions. I intend to demonstrate with actions the value of this Transition by making as many improvements as we can to our structure and processes over the next few months. In the coming months, we will be working hard to answer your questions through enhanced communications and engagement.

The survey data also showed that many of you are not satisfied with the quality and frequency of the communications that you receive about the Transition. Rest assured that we will make improvements to our communications effort, and we will be taking additional steps to ensure that you receive information about the Transition quickly, consistently, and in a form that is relevant to you. I would also like to encourage you, if you have not yet done so, to read the Transition Plan. The survey analysis shows that employees who read the plan were more positive about the communications they received and felt more optimistic about the Transition.

I encourage you to read the report and to email any questions or concerns that you may have to JoinUs@hq.dhs.gov.

Sincerely,

Suzanne Spaulding
Under Secretary

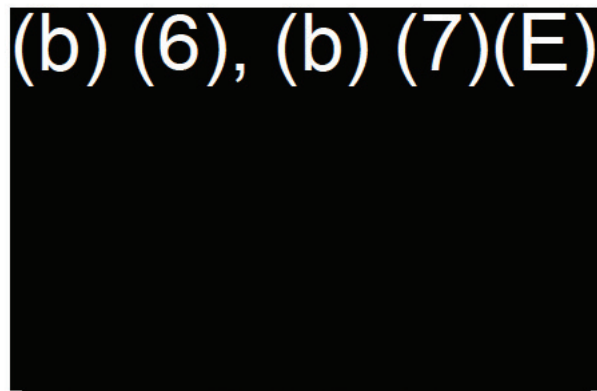


Federal Protective Service Provides Key Support at Super Bowl 50

By **(b) (6)**, *Federal Protective Service, Office of Public Affairs*

NPPD's Federal Protective Service (FPS) team successfully ran offense and defense to help score a security victory for Super Bowl 50. FPS teams conducted proactive patrol and response operations and Operation Shields in areas with federal facilities that were near or adjacent to Super Bowl activities in the downtown San Francisco and Santa Clara, Calif., area.

Eight FPS canine teams conducted nearly 400 sweeps in and around federal facilities and various locations as part of a coordinated interagency canine effort in support of the Super Bowl. FPS canine teams also responded to unattended packages, supported security checkpoints, and conducted roving patrols.



NPPD's Federal Protective Service officers patrol during Super Bowl 50.

FPS provided representation in the Super Bowl operation centers in San Francisco and Santa Clara, and also coordinated and shared information with partner DHS agencies in support of the "One DHS" team concept.

(b) (6), (b) (7)(C)

FPS Mobile Command Vehicles (MCV) facilitated communications interoperability and coverage of local police department radio activity for situational awareness, including the Region 9 MCV, which was activated as a backup contingency in the event of a catastrophic event.

"Overall, FPS ran a smooth and successful operation, and other than a few protests and traffic issues, most of the week of Super Bowl 50 went without incident," said Region 9 Director (b) (6), (b) (7)(E).

A total of 32 FPS personnel were involved in protection activities throughout the week, including command staff, inspectors, canine teams, special agents, and support staff.



Employees Can Sharpen Cyber Skills with Upcoming Certification Training

By (b) (6), Acting Director, NPPD Office of Human Resources Management

As part of NPPD's FY16 Cybersecurity Pay Enhancements, cybersecurity related certification training sponsored by NPPD, will begin in Spring 2016. Course registration will be offered via PALMS starting in March, at which time NPPD's Office of Human Capital will share information with employees.

These courses will be open to all NPPD employees, with priority going to those who are eligible for the Cybersecurity Skills Incentive Program (CSIP). The cost of the course and the certification exam will be covered by NPPD. A list of certifications approved for the CISP in FY16 can be found on the program's [SharePoint site](#).

All NPPD employees can currently access free online cybersecurity training via the Federal Virtual Training Environment (FedVTE), which provides online, on-demand prep courses from beginner through advanced levels for various cyber certifications. The system is free for federal employees and is accessible from any internet-enabled computer. Employees can access FedVTE by visiting www.fedvte.usalearning.gov.

Employees who are new to cybersecurity and are not sure which courses to try, can access FedVTE's [Training Pathway Guide](#) and [training calendar](#).

Additional details on the training program including course offerings, registration instructions, eligibility criteria, and related policies will be released soon. Please visit the cyber [Share Point site](#) for additional information. Please direct any questions about this opportunity to NPPDCyberWorkforce@hq.dhs.gov.



Employee Travelers Reminded about Important Timelines for Submitting Travel Authorizations and Vouchers

By (b) (6), Budget, Finance and Acquisition, Office of Cybersecurity and Communications

Submitting Travel Authorization (TA) for Domestic Travel:

- Travelers should ensure travel authorizations (TA) have reached “completed status” in Concur Government Edition (CGE) at least 5 days before departure date. “Completed Status” means that the TA has been submitted by the traveler, gone through all levels of approval and has successfully interfaced with the financial management system.
- Omega standard ticketing procedures, as established by NPPD, is 3 days prior departure.

Submitting Travel Authorization (TA) for International Travel:

- Travelers should ensure travel authorizations (TA) have reached “completed status” in CGE at least 14 days before departure date and TAs must include the International Travel Request Form. “Completed Status” means that the TA has been submitted by the traveler, gone through all levels of approval and has successfully interfaced with the financial management system.
- Omega standard ticketing procedures, as established by NPPD, is 3 days prior to departure.

Submitting Vouchers:

- Travelers should ensure Vouchers are completed and submitted 5 business days after return of trip.

Employees are encouraged to reach out to their subcomponent Federal Agency Travel Administrators (FATAs) for more information. Travel policy information is available online. Click on the [Federal Travel Regulation \(FTR\)](#), [DHS travel policy](#), or [NPPD Travel Standard Operating Procedures](#) to learn more. Additional travel tips can be found on the [NPPD Travel website](#).



Help Your NPPD Colleague by Donating Leave

The following NPPD employees are experiencing a personal medical emergency and are eligible to receive donations through the Voluntary Leave Transfer Program (VLTP). If you would like to donate annual leave, please complete the [fillable PDF form](#), indicating the employee as the recipient, save the form and return it as an attachment to save the form and return it as an attachment to (b) (6) type VLTP Donation in the subject line of the message. Your email verification will be used in lieu of a hand signature.

- (b) (6), Management and Program Analyst, Office of Cybersecurity & Communications
- (b) (6), Regional Training Program Manager, Federal Protective Service
- (b) (6), Management and Program Analyst, Office of Biometric Identity Management
- (b) (6), Program Analyst, Office of Infrastructure Protection
- (b) (6), Physical Security Specialist, Federal Protective Service



Out and About

February 22

- **Greg Touhill**, Deputy Assistant Secretary, Office of Cybersecurity and Communications will deliver remarks on the cyber threat landscape in the U.S. at the American Legion's Washington Conference in Washington, D.C.
- **(b) (6)**, Director, Office of Emergency Communications, Office of Cybersecurity and Communications will speak on an overview of OEC at the Michigan Statewide Interoperable Communications Conference in Traverse City, Mich.

February 24

- **(b) (6)** Director, Federal Network Resilience, Office of Cybersecurity and Communications will deliver remarks on DHS cybersecurity initiatives at the Adobe Digital Government Assembly in Washington, D.C.
- **(b) (6)**, Systems Engineering Branch Active Lead, Infrastructure Information Collection Division, Office of Infrastructure Protection, will deliver remarks on IP Gateway map viewer capabilities using Esri ArcGIS platform at the Esri Federal Geospatial Information System 2016 Conference in Washington, D.C.

February 25

- **(b) (6)**, Branch Chief, Office of Cyber and Infrastructure Analysis, will deliver remarks on routing and service area generation at the ESRI Federal Geospatial Information System (GIS) 2016 Conference in Washington, D.C.



NPPD EMPLOYEE DEVELOPMENT AND WELLNESS RESOURCES

Office of Infrastructure Protection Detail Opportunity

NPPD's Office of Infrastructure, Stakeholder Outreach Programs Division, has a detail opportunity to serve as a Nuclear Health Physicist providing support to the Nuclear Section within the Critical Lifelines Branch. The position serves as a technical lead supporting the development, implementation and work execution to promote nuclear safety and security. Employees at GS-14 level are eligible to apply for this 120-day detail.

Detail Responsibilities:

- Serve as an expert advisor in matters of health physics and radiation safety.
- Provide broad leadership for radiation protection initiatives impacting multiple sectors.
- Provide technical guidance in the evaluation of radiological safety aspects of technical reports, Commission papers, Congressional correspondence, and special projects involving the regulation of nuclear generation facilities, materials, and byproduct material.
- Coordinate with the Nuclear Regulatory Commission (NRC) concerning rules and regulations related to radiation protection aspects in the licensing and inspection of byproduct, source, and special nuclear materials.
- Lead in the review of regulatory policies, procedures, criteria, and guides for regulating the use of radioactive materials related to sealed sources devices and other byproduct material systems, nuclear generation systems, and the safe removal and storage of nuclear waste sources.

- Oversee important and complex studies on Nuclear Health and Safety issues in order to produce strategic-level research and development products for the critical infrastructure community.
- Evaluate complex or unusual radiation incidents involving radioactive materials and recommend appropriate action.
- Conduct research, complex analyses, and evaluations in support of organizational programs, systems, and processes, including areas where definitions, methods, and/or data are incomplete, controversial, or uncertain, or where boundaries of the studies are extremely broad and difficult to determine in advance.
- Support high level steering committees engaged in Nuclear technology strategy, policy development and program approval; apply broad programmatic, technical, and policy expertise to address a wide range of problems arising in Nuclear Sector activities.
- Represent the agency at working groups, external conferences, interagency meetings, and other forums, including presenting findings of major studies, conducting outreach to and partnership building to achieve consensus and cooperation across the interagency, and assisting with training exercises.

Benefits of Detail Opportunity:

- Expand understanding of the Nuclear Sector and its value within the critical infrastructure security and resilience mission space.
- Expand knowledge of critical infrastructure programs through coordination with internal and external Sector Specific Agencies and collaboration with respective IP, NPPD, and DHS programs and initiatives.
- Strengthen knowledge of regional critical infrastructure dependencies and lifeline functions.
- Expand knowledge of regulatory and legal requirements and environmental impacts affecting radiation protection in area of expertise.
- Enhance skills in conceptualizing and communicating major elements of radiation protection to both technical and non-technical personnel.
- Develop and/or leverage program planning and analysis experience to impact short and long term sector initiatives and activities.
- Enhance oral and written communication skillsets.

Knowledge and Experience Required:

The Nuclear Health Physicist responsibilities will be carried out at the successful candidate's existing grade, with the applicable level of guidance and supervision in accordance with the detail. The candidate must be able to show a track record of initiative, teamwork, communications and organizational skills in the ability to plan, organize, and implement program plans and proposals that may require extensive changes in established procedures.

The selected employee must excel at adapting to evolving program and operations requirements while producing exemplary results. The employee must have strong written communication skills and have the ability to manage a diverse portfolio of responsibilities.

How to Apply:

Submit the following documents to (b) (6), with *Detail Opportunity – Nuclear Health Physicist* in the subject line, by close of business **February 29, 2016**.

- Resume - please do not include any personally identifiable information (PII), such as home address, social security number, or date of birth.
- One-page narrative of your specific skills and experience related to the duties of this detail and why you are the best candidate for this detail opportunity.
- Applicants must get approval from their supervisors before applying.



Office of Infrastructure Protection Reassignment Opportunity

NPPD's Office of Infrastructure Protection, Stakeholder Outreach Programs Division, has a permanent reassignment opportunity within the Critical Lifelines Branch, supporting the Nuclear Sector Specific Agency (SSA). The Program Specialist position is based in NPPD's 2451 Crystal Drive, Arlington, Va., location. Employees interested must be GS-14 with a TS/SCI clearance.

Position Responsibilities:

The position is mission-critical and requires the incumbent to have the knowledge, skills, and ability to lead or co-lead in the planning and project management, while performing independently or in a small team. The Nuclear SSA is responsible for ensuring a wide-range of nuclear mission to support activities.

Key duties and responsibilities of the incumbent include the following:

- Coordinate with the Nuclear Regulatory Commission (NRC) concerning rules and regulations related to radiation protection aspects in the licensing and inspection of byproduct, source, and special nuclear materials.
- Communicate complex technical analyses, issues, and recommendations, both orally and in writing on the following: the preparation of safety and environmental evaluations, technical reports, and presentations.
- Standardize risk-management approaches applied across DHS, ensuring that policies, programs, and resources are driven by a consistent methodology and promote an integrated national approach to homeland security protection activities and assist in program assessment against mission goals through performance metrics.
- Support high level steering committees engaged in Nuclear technology strategy, policy development and program approval; apply broad programmatic, technical, and policy expertise to address a wide range of problems arising in Nuclear Sector activities.
- Oversee important and complex studies on Nuclear safety issues to produce strategic-level research and development products for the critical infrastructure community.
- Ensure the organization's strategic plan, mission, vision and values are communicated throughout NPPD/IP and integrated into project plans, work products and services for Nuclear Sector activities.
- Oversee the development and tracking of performance measures and plans in support various Nuclear Sector programs; review, analyze and compile information on the effectiveness of Nuclear Sector initiatives; recommend performance improvements and develop methods to measure the effectiveness of the Nuclear programs.
- Lead in the review of regulatory policies, procedures, criteria, and guides for regulating the use of radioactive materials related to sealed sources devices and other byproduct material systems, nuclear generation systems, and the safe removal and storage of nuclear waste sources.
- Provide information for use in the evaluation of radiological safety aspects of technical reports, Commission papers, Congressional correspondence, and special projects involving the regulation of nuclear generation facilities, materials, and byproduct material.
- Evaluate complex or unusual radiation incidents involving radioactive materials and recommend appropriate action.
- Review and edit environmental impact statements to ensure nuclear generation facilities, materials licensees and facilities in the NRC licensing process are in accordance with the National Environmental Policy Act, (5) OMB information collection documents, and (6) regulatory analysis documents.

- Represent the agency at working groups, external conferences, interagency meetings, and other forums, including presenting findings of major studies, conducting outreach to and partnership building to achieve consensus and cooperation across the interagency, and assisting with training exercises.

Other Requirements:

- May serve as a member of the Emergency Relocation Group.
- Travel up to 10 percent.
- May be required to be in travel status 1 - 5 nights per month.
- Relocation expenses are not authorized.

How to Apply:

Resume should be submitted to (b) (6), by close of business

February 29, 2016. Please do not include any personally identifiable information (PII) within the resume.



NextGen Leadership Program Now Open for Applications

The application period for the 2016/2017 cohort of the NextGen leadership program is now open. The NextGen program provides high-performing DHS Headquarters employees, non-supervisory GS-12 through GS-14 status, with leader-led development, interaction with high level decision makers, formal learning, and team assignments.

Supported by executive sponsors, participants explore current and emerging organizational challenges, gaining a horizontal viewpoint of the Department while building their own skills and development. The goal of the NextGen program is to identify, grow, and expose high-potential Headquarters employees to the Department's mission and culture, building the next generation of talent.

Visit the [NextGen program page](#) for more information and to access the application. Completed application packages are due on **Tuesday, March 15, by 5:00 p.m., EDT.**

Please contact (b) (6), the NextGen program manager, at MGMTNextGenApp@hq.dhs.gov, with any questions.



NPPD Jobs

Employees interested in current NPPD job opportunities and other career-related information and resources should visit the [NPPD Career Center](#) or usa.jobs.gov. Below are the latest NPPD job listings.

IT Specialist (INFOSEC)

Salary:	\$60,532.00 - \$118,069.00 / Per Year
Series & Grade:	GS-2210-11/13
Location(s):	Multiple Locations (2)
Open Period:	Dec. 18, 2015 – Mar. 18, 2016

Announcement Number: FS-1553504-CH16
Department: Department Of Homeland Security
Agency: National Protection and Programs Directorate
Position Info: Full Time - Permanent
Who May Apply: US Citizens

Telecommunications Specialist

Salary: \$108,887.00 - \$141,555.00 / Per Year
Series & Grade: GS-2210-14/14
Location(s): Location Negotiable After Selection, United States
Open Period: Feb.12 – Feb. 25, 2016
Announcement Number: FS-1586691-MQ16
Department: Department Of Homeland Security
Agency: National Protection and Programs Directorate
Position Info: Full Time - Permanent
Who May Apply: US Citizens and Status Candidates

Computer Engineer (Test)

Salary: \$92,145.00 - \$119,794.00 / Per Year
Series & Grade: GS-2210-13/13
Location(s): Washington, D.C
Open Period: Feb. 1, 2016 – Mar. 1, 2016
Announcement Number: FS-1603540-LG16
Department: Department Of Homeland Security
Agency: National Protection and Programs Directorate
Position Info: Full Time - Permanent
Who May Apply: US Citizens

IT Specialist (INFOSEC)

Salary: \$55,670.00 - \$84,044.00 / Per Year
Series & Grade: GS-2210-09/11
Location(s): Arlington, Va.
Open Period: Feb. 11 – Feb. 26, 2016
Announcement Number: FS-1593557-SF16
Department: Department Of Homeland Security
Agency: National Protection and Programs Directorate
Position Info: Full Time - Permanent
Who May Apply: US Citizens

IT Specialist (INFOSEC)

Salary: \$83,468.00 - \$139,523.00 / Per Year
Series & Grade: GS-2210-13/14

Location(s): [Multiple Locations](#) (2)

Open Period: Dec. 18, 2015 – Apr. 18, 2016

Announcement Number: FS-1553503-CH16

Department: Department Of Homeland Security

Agency: National Protection and Programs Directorate

Position Info: Full Time - Permanent

Who May Apply: US Citizens

**[Deputy Director for Operations,
National Cybersecurity and
Communications Integration Center
\(NCCIC\)](#)**

Salary: \$123,175.00 - \$185,100.00 / Per Year

Series & Grade: GS-2210-13/13

Location(s): Arlington, Va.

Open Period: Feb. 4 – Mar. 5, 2016

Announcement Number: KND-587892-SE16

Department: Department Of Homeland Security

Agency: National Protection and Programs Directorate

Position Info: Full Time – Senior Executive Service (SES)

Who May Apply: US Citizens

[Telecommunications Specialist](#)

Salary: \$71,012.00 - \$92,316.00 / Per Year

Series & Grade: GS-0391-12/12

Location(s): Arlington, Va.

Open Period: Feb. 10 – Feb. 25, 2016

Announcement Number: FS-1570907-SF16

Department: Department Of Homeland Security

Agency: National Protection and Programs Directorate

Position Info: Full Time - Permanent

Who May Apply: US Citizens and Status Candidates

[IT Specialist \(Customer Support\)](#)

Salary: \$59,246.00 - \$77,019.00 / Per Year

Series & Grade: GS-2210-11/11

Location(s): [Multiple Locations](#) (2)

Open Period: Feb.17 – Mar. 1, 2016

Announcement Number: FS-1593681-KG16

Department: Department Of Homeland Security

Agency: National Protection and Programs Directorate

Position Info: Full Time - Permanent

Who May Apply: US Citizens

Computer Engineer

Salary: \$108,887.00 - \$141,555.00 / Per Year

Series & Grade: GS-0854-14/14

Location(s): Arlington, Va.

Open Period: Feb. 15, 2016 – Feb. 26, 2016

Announcement Number: FS-16-1622767-LG

Department: Department Of Homeland Security

Agency: National Protection and Programs Directorate

Position Info: Full Time - Permanent

Who May Apply: US Citizens

Financial Programs Cost Analyst

Salary: \$92,448.00 - \$120,187.00 / Per Year

Series & Grade: GS-0501-13/13

Location(s): Boston, Ma.

Open Period: Feb. 16, 2016 – Feb. 25, 2016

Announcement Number: FS-1626242-LT16

Department: Department Of Homeland Security

Agency: National Protection and Programs Directorate

Position Info: Full Time - Permanent

Who May Apply: US Citizens

**Deputy Director, Network Security
Deployment**

Salary: \$123,175.00 - \$185,100.00 / Per Year

Series & Grade: ES-0301-00/00

Location(s): Arlington, Va.

Open Period: Feb. 12, 2016 – Feb. 25, 2016

Announcement Number: PAM-1624291-SE16

Department: Department Of Homeland Security

Agency: National Protection and Programs Directorate

Position Info: Full Time - Senior Executive Service (SES)

Who May Apply: US Citizens



Secretary Johnson Issues Statement on Implementation of the Cybersecurity Act of 2015

The Department of Homeland Security, with the Department of Justice, issued guidelines and procedures, required by the Cybersecurity Act of 2015, on February 16, 2016.

The guidelines provide federal agencies and the private sector with a clear understanding of how to share cyber threat indicators with DHS's [National Cybersecurity and Communications Integration Center](#) (NCCIC) and how the NCCIC will share and use that information.

"We know many cyber intrusions can be prevented if we share cyber threat indicators," said the Secretary in his statement. "These can include, for example, the subject line of a spear phishing email, or the IP address of the computer from which it originated. Sharing this kind of information in real-time, and swiftly applying defensive measures, will allow both the government and private sector to more effectively prevent attacks."

Before the Cybersecurity Act of 2015 was passed, the Department had already made significant progress in sharing information in real-time through our [Automated Indicator Sharing](#) system. This system allows automated, two-way sharing of cyber threat indicators between the government and private sector.

To address requirements of the new law, DHS improved its existing sharing system and added new capabilities. As a further incentive, the law provides companies with targeted liability protection for sharing cyber threat indicators with the Automated Indicator Sharing system. "I encourage companies to work with DHS to set up the technical infrastructure needed to share and receive cyber threat indicators in real-time," said the Secretary. "Today's guidelines provide the private sector with clear guidance on how to participate and what to expect."

Second, the law importantly provides two layers of privacy protections: companies are required to remove personal information before sharing cyber threat indicators and DHS is required to and has implemented its own process to conduct a privacy review of received information.

In addition to the information sharing guidance issued, DHS also issued interim guidelines to define how the Department will implement this privacy review and ensure compliance over time. "We welcome feedback from privacy advocates and private sector participants in the Automated Indicator Sharing system as we continue to develop the final documents ahead of their statutory deadline in June," said the Secretary.

The guidelines are a significant step forward in implementing this important law. For more information about the guidelines, or to participate in Automated Indicator Sharing, please visit www.us-cert.gov/ais.



TIP

Tip of the Week: Know the Signs of an Eating Disorder

February 21st marks the beginning of National Eating Disorders Awareness Week or NEDAwareness for short. NEDAwareness Week is an international event fighting the myths and misunderstandings that surround anorexia, bulimia, and binge eating disorder. A large majority of people are not aware that [eating disorders](#) are very common illnesses that can have devastating and sometimes life-threatening consequences. By definition, an eating disorder is any of a range of psychological disorders that are characterized by abnormal or disturbed eating habits. The causes of eating disorders include biology, psychological and emotional health and environmental factors like social pressure.

National Eating Disorders Awareness Week is for reminding people that there is hope and recovery is possible as long as the right kind of help is delivered. The main problem is that many people, including some health care professionals; don't recognize the signs of an eating disorder early enough to deliver the necessary care.

Here are 9 possible signs of an eating disorder:

- Drastic weight loss
- Preoccupation with food intake and counting calories
- The need to weight yourself several times a day
- Excessive exercising
- Binge eating or purging
- Food rituals like taking very small bites, arranging food on the plate and skipping particular food groups
- Avoiding meals or eating alone most of the time
- Taking laxatives or diuretics to lose weight
- Smoking for the purpose of curbing appetite

For more information on National Eating Disorders: <http://www.nimh.nih.gov/health/topics/eating-disorders/index.shtml> & <http://nedawareness.org/>.



NPPD VISION is a weekly e-newsletter featuring stories about employees and resources for employees including updates on training, professional development and other NPPD and DHS-related news. Please send any feedback and input to NPPDVISION@hq.dhs.gov.

Content for NPPD Vision must be submitted via email to NPPDVision@hq.dhs.gov by close of business Tuesday for inclusion in the next week's issue. Content should follow all [submission guidelines](#).

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