# National Insider Threat Special Interest Group (NITSIG)

## Using External Data Sources For Insider Threat Detection & Mitigation

**Last Update**
**February 14, 2026**

# External Data Sources

Gathering and analyzing **Internal** data sources is very important for Insider Threat detection and mitigation.

Equally important is knowing what **External** data sources are also available to create the **Big Picture** of an employee who may pose a threat to a company.

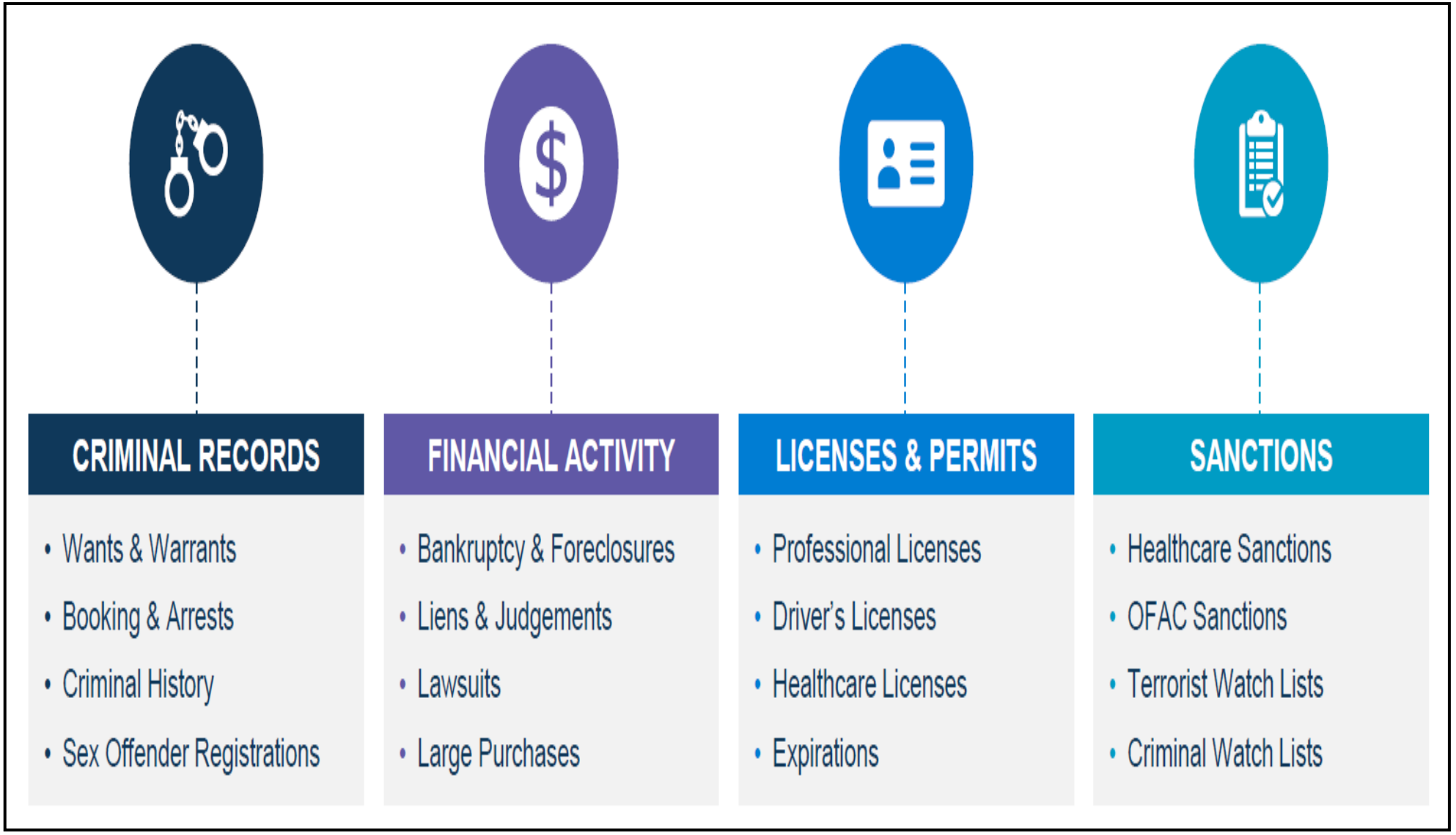
Most companies currently perform background screening on employees **Once** at the **Pre-Hire Stage**. This screening is a **Point In Time Snapshot**.

According to Gartner, 80% of Insider Threats can be stopped by monitoring employees' pressures and behaviors outside of work. Unfortunately, most organizations lack the capability and resources to effectively take on such a massive undertaking.

To be more proactive in detecting and mitigating Insider Threats, many companies are using **Post-Hire** solutions that allow the employer to **Continuously Monitor** an employee for **Indicators of Concern**.

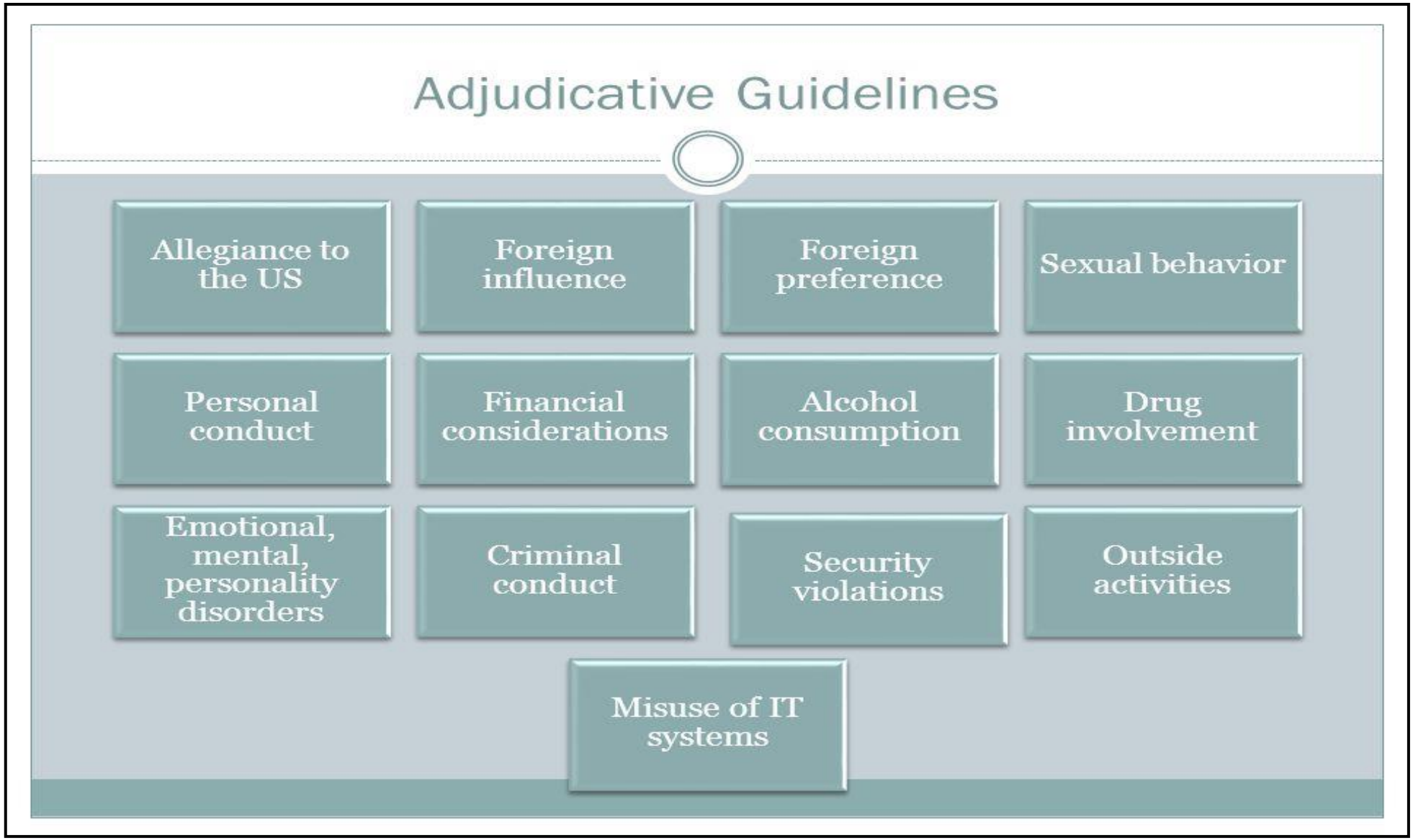
Theses solutions can monitor **External** data sources of criminal and civil information, then **Alert** a company about an employee who has problems (Criminal, Financial) outside of work.

# Examples Of External Data Soures




Source

# 13 Personnel Security Adjudicative Guidelines For Security Clearance Holders



# Why Are Security Clearances Revoked?

**Top Cause Of Clearance Denial & Revocation In 2025 / #1 Is Financial Consideration**

| Adjudicative Category | Number of Denied Cases 2024 | 2025 |
|---|---|---|
| **Guideline A:** Allegiance to the U.S. | 0 | 0 |
| **Guideline B:** Foreign Influence | 46 | 44 ▼ |
| **Guideline C:** Foreign Preference | 4 | 3 ▼ |
| **Guideline D:** Sexual Behavior | 25 | 21 ▼ |
| **Guideline E:** Personal Conduct | 196 | 210 ▲ |
| **Guideline F:** Financial Consideration | 384 | 320 ▼ |
| **Guideline G:** Alcohol Consumption | 59 | 36 ▼ |
| **Guideline H:** Drug Involvement | 208 | 217 ▲ |
| **Guideline I:** Psychological Conditions | 25 | 27 ▲ |
| **Guideline J:** Criminal Conduct | 112 | 106 ▼ |
| **Guideline K:** Handling Protected Information | 7 | 5 ▼ |
| **Guideline L:** Outside Activity | 0 | 1 ▲ |
| **Guideline M:** Use of IT System | 10 | 12 ▲ |
| APPEALS DENIED ELIGIBILITY | 548 | 483 |
| APPEALS GRANTED ELIGIBILITY | 171 | 144 |

Source

# Employee Continuous Monitoring & Reporting Examples

**Example #1:**

- ☐ Enrolled 60,000 Employees (Global Airline)
- ☐ Monitored Thousand Of Data Sources
- ☐ Detected 11,000 Events In 120 Days
- ☐ 1,771 Events Were Defined As Critical
- ☐ 55 Bookings And Arrest Alerts

Source

## ALERTS

### BOOKINGS/ARRESTS

- Felony theft
- Burglary, intent to commit a felony
- Drug possession, intent to distribute
- False imprisonment
- Second degree assault
- Criminal damage to property
- Receiving stolen property
- Assault and battery
- Simple battery to a child/ cruelty to children
- Felony domestic assault by strangulation
- Failure to appear

### CRIMINAL CHARGES

- Criminal felony, rape, assault
- Theft, burglary
- Property crimes
- Drug violation, DUI
- Felony narcotics possession
- False impersonation, forgery

### DEATH RECORDS

- 14 recorded deaths

# Employee Continuous Monitoring & Reporting Examples

**Example #2:**

- Enrolled 30,000 Employees (U.S. Government Secure Workers Program For Critical Infrastructure)
- Workers are responsible for maintaining critical infrastructure and regional facilities, such as airports, rail and bus terminals, bridges and tunnels.
- Monitored Thousand Of Data Sources
- Detected 800 Events In 90 Days
- Disqualified 24 Employee From Their Jobs

Example #2 disqualifications were related to Department of Homeland Security and Transportation Administration lists of Disqualifying Criminal Offenses.

Source

# Example #2 Events Detected

| Count | Alert Category | Location | Alert Description |
|---|---|---|---|
| 1 | Bookings/Arrest | Waynes County, NY | Criminal possession, with intent to sell 10 pounds of marijuana |
| 1 | Booking/Arrest | Orange County, NY | Drug related, intent to sell |
| 1 | Booking/Arrest | Orange County, NY | Unknown offense |
| 1 | Booking/Arrest | Loudon County, VA | Unknown offense |
| 1 | Booking/Arrest | Alaska Department of Corrections | Felony DUI |
| 1 | Criminal-State | Passaic County, NJ | Aggravated manslaughter |
| 1 | Criminal-State | Passaic County, NJ | Assault by auto/vessel |
| 1 | Criminal-State | Burlington County, NJ | Endanger welfare of a child |
| 1 | Criminal-State | Morris, NJ | Possession controlled substance, 3rd degree |
| 1 | Criminal-State | Nassau County, NY | Criminal possession of stolen property |
| 1 | Criminal-State | Kings County, NY | Criminal possession of controlled substance |
| 1 | Criminal-State | Kings County, NY | Criminal possession of a weapon |
| 1 | Criminal-State | Kings County, NY | Robbery 2nd degree |
| 1 | Criminal-State | NY, NY | Assault 1st degree |
| 1 | Criminal-State | Connecticut | Injury/risk of injury to minor – sexual nature |
| 1 | Criminal-State | Missouri | Felony possession of controlled substance |
| 1 | Criminal-State | Montgomery County, PA | Receiving stolen property |
| 1 | Criminal-State | Lancaster County, PA | Receiving stolen property |
| 1 | Criminal-State | Essex County, NJ | Endangered welfare of a child; photo sexual act |
| 9 | Recorded Death | N/A | Death |
| 2 | Sanctions | NJ, Dept. of Labor and Workforce Development | Prohibition from working on NJ Government Contracts |
| 2 | Sanctions | NY, Dept. of Treasury | Prohibition from working on NJ Government Contracts |
| 1 | Sanctions | PA, Dept. of Human Services | Office of Medical Assistance Program, Medicheck List |
| 4 | Sex Offender | NY, Division of Criminal Justice | Multiple sexual offenses |

# Workplace Violence Incident

**Jury Awards Over $1 Million In Negligent Hiring Lawsuit Involving Workplace Violence - November 15, 2016**

A jury in Texas has awarded more than $1 million in a negligent hiring lawsuit filed against a company on behalf of an employee and war hero who **was killed in 2015**, while on the job, by a co-worker.

Steven Damien Young shot and killed co-worker Jacob Matthew Cadriel with a 38-caliber handgun. Young was arrested and charged with murder. He is currently serving a 45 year sentence.

**In 2008**, Young was "arrested, charged and convicted in Harris County of the offense of carrying an illegal weapon on the jobsite." **In 2014**, he was "arrested and charged in Harris County with the offense of making a terroristic threat." He was out on bond awaiting trial when he murdered Cadriel.

The negligent hiring lawsuit claimed that Woven Metal Products, who owned the facility where both Young and Cadriel worked, failed to "conduct comprehensive employment background checks and criminal record searches on their employees. This negligence provided an unsafe workplace for employees.

The company was negligent because it "failed listen to numerous workers at the facility who repeatedly told them about the erratic and unstable behavior of Young" and also "failed to provide any training or education on identifying and handling this type of violence behavior in the workplace." (Source)

# Internal / External Data Sources

An organization that only gathers and reviews **Internal** data sources, may not get the complete picture on an employee who may pose a threat to the company.

Combining **Internal** and **External** data sources is the best method to get a more accurate and timely / more current risk profile of an employee.

# Employee Continuous Monitoring & Reporting / Investigation Solutions

**Transunion**
www.transunion.com/solution/threat-monitoring-solutions

**Clearforce**
www.clearforce.com

**Endera**
www.endera.com

**Thomson Reuters**
www.legal.thomsonreuters.com/en/products/clear-investigation-software

**Lexis Nexis**
www.risk.lexisnexis.com

**IDI Core**
www.ididata.com

# Contact Info

**Jim Henderson, CISSP, CCISO**
**Founder / Chairman Of The National Insider Threat Special Interest Group**
**Founder / Director Of Insider Threat Symposium & Expo**
**Insider Threat Researcher / Speaker**
**FBI InfraGard Member**

**CEO Insider Threat Defense Group, Inc.**
**Insider Risk Management Program Evaluation & Optimization Training Course Instructor / Consultant**
**Insider Threat Investigations & Analysis Training Course Instructor / Analyst**
**Insider Risk - Threat Vulnerability Assessor**

**561-809-6800**
www.nationalinsiderthreatsig.org
jimhenderson@nationalinsiderthreatsig.org
www.insiderthreatdefensegroup.com
james.henderson@insiderthreatdefense.us