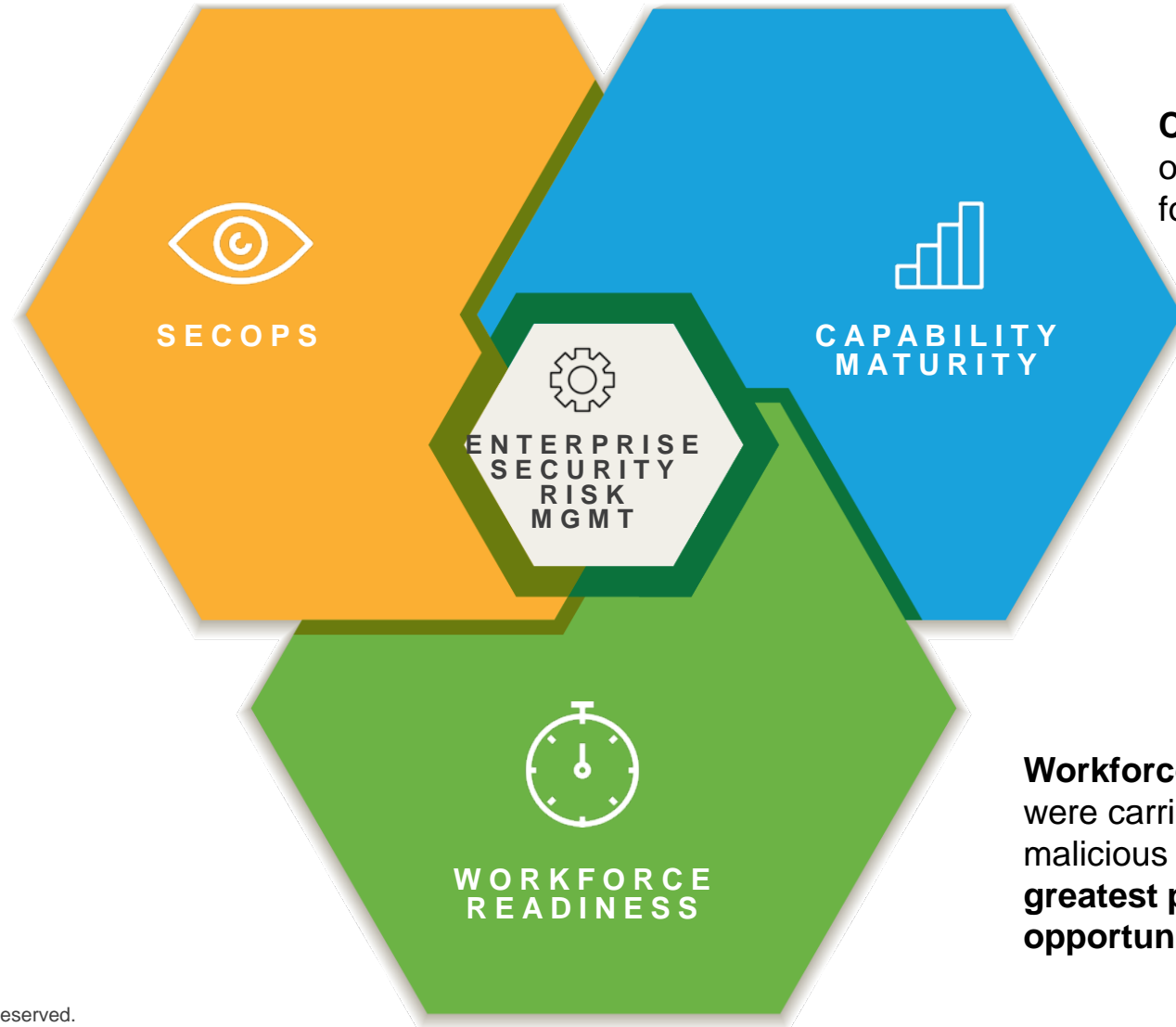




BUILDING CYBERSECURITY CAPABILITY, MATURITY, RESILIENCE

CYBER SECURITY READINESS & RESILIENCE ASSESS THE RISKS, SCALE THE CAPABILITIES, ENTERPRISE-WIDE



SecOps: SecOps describes effective integration of security and IT/OT operations in **three key areas:**

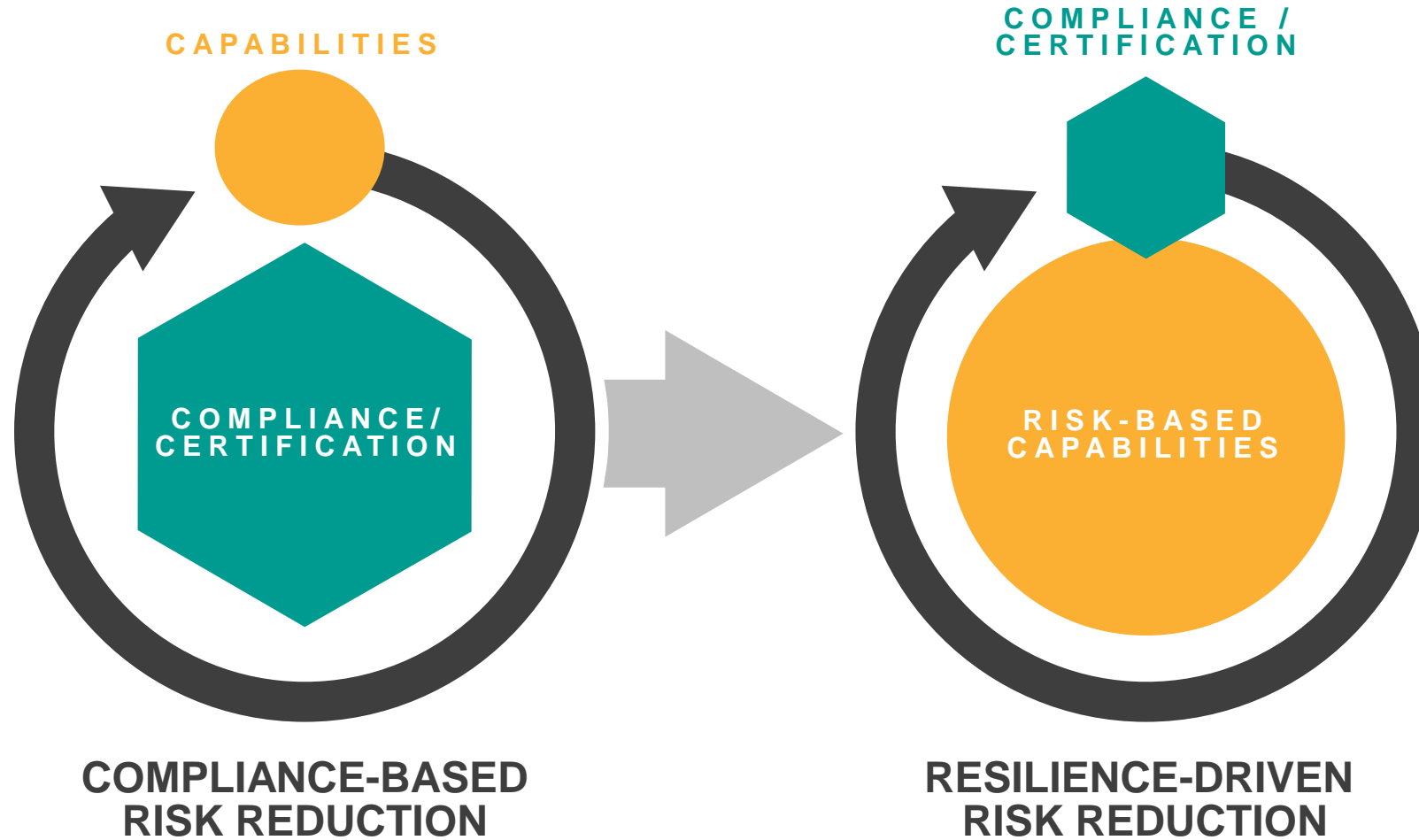
- Mission priorities & dependencies
- Threat information
- Secure and available technology

Capability Maturity: Focusing on **risk-based capabilities** is foundational to building resilience

Workforce Readiness: **60%** of all attacks were carried out by insiders. **75%** involved malicious intent. The **workforce** is our **greatest point of vulnerability and opportunity.**

FROM COMPLIANCE TO RESILIENCE

“COPERNICAN SHIFT”



Cyber Security Assessment Solution

BENEFITS AND IMPACT



WE PRESENT OUR RESULTS IN

LAYPERSON'S TERMS

SIMPLE GRAPHICS TO SUPPORT BOARD COMMUNICATION

OUR

COMPREHENSIVE SCOPE

LEVERAGES LEADING FRAMEWORKS, STANDARDS AND CONTROLS

CMMI CYBER SECURITY CAPABILITY ASSESSMENT SUPPORTS THE LEADING INDUSTRY STANDARDS



CMMI[®] Institute



COMPREHENSIVE CYBER ASSESSMENT ARCHITECTURE

1. ENSURE GOVERNANCE FRAMEWORK

ESTABLISH GOVERNANCE	EST. BUSINESS EVALUATE RESOURCE ENVIRONMENT	GOVERN CYBERSECURITY RESOURCES	ESTABLISH STAKEHOLDER REPORTING
Establish Information Security Management Policy Process	Identify Supply Chain Role	Evaluate Resource Management Needs	Establish Stakeholder Reporting Requirements
Establish Governance System	Identify Critical Infrastructure Participation	Direct Resource Management Needs	Direct stakeholder communication and reporting
Direct Governance System	Identify Organizational Priorities	Monitor Resource Management Needs	Monitor stakeholder communication
Monitor Governance System	Identify Critical Dependencies		

3. IDENTIFY AND MANAGE RISKS

IMPLEMENT RISK IDENTIFICATION	ENSURE ACCESS CONTROL MANAGEMENT	ESTABLISH ORGANIZATIONAL TRAINING	ESTABLISH DATA SECURITY PROTECTION
Asset Discovery & Identification	Manage Identities and Credentials	General User Training	Safeguard Data at Rest
Vulnerability Identification	Manage Access to Systems	Privileged User Training	Safeguard Data in Transit
Supply Chain Risk Identification	Manage Access Permissions	3 rd Party Training	Manage Asset Lifecycle
Identification of Roles & Responsibilities	Manage Network Integrity & Segregation	Senior Leader Training	Capacity Planning
Information Classification Considerations	Manage Communication Protections	Physical Security Training	Integrity and Data Leak Prevention

5. ENSURE RISK DETECTION

ESTABLISH CYBERSECURITY INCIDENT DETECTION	ESTABLISH CONTINUOUS MONITORING	ESTABLISH DETECTION
Establish Network Baselines	Monitor Networks	Establish Detection Roles
Aggregate / Correlate Data	Monitor Physical	Detect Malicious Code
Determine Impacts	Monitor Personnel	Detect Mobile Code and Browser Protection
Alert Thresholds	Monitor 3 rd Parties	Implement Vulnerability Scanning
Est. Security Review Processes	Test Detection processes	

2. ESTABLISH RISK MANAGEMENT

ESTABLISH RISK STRATEGY	ESTABLISH BUSINESS RISK CONTEXT	IMPLEMENT RISK MANAGEMENT
Establish Risk Management Strategy	Determine Mission Dependencies	Establish Organization Risk Mgmt. Process
Establish Risk Management	Determine Legal / Regulatory Requirements	Integrate Risk Mgmt. Program
Define Organizational Risk Tolerance	Determine Strategic Risk Objectives	Manage External Participation
Determine Critical Infrastructure		Establish Risk Mgmt. Responsibilities

4. ENSURE RISK MITIGATION

ESTABLISH SECURE APPLICATION	ESTABLISH INFORMATION PROTETCION PROVISIONS	ESTABLISH PROTECTION PLANNING	ESTABLISH PROTECTIVE TECHNOLOGY PROVISIONS
Secure Application Development	Establish Configuration Baselines	Establish Information Sharing	Establish Audit Processes
Manage System Engineering Process	Establish Change Control	Develop and Maintain Response / Recovery Plans	Safeguard Removable Media
Safeguard Development Environment	Establish Backup Processes	Integrate HR Security Components	Safeguard Operational Environment
Manage Software Update/Release Processes	Establish Maintenance Processes	Establish Vulnerability Mgmt. (Patch) Process	
	Establish Mobile Device Management		

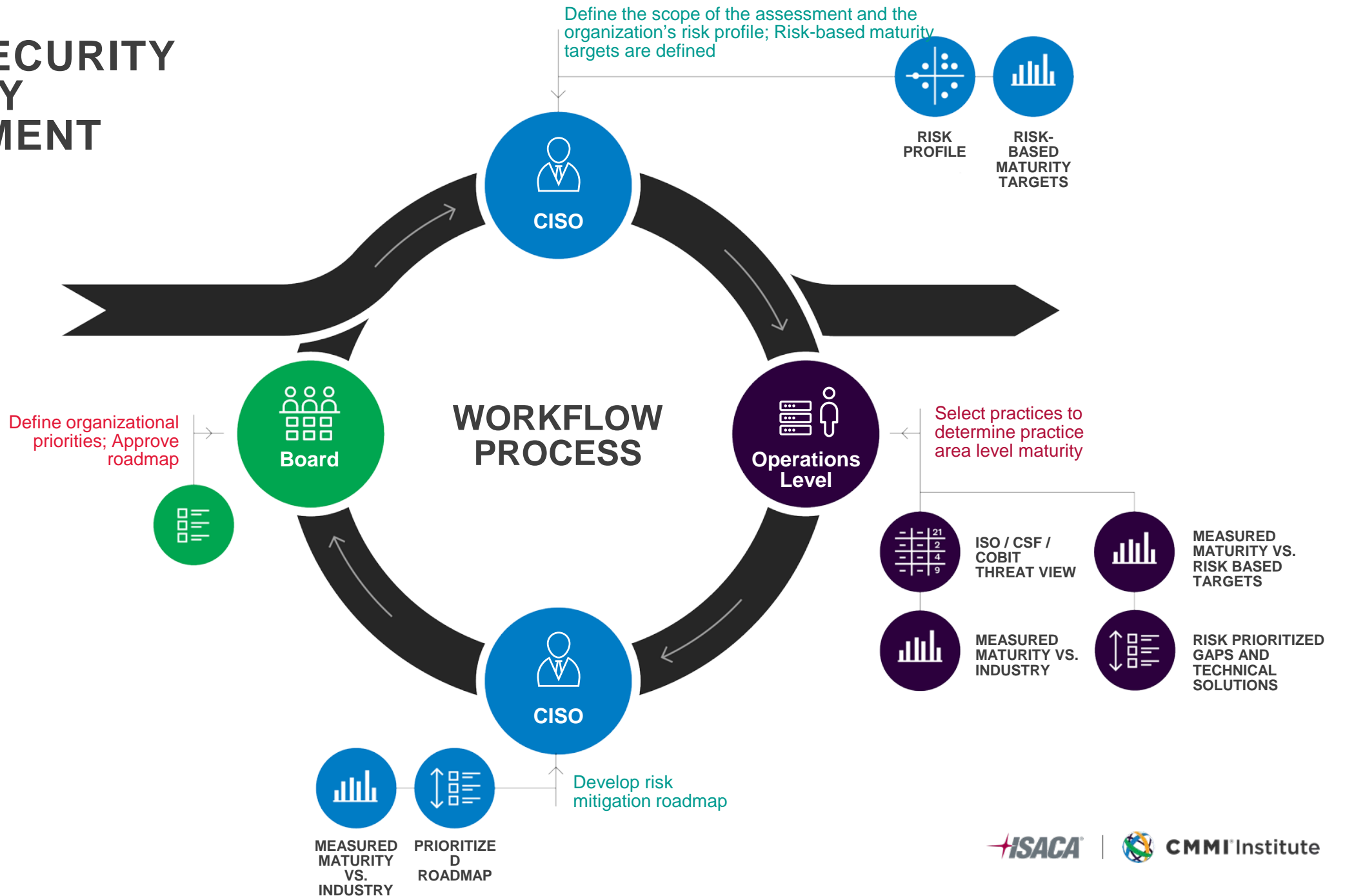
6. ENSURE RISK RESPONSE

ESTABLISH INCIDENT RESPONSE	ESTABLISH INCIDENT ANALYSIS	MITIGATE DETECTED INCIDENTS
Execute Response Plan	Implement Investigation Processes	Ensure Incident Containment
Response Roles & Resp.	Analyze Risk Events	Ensure Incident Mitigation
Incident Reporting	Implement Forensics Capability	
Ensure Information Sharing	Establish Response Categorization	

7. ENSURE RESILIENCE

ESTABLISH INCIDENT RECOVERY
Execute Recovery Plan
Recovery Communications

CYBERSECURITY MATURITY ASSESSMENT



SELECT YOUR COMPANY'S UNIQUE RISK PROFILE

		Risk Events												
		RE-1c	RE-1l	RE-1a	RE-2c	RE-2l	RE-2a	RE-5	RE-7	RE-6	RE-4	RE-3c	RE-3l	RE-3a
Potential Vulnerabilities	PV-1	VH	?	VL	?	VL	VL	H	-	L	-	-	-	-
	PV-2	VH	?	VL	?	L	VL	L	-	H	-	-	-	-
	PV-3	H	?	VL	?	L	VL	H	-	L	-	-	-	-
	PV-4	VH	?	VL	?	L	VL	H	VL	H	-	-	-	-
	PV-5	L	?	VL	?	VL	VL	L	-	H	-	-	-	-
	PV-6	-	-	VL	-	-	VL	H	L	L	-	-	-	VL
	PV-7	VH	?	VL	?	L	VL	H	L	H	L	L	VL	L
	PV-8	VH	-	-	?	-	-	-	-	H	-	VL	-	-
	PV-9	VH	?	VL	?	L	VL	L	-	H	-	-	-	-
	PV-10	VH	?	VL	?	VL	VL	H	-	-	-	-	-	-
	PV-11	VH	?	VL	?	L	VL	H	-	L	-	-	-	-
	PV-12	VH	?	VL	?	VL	VL	H	VL	-	H	-	-	-
	PV-13	-	-	VL	-	-	VL	H	L	H	-	-	-	L
	PV-14	-	-	VL	-	-	VL	L	VL	-	-	-	-	-
	PV-15	-	-	VL	-	-	VL	H	-	-	-	-	-	-

^ Hide Full Chart

Risk Questionnaire

RE-1c: How likely is it that Customer or Privacy Data is disclosed because of:

[PV-1] Internal breach due to inadequate network segmentation?

Very Low Low High **Very High**

[PV-2] Improperly tested and/or vulnerable web service or software application leads to malicious activity?

Very Low Low **High** Very High

[PV-3] Attack through 3rd party partner?

Very Low **Low** High Very High

[PV-4] Staff fall victim to a social engineering attack?

Very Low Low **High** Very High

[PV-5] Unauthorized action occurs due to authentication issue?

Very Low Low High Very High

[PV-7] Poor practices due to lack of effective policy?

Very Low Low High **Very High**

[PV-8] Confidential data not destroyed properly?

For each Potential Vulnerability, users will assign the likelihood of each Risk Event resulting from Security Scenario



Once likelihood of Security Scenarios have been assigned, users will assign an impact for each Risk Event

RISK PROFILE DEFINES THE MATURITY TARGETS

— RISK-BASED TARGET
— INDUSTRY TARGET



— Capability areas sorted by risk

Risk Profile establishes **initial target maturity by capability area**

Maturity targets can be compared to industry benchmarks for maturity

STANDARDIZED DEFINITIONS OF MATURITY

PEOPLE, PROCESS, TECHNOLOGY

	LEVEL 1 PERFORMED	LEVEL 2 MANAGED	LEVEL 3 DEFINED	LEVEL 4 QUANTITATIVELY MANAGED	LEVEL 5 OPTIMIZED
PEOPLE	General personnel capabilities may be performed by an individual, but are not well defined	Personnel capabilities achieved consistently within subsets of the organization, but inconsistent across the entire organization	Roles and responsibilities are identified, assigned, and trained across the organization	Achievement and performance of personnel practices are predicted, measured, and evaluated	Proactive performance improvement and resourcing based on organizational changes and lessons learned (internal & external)
PROCESS	General process capabilities may be performed by an individual, but are not well defined	Adequate procedures documented within a subset of the organization	Organizational policies and procedures are defined and standardized. Policies and procedures support the organizational strategy	Policy compliance is measured and enforced Procedures are monitored for effectiveness	Policies and procedures are updated based on organizational changes and lessons learned (internal & external) are captured.
TECHNOLOGY	General technical mechanisms are in place and may be used by an individual	Technical mechanisms are formally identified and defined by a subset of the organization; technical requirements in place	Purpose and intent is defined (right technology, adequately deployed); Proper technology is implemented in each subset of the organization	Effectiveness of technical mechanisms are predicted, measured, and evaluated	Technical mechanisms are proactively improved based on organizational changes and lessons learned (internal & external)



MEASURING MATURITY

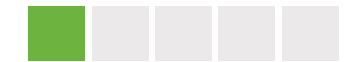
BASED ON ACTIVITY

IDENTIFY AND MANAGE RISKS ► IMPLEMENT RISK IDENTIFICATION ► **VULNERABILITY IDENTIFICATION**

MATURITY LEVEL	ACTIVITY AUDIT	
5	The organization collaborates with relevant partners (e.g., facilities management, system operations staff) to periodically catalog known vulnerabilities.	<input type="checkbox"/>
5	Staff have been trained and qualified to perform vulnerability identification activities as planned.	<input type="checkbox"/>
5	Relevant managers oversee performance of the vulnerability identification activities.	<input type="checkbox"/>
4	Issues related to vulnerability identification are tracked and reported to relevant managers.	<input type="checkbox"/>
4	Underlying causes for vulnerabilities are identified (e.g., through root-cause analysis)	<input type="checkbox"/>
4	Risks related to the performance of vulnerability identification activities are identified, analyzed, disposed of, monitored, and controlled.	<input type="checkbox"/>
4	Vulnerability identification activities are periodically reviewed to ensure they are adhering to the plan.	<input type="checkbox"/>
3	Stakeholders for vulnerability management activities have been identified and made aware of their roles.	<input type="checkbox"/>
3	A standard set of tools and/or methods is used to identify vulnerabilities.	<input type="checkbox"/>
3	Vulnerability management tools identify those types of platform (e.g., OS, application, device) affected by known vulnerabilities	<input type="checkbox"/>
2	Approved and diverse vulnerability sources are identified and documented.	<input checked="" type="checkbox"/>
2	Automated vulnerability scanning tools review all applicable systems on the network (a & b required)	<input checked="" type="checkbox"/>
	a. An SCAP-validated vulnerability scanner is used that looks for both code-based vulnerabilities and configuration-based vulnerabilities	<input checked="" type="checkbox"/>
	b. Vulnerability scans are executed on all applicable devices on a weekly or more frequent basis	<input checked="" type="checkbox"/>
2	Risk scores compare the effectiveness of system administrators and departments in reducing risk.	<input checked="" type="checkbox"/>
2	Vulnerability scanning occurs in authenticated mode using a dedicated account with administrative rights. (a1 OR a2 & b required)	<input type="checkbox"/>
	a1. Vulnerability Agents operate locally on each applicable end system to analyze the security configuration	<input checked="" type="checkbox"/>
	a2. Remote scanners have administrative rights on each applicable end system to analyze the security configuration	<input type="checkbox"/>
	b. Dedicated account is used for authenticated vulnerability scans (not used for any other activities)	<input type="checkbox"/>
2	Only authorized employees have access to the vulnerability management user interface and that roles are applied to each user.	<input checked="" type="checkbox"/>
2	There exists a documented plan for performing vulnerability identification activities.	<input checked="" type="checkbox"/>
2	Vulnerabilities are categorized and prioritized.	<input checked="" type="checkbox"/>
2	Specific vulnerabilities that may impact mission-critical personnel, facilities, and resources are identified and catalogued.	<input checked="" type="checkbox"/>
1	A repository is used for recording information about vulnerabilities and their resolutions.	<input checked="" type="checkbox"/>
1	Vulnerability management tools identify those types of platform (e.g., OS, application, device) affected by known vulnerabilities	<input checked="" type="checkbox"/>
1	The organization has identified potential logical vulnerabilities that might lead to known risks.	<input checked="" type="checkbox"/>
1	Tools are in place to periodically identify new/updated vulnerabilities that may impact organizational systems.	<input checked="" type="checkbox"/>
1	Subscription mechanisms ensure that current vulnerability lists are maintained.	<input checked="" type="checkbox"/>

PRACTICE AREA MATURITY

LEVEL 1

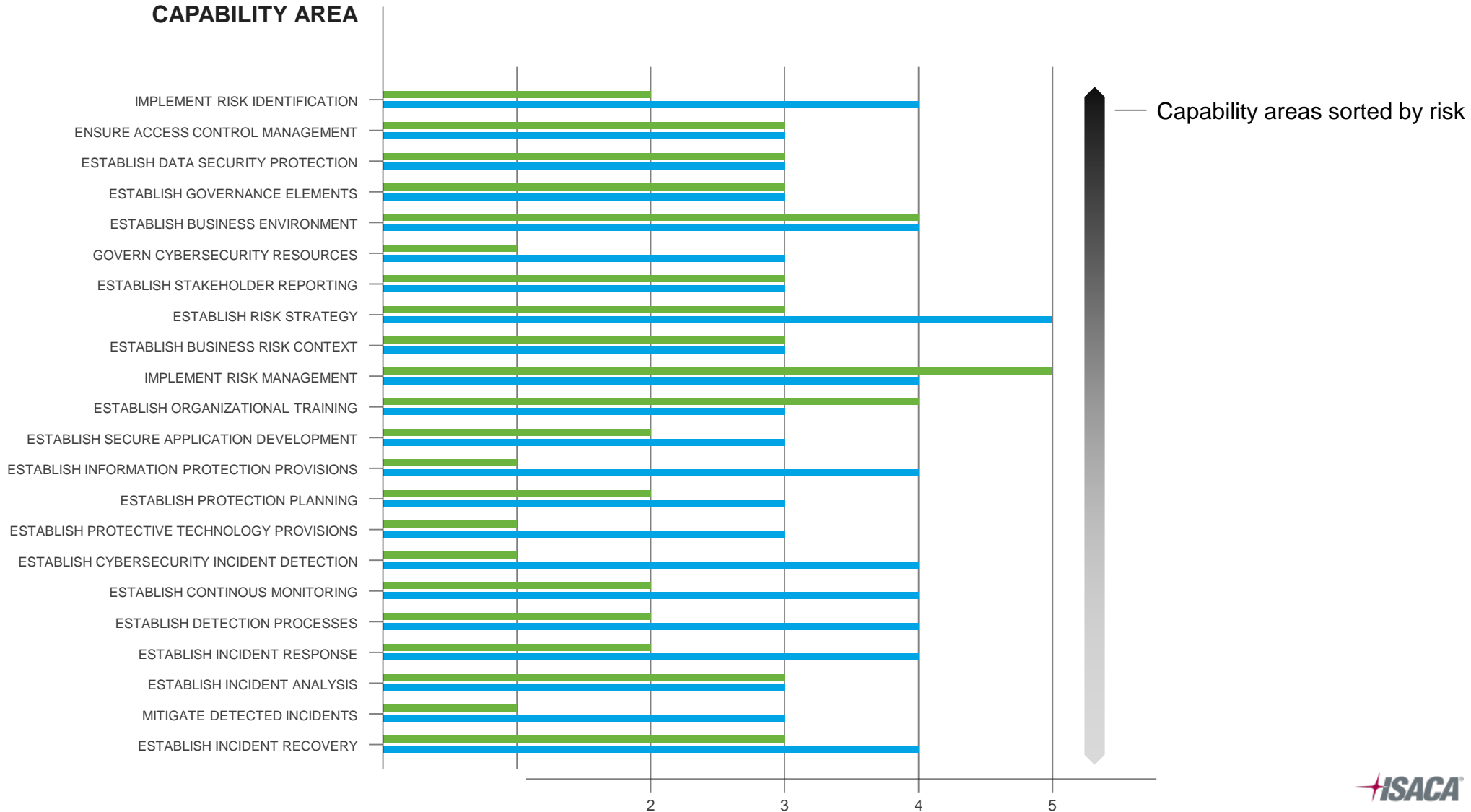


OVERALL MATURITY FOR THIS PRACTICE AREA IS L1 AS **NOT ALL BOXES WERE CHECKED FOR L2**

OUTPUT REPORTS

MEASURED MATURITY VS. RISK-BASED TARGET

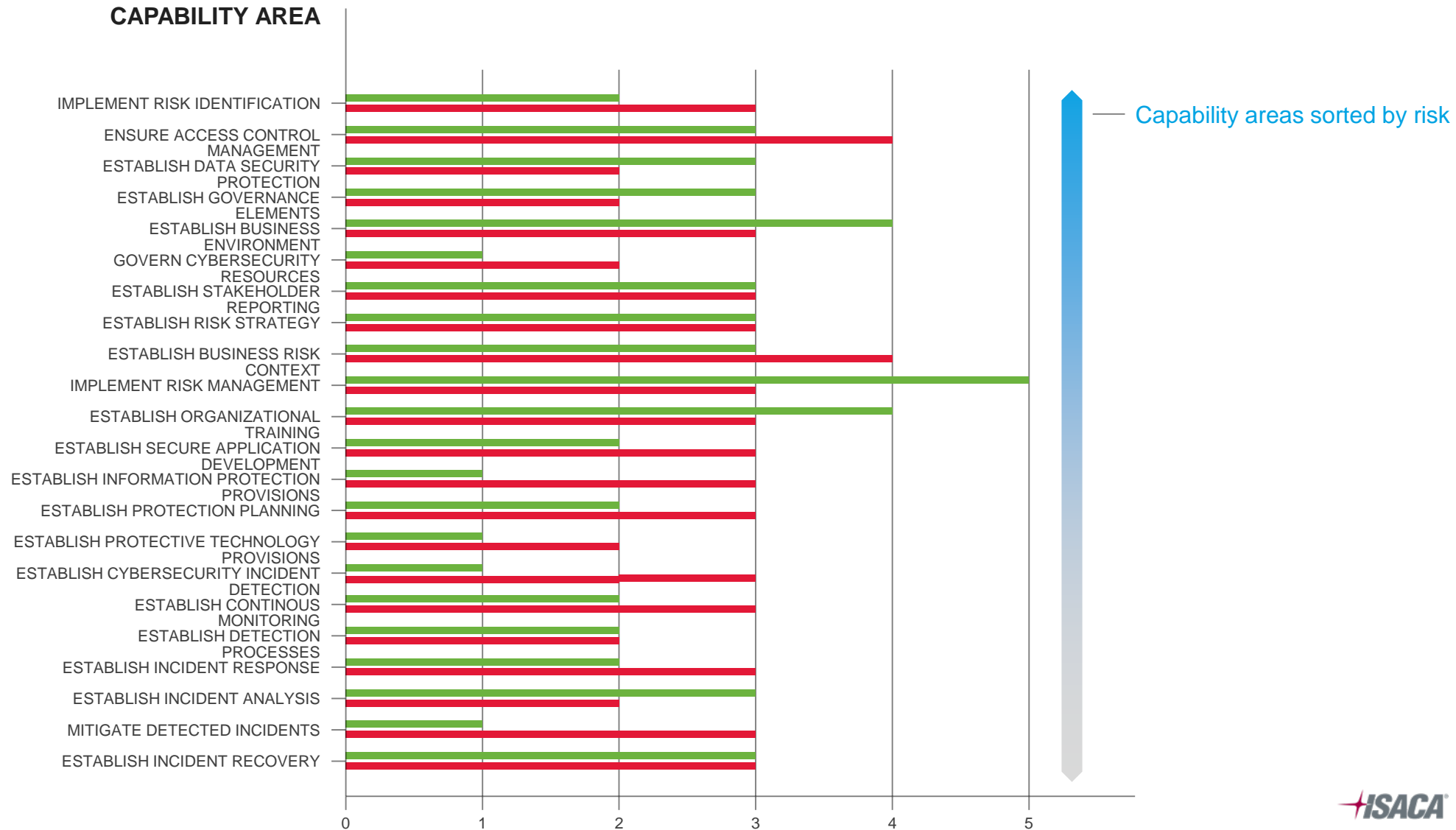
MEASURED MATURITY
RISK-BASED TARGET



OUTPUT REPORTS (BENCHMARKS)

MEASURED MATURITY VS. INDUSTRY MATURITY

MEASURED MATURITY
INDUSTRY MATURITY



ROADMAP DEVELOPMENT

SPECIFIC PRACTICES AND PRIORITIZED FIRST BY RISK

IDENTIFY AND MANAGE RISKS

IMPLEMENT RISK IDENTIFICATION

VULNERABILITY IDENTIFICATION

- Staff have been trained and qualified to perform vulnerability [identification] activities as planned.
- Relevant managers oversee performance of the vulnerability [identification] activities.
- Issues related to vulnerability [identification] are tracked and reported to relevant managers.
- Vulnerability scanning occurs in authenticated mode using a dedicated account with administrative rights.
 - [TECHNICAL SOLUTION] Dedicated account is used for authenticated vulnerability scans (not used for any other activities)
- Underlying causes for vulnerabilities are identified (e.g., through root-cause analysis)
- Risks related to the performance of vulnerability activities are identified, analyzed, disposed of, monitored, and controlled.
- Vulnerability identification activities are periodically reviewed to ensure they are adhering to the plan.

IDENTIFY AND MANAGE RISKS

ENSURE ACCESS CONTROL MANAGEMENT

MANAGE ACCESS PERMISSIONS

- Managers periodically review the list of authorized personnel.
- Managers monitor compliance with policy and enforce sanctions for violations.
- Inter-departmental measures assess the effectiveness of personnel access control security practices, such as HR notification of a personnel change.

IDENTIFY AND MANAGE RISKS

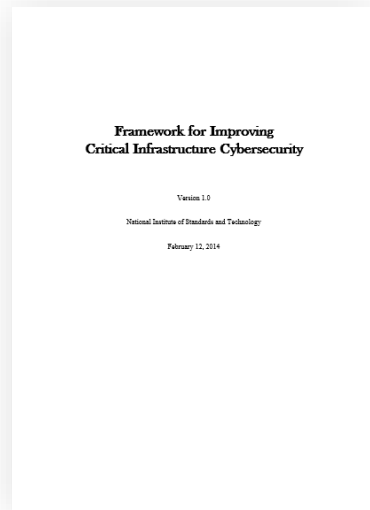
IMPLEMENT RISK IDENTIFICATION

SUPPLY CHAIN RISK IDENTIFICATION

- Suppliers access control procedures for assign staff permission to your organizations resources are reviewed
- Supplier accesses are revoked when no longer required.
- The organization includes requirements within service level agreements for suppliers to provide security training specific for support to the organization
- Suppliers access to organizational data is reviewed and controlled
- Supplier data flows are monitored for authorized communications.

NIST CYBERSECURITY ALIGNMENT BY PRACTICE AREA

FILTERED RESULTS



Function Identifier	Function	Category Identifier	Category
ID	Identify	ID.AM	Asset Management
		ID.RE	Business Environment
		ID.GV	Governance
		ID.EA	Risk Assessment
PR	Protect	PR.AC	Access Control
		PR.AT	Awareness and Training
		PR.DS	Data Security
		PR.IP	Information Protection Processes and Procedures
		PR.MA	Maintenance
		PR.PT	Protective Technology
		PR.RP	Responsible Supply Chain
		PR.SI	Secure Software Development
		PR.SR	Supply Chain Risk Management
		PR.SP	System Security
DE	Detect	DE.CM	Security Continuous Monitoring
		DE.DP	Detection Processes
		DE.RP	Response Planning
RS	Respond	RS.CO	Communications
		RS.AN	Analysis
		RS.MI	Mitigation
		RS.ME	Improvements
		RS.PF	Recovery Planning
RC	Recover	RC.IP	Improvements
		RC.IM	Improvements
		RC.CO	Communications

		MEASURED	RISK-BASED TARGET	SELECTED MATURITY LEVEL 4
PR.IP	Information Protection Processes and Procedures			
PR.IP-2	A System Development Life Cycle to manage systems is implemented	16	25	37
PR.AT	The organization's personnel and partners are provided cybersecurity awareness education and are adequately trained to perform their information security-related duties and responsibilities consistent with related policies, procedures, and agreements.			
PR.AT-2	Privileged users understand roles & responsibilities	1	2	4
PR.DS	Information and records (data) are managed consistent with the organization's risk strategy to protect the confidentiality, integrity, and availability of information.			
PR.DS-7	The development and testing environment(s) are separate from the production environment	1	1	3

PRACTICES

Users are formally assigned roles and responsibilities aligned to their work role

Staff with supply chain risk management responsibilities are trained on the objectives of the supply chain risk management program

TRACKING TOOLS KEEP TEAM ON-TRACK

Home **Capabilities Assessment**

Status: Select Function: All Capabilities: All Assessor: Select Clear Filters

Due Date: **Friday, January 8th, 2018** Overall Completion: **35%** Days Left: **16**
View by Assessor: 👤

Henry Montgomery : **3 Practice Areas**

Function 1 : Ensure Governance Framework Completion: **0%** Days Left: **10** ^

Capability 1 : **Establish Governance** Completion: **0%** Days Left: **2** ^

Days left: 2

Establish Information Security Management Policy Process

Target **4** Maturity -

H. Montgomery

Days left: 1

Establish Governance System

Target **4** Maturity -

H. Montgomery

Days left: 1

Direct Governance System

Target **2** Maturity -

H. Montgomery

Robert Tremblay : **5 Practices**

Function 4 : Ensure Risk Mitigation Completion: **66%** Days Left: **10** ^

Capability 12 : **Establish Secure Application** Completion: **66%** Days Left: **5** ^

Complete

Secure Application Development

Target **2** Maturity **2**

R. Tremblay

Complete

Safeguard Development Environment

Target **3** Maturity **2**

R. Tremblay

Days left: 5

Manage Software Update/Release Process

Target **3** Maturity

R. Tremblay

Function 6 : Ensure Risk Response

Capability 20 : **Establish Incident Analysis**

Complete

Implement Investigative Processes

Days left: 5

Analyze Risk Events

Back **Assessment Team** + Add

Name	Title	Role	E-mail Address	Assigned	Status	Edit	E-mail
Marcus Bolden	Risk Officer	Assessor	m.bolden@paypal.org	2	✓		Reminder
Kristen Frye	IT Manager	CISO Support	k.frye@paypal.org	1			Invitation
Bob Morgenthau	Security Officer	Assessor	b.morgenthau@paypal.org	3	✓		Reminder
George Hibbs	CSO	CISO Support	g.hibbs@paypal.org	5	✓		Reminder
Franklin Gant	Cybersecurity Operations	Assessor	f.gant@paypal.org	8			Invitation
Ken Ohi	Software Engineer	Assessor	k.ohi@paypal.org	0			Invitation
Olivia Hodgins	COO	Lead Assessor	o.hodgins@paypal.org	0			Invitation
Grayson Atwell	Lead Architect	Assessor	g.atwell.paypal.org	0			Invitation

Assigned Practice Areas 28 of 87 practice areas assigned

Function 1 : **Ensure Governance Framework**

Assessor	Due Date	Action
Select Assessor	08/22/17	View
Select Assessor	08/22/17	View
Select Assessor	08/22/17	View
Select Assessor	08/22/17	View

Capabilities Assessment

Status: All Function: All Capability: All Assessor: All Clear Filters

Due Date: **Sunday, December 31st 2017** Overall Completion: **1%** Days Left: **111**

Function : Ensure Governance Framework Completion: **0%** Days Left: **19** ^

Capability Area : **Apply Governance Elements** Completion: **0%** Days Left: **19** ^

Days left: 0

Apply Information Security Management Policy Process

Target Maturity -

L. Schneider

Days left: 19

Apply Governance

Target Maturity -

A. Moretti2

Days left: 19

Monitor Governance System

Target Maturity -

H. Montgomery

Capability Area : **Apply Business Environment** Completion: **0%** Days Left: **19** ^

Days left: 19

Identify Supply Chain Role

Target Maturity -

L. Turner

Days left: 19

Identify Critical Infrastructure Participation

Target Maturity -

L. Schneider

Days left: 19

Identify Organizational Priorities

Target Maturity -

R. Tremblay

Capability Area : **Govern Cybersecurity Resources** Completion: **0%** Days Left: **19** ^

Days left: 19

Evaluate Resource Management Needs

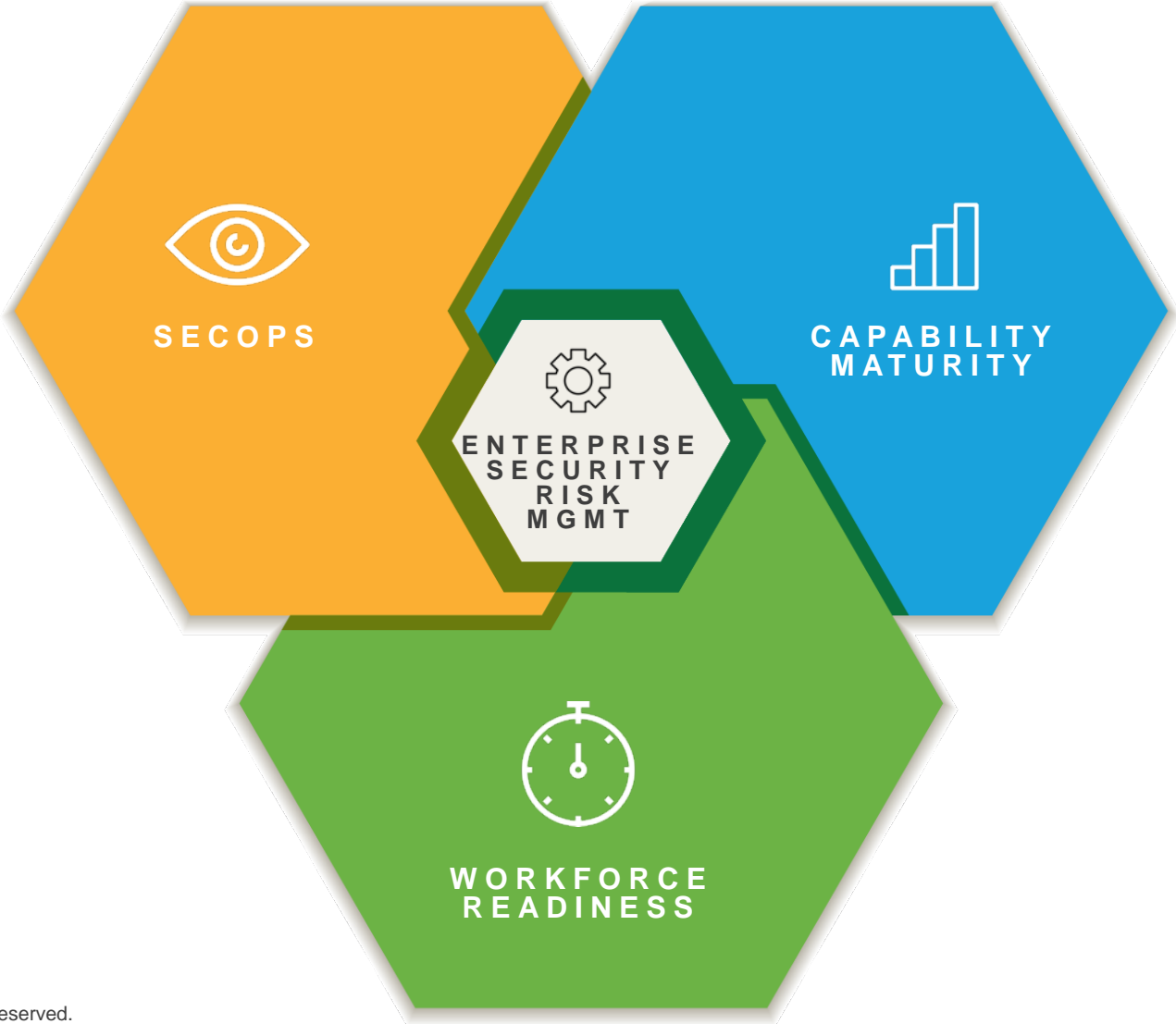
Days left: 19

Direct Resource Management Needs

Days left: 19

Monitor Resource Management Needs

CYBER SECURITY READINESS & RESILIENCE ASSESS THE RISKS, SCALE THE CAPABILITIES



QUESTION-FEEDBACK SUMMARY