

**THOMAS WELCH, CISSP, CPP, CISA, CISM, CFI, CHS-III**  
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**SUMMARY**

Mr. Welch has over twenty years in the Security and Information Systems business, twelve of which he was directly responsible for security management, planning, and implementation. Mr. Welch currently serves as President and CEO of Bullzi Security, Inc., a full service security firm, with subsidiary's specializing in information security, physical security, investigations/computer forensics and education. Mr. Welch has served as a security consultant since 1988 and is an expert in, both, physical and logical security countermeasures. During this tenure, Mr. Welch was actively engaged in physical and information security consulting projects, which included compliance planning, security assessments, secure architecture design, policy planning and development, security training, high-tech crime investigations and computer forensics.

Prior to his corporate career, Mr. Welch was a Crime Analyst for the City of Orange, New Jersey and a Public Safety Officer (cross-trained Police Officer and Firefighter) for the City of Coconut Creek, Florida. He attended Florida Atlantic University and has advanced training in computer crime investigations and computer forensics. Mr. Welch is a Certified Information System Security Professional (CISSP), Certified Protection Professional (CPP), Certified Information Systems Auditor (CISA), Certified Information Security Manager (CISM), Certified Fraud Investigator (CFI) and Certified Homeland Security – Level 3 (CHS-III). Mr. Welch is an author and frequent lecturer on computer security topics, including computer crime investigation and computer forensics.

Selected accomplishments include:

- Author of the Computer Crime Investigation and Computer Forensics chapter of Auerbach's Handbook of Information Security Management.
- Assisted clients in compliance planning, which included HIPAA, Gramm-Leech-Bliley, Sarbanes-Oxley, etc. Developed Security Strategies that were based upon industry standard "best practices", such as ISO 17799, Cobit and NIST.
- Managed a team of security engineers that conducted security engagements for major corporations and government agencies. This included business level risk assessments, technical assessments (i.e. vulnerability scans, attack and penetration, etc.), policy development, awareness training and the implementation of security products and countermeasures.
- Author of the Web-based Information Security Education (WISE) series. This is a series of Computer-based training (CBT) covering Information Security Awareness, Security Management and Computer Crime Investigation and Computer Forensics.
- Designed a secure environment for the Kansas Bureau of Investigation (KBI) – Criminal Justice network. This solution included a number of information security mechanisms, such as firewalls, IDS, two-factor authentication, policy development and awareness training. The KBI is the first state in the United States to use the Internet to transmit criminal justice data to the FBI. This design received FBI approval in August 1998.
- Lead designer for the New York City E9-1-1/CAD System. Managed the design and development of the New York City Fire Department's second-generation CAD system - STARFIRE II.

**EDUCATION:**

Florida Atlantic University, Boca Raton, Florida, 1985. Major - Computer Science.

Broward Community College, Coconut Creek, Florida, 1984. Associate of Arts (AA).

**CERTIFICATIONS & PROFESSIONAL RECOGNITION:**

Certificate of Compliance in Law Enforcement, State of Florida, Criminal Justice Standards and Training, Palm Beach County Police Academy (1982) – Academic Honors - graduated first in academy class.

Certified Information Systems Security Professional (CISSP) – 1996

Certified Information Systems Auditor (CISA) – 2003

Certified Information Security Manager (CISM) – 2003

Certified Homeland Security – Level III (CHS-III) – 2004

Certified Protection Professional (CPP) – 1995

Certified Fraud Investigator (CFI) – 1998

Certified Checkpoint Security Engineer (CCSE) – 1998

Certified Checkpoint Security Administrator (CCSA) – 1998

Certified Instructor – New Jersey State Police Training Commission – 1998

**LICENSES:**

New Jersey Private Investigator License (licensed since 1988)

Florida Private Detective License (licensed since 1988)

New York State Private Investigator License (licensed since 1995)

**ARTICLES:**

Welch, Thomas, "Recovery of Hidden, Deleted or Obscure Data – Part 1", The Journal of Computer Crime Investigations and Forensics, Issue 7.3, July/September 1999: p8.

Welch, Thomas, "Recovery of Hidden, Deleted or Obscure Data – Part 2", The Journal of Computer Crime Investigations and Forensics, Issue 7.4, October/December 1999: p8.

Welch, Thomas, "Computer Investigations and Forensics: Tools of the Trade – Part 1", International Journal on Cyber Crime, July/September 2000: p12.

Welch, Thomas, "Computer Investigations and Forensics: Tools of the Trade – Part 2", International Journal on Cyber Crime, October/December 2000: p12.

Welch, Thomas, "Computer Investigations and Forensics: Tools of the Trade – Part 3", International Journal on Cyber Crime, January/March 2001: p16.

## **BOOKS & CHAPTERS:**

Welch, Thomas, "Computer Crime Investigation and Computer Forensics" in Handbook of Information Security Management, Boca Raton, Florida: Auerbach, 1998 and 1998 editions.

## **TRAINING & SOFTWARE PRODUCTS:**

Welch, Thomas, Web-based Information Security Education (WISE) series, Computer-based training program.

Welch, Thomas, Digital Detective: Computer Crime Investigation and Computer Forensics, Computer-based training program.

Welch, Thomas, SI3's Computer-Aided Dispatch and Records Management System, created for over 25 Law Enforcement agencies.

Welch, Thomas, STARFIRE II – CAD System, created for the New York City Fire Department.

Welch, Thomas, SI3's Agent Tracking System, created for the New York Operations of the Federal Bureau of Investigations.

## **PROCEEDINGS:**

Testified as an expert on hacking and computer security before the New Jersey State Commission of Investigation – Computer Crime Hearings (1999)

## **INVITED PRESENTATIONS:**

"Information Security", presented at the Union Center Bank Security Conference in Union, New Jersey, December 7, 2006.

"Information Security and Wealth Management", presented at the Wells Fargo Security Conference in Beverly Hills, CA, September 21, 2006.

"Computer Forensics: Changes and Challengers", presented at the 2<sup>nd</sup> Annual CFI-CIRT Professional Development Day in Tokyo, Japan, November 18, 2005.

"Security Awareness in Government", presented at the Cygnos Professional Day in Ottawa, Ontario, April 4, 2005.

"Fraud", presented at the 2<sup>nd</sup> Annual CFI-CIRT Professional Development Day in Toronto, Ontario, February 10, 2005.

"Information Security in Higher Education", presented at the NJ EGE Technology Conference in Plainfield, NJ, January 20, 2005.

"Security Threats and Vulnerabilities", presented at the Verizon Security Summit in New York, NY, January 11, 2005.

"Information Security in Government and Education", presented at the West Virginia Technology Conference in Charleston, WV, August 3, 2004.

"HIPAA Security Panel", presented at the Public Technologies Conference in San Antonio, TX, April 2004.

"Healthcare Security Professional Roundtable", presented at the 8<sup>th</sup> Annual HIPAA Summit, Baltimore, MD, March 2004.

"Information Security in the New Millennium", presented at the New York State Security Conference, Albany, NY, April 2003.

- “HIPAA Final Security Rule”, presented at the 6<sup>th</sup> Annual HIPAA Summit, Washington, DC, March 2003.
- “HIPAA Security”, presented at the 5<sup>th</sup> Annual HIPAA Summit, Washington, DC, November 2002.
- “Management of Technologies – Guarding Your Business”, presented at the Stevens Institute of Technology Security Conference, Hoboken, NJ, October 2002.
- “Computer Crime Investigation and Computer Forensics”, presented at the Brookdale Users Group Meeting, Lincroft, NJ, October 2002.
- “Hacking – Capture the Flag”, presented at the HTCIA Annual Security Conference, Atlantic City, NJ, October, 2002.
- “Information Security in the New Millennium”, presented at the State University of New York (SUNY) Security Conference, Kerhonkson, NY, June 2002.
- “Inside Abuse”, presented at the FBI InfraGard Meeting, Richmond, VA, April 2002.
- “Information Security Project Management”, presented at the Hudson Valley Project Management Group Meeting, Poughkeepsie, New York, February 2002.
- “Information Security in the New Millennium”, presented at the Verizon/FBI Security Conference, Richmond, Virginia, February 2002.
- “Network Security for HIPAA Compliance”, presented at the Intermedia Security Conference, Greenbelt, Maryland, February 2002.
- “Information Security in the New Millennium: An Educational Perspective”, presented at the Mississippi Association of College Student Affairs Annual Meeting, Jackson, Mississippi, February 2002.
- “Information Security in the New Millennium”, presented at Verizon/FBI Security Conference, Lexington, Kentucky, November 2001.
- “Network Security for HIPAA Compliance”, presented at Verizon Security Conference, Augusta, Maine, November 2001.
- “Security Assessments: Are You at Risk”, presented at the Techno-Security 2001, Myrtle Beach, South Carolina, April 2001.
- “Computer Forensics”, presented at The Conference That Counts, Albany, New York, March 2001.
- “Public Key Infrastructure: A Case Study”, presented at the FBI Infragard Meeting, Jacksonville, Florida, January 2001.
- “Public Key Infrastructure: A Case Study”, presented at the FBI Infragard Meeting, Miami, Florida, November 2000.
- “A Corporate Security Strategy for Financial Institutions”, presented at the HP Banking Conference, Toronto, Canada, October 2000.
- “Computer Security”, presented at the Security Conference, San Diego, California, September 2000.
- “Effectively Searching and Seizing Evidence”, presented at the Cyber Crime Summit, Washington, DC, June 2000.
- “Computer Forensics”, presented at ISACA 2000 National Meeting, Dallas, Texas, May 2000.
- “Professional Certification”, presented at Techno-Security 2000, Myrtle Beach, South Carolina, April 2000.
- “Computer Crime Investigation”, presented at the Sea Girt Police Academy, Sea Girt, New Jersey, October 1999.

“Computer Seizure and Analysis”, presented at the Somerset County Police Academy, Somerset, New Jersey, 1999.

“Computer Forensics and Investigation”, presented at the Technology for Information Security Conference (TISC) '97.

“Internet Crime and Underground Bulletin Boards”, presented at the Mid-Atlantic and Great Lake Organized Crime and Law Enforcement Network (MAGLOCLLEN), 1997.

“Computer Crime Investigations Workshop”, presented at the Technology for Information Security Conference (TISC), Dallas, Texas, 1996.

“Computer Crime: Investigative Techniques”, Network Security Conference, Washington, DC, 1996

“Computer Crime Investigation”, Computer Security Institute 1995 Annual Security Conference

**PROFESSIONAL AFFILIATIONS/COMMITTEE MEMBERSHIPS:**

American Society of Industrial Security (ASIS)

High Tech Crime Investigation Association (HTCIA)

Information Systems Audit and Control Association (ISACA)

Information Systems Security Association (ISSA)

National Association of Legal Investigators (NALI)

Council of International Investigators (CII)

**INTERVIEWS AND NEWSPAPER QUOTES**

January 2007. IT World Canada – Compliance and Security

May 2006. Interview on City TV, Toronto – Security Issues and Identity Theft

May 2006. The Globe and Mail – Password Security and Security Awareness Training Interview

April 2001. National Post of Canada – Computer Crime Interview

February 2001. CJAD Toronto – Radio Interview on Computer Crime

April 2000. Calgary Herald – Computer Crime Interview (Viruses)

February 2000. National Post of Canada – Computer Crime Interview