

**To Pay or Not to Pay Cyber Crooks — That is the Question  
Speaker Biographies**

**Representative Giovanni Capriglione, Texas**



Representative Giovanni Capriglione was elected to the Texas House of Representatives in 2012 and is serving his fifth term representing District 98 which encompasses all or part of Grapevine, Colleyville, Southlake, Keller, Westlake, North Fort Worth, and Haslet. He currently serves on the House Committee on Pension, Investments & Financial Services and the House Committee on Appropriations. He is the chairman of the Innovation & Technology Caucus and a member of the following House caucuses: Manufacturers Caucus, Rural Caucus, Sportsman's Caucus, Veteran's Caucus, Farm to Table Caucus, and the Fine Arts Education Caucus. Giovanni also chairs the Tarrant County Delegation.

Representative Capriglione is now the owner and president of his own small business, Texas Adventure Capital LLC, which provides business services to various investment fund managers and business owners. His focus is investing in Texas-based small businesses. Previously, he held various positions at computer engineering companies specializing in semiconductor design and Internet products and was senior vice president at an investment firm where he managed the loan and equity portfolios of various American businesses.

Representative Capriglione has been married to his wife Elisa for 20 years and has three children attending Carroll ISD schools. After receiving his BS in Physics, he pursued his MBA in Finance from Santa Clara University. After school, he went on to work for a DFW based venture capital/private equity firm.

**Curtis W. Dukes, Washington D.C.**



Curtis W. Dukes joined CIS as the Executive Vice President and General Manager of the Best Practices and Automation Group in January 2017. The CIS Benchmarks™ and CIS Controls™ program provides vendor-agnostic, consensus-based best practices to help organizations assess and improve their security. Prior to CIS, Curtis served as the Deputy National Manager (DNM) for National Security Systems (NSS). On behalf of the Director of NSA, the DNM is charged with securing systems that handle classified information or are otherwise critical to military and intelligence activities.

Dukes joined the National Security Agency in 1984 as a Computer Scientist. He served in a variety of organizations within NSA and earned the Distinguished Executive, Meritorious Executive, as well as Exceptional Performance and Meritorious Civilian Service Awards. He completed an overseas assignment and an intelligence community assignment for the Department of Defense. In Germany, Curtis had operational

responsibilities for implementing Information Assurance activities across the European command. Following his community assignment, he became Deputy, then Chief of the Network Architecture and Applications Division, then Chief of the Systems and Network Attack Center. He later led highly skilled technical workforces as Director NSA/CSS Commercial Solutions Center. His last roles of responsibility at NSA were Deputy Director, then Director, of the Information Assurance Directorate.

Dukes earned a bachelor's degree in Computer Science from the University of Florida, and a master's degree in Computer Science from Johns Hopkins University. He is a 2004 graduate of the Intelligence Community Officer Training Program

## Stephen Neely, PhD, Florida



Stephen Neely (PhD, North Carolina State University, 2013) is an Associate Professor in the School of Public Affairs at the University of South Florida. He is coordinator of the school's undergraduate program in Public Service and Leadership. His areas of specialization include survey research, quantitative data analysis, and public policy. He is a faculty researcher on the Sunshine State Survey project and has conducted survey research on behalf of local governments in the Tampa Bay region. For more information, please visit his [USF faculty page](#).

## Dr. Ron Sanders, Florida



Elected in 2006 to the National Academy of Public Administration (NAPA), Dr. Ron Sanders has served with distinction in some of the most senior positions with the US government, the private sector, and academe, and he has played a key role in the transformation of some of the most important and impactful public sector organizations in the world.

Among his many accomplishments, he helped lead the historic post-Cold War transformation of the US Defense Department; the post-9/11 stand-up of the Department of Homeland Security, the Office of National Intelligence, and the integration of the US Intelligence Community (IC), as well as the recruiting, development, and deployment of thousands of new intelligence officers to fight the Global War on Terror; the reform and restructuring of the IRS; the creation of the cybersecurity and space agencies of the United Arab Emirates; and even the establishment of China's National School of Administration.

Recipient of three Presidential Rank Awards (from DOD, IRS, and the US Office of Personnel Management), two Teddy Roosevelt Distinguished Public Service Awards, the National Intelligence Distinguished Service Medal, an *Innovations in American Government* award from Harvard, and numerous other decorations, he has testified before the US Congress over three dozen times and has also developed numerous laws—such as those creating voluntary separation pay (a.k.a., 'buy-outs')—and regulations that established DOD's National Security Personnel System and the IC's revolutionary civilian 'joint duty' program.

In addition, Dr. Sanders has written four books—including two published by the Brookings Institution and one by NAPA—and has also served as a member of National Security Agency’s Advisory Board, as well as on the Boards of Directors of the National Intelligence University Foundation, the Senior Executives Association, the American Society for Training and Development; the Journal *The Public Manager*, and the National Academy of Sciences Cybersecurity Panel. And from 2017 until his unintentionally well-publicized resignation in October 2020, he was also the Presidentially appointed Chairman of the US Federal Salary Council.

Dr. Sanders has taught on the faculties of Syracuse University’s top-ranked Maxwell School of Citizenship and Public Affairs and the George Washington University (GWU) and led research centers at both institutions; he also chaired the faculty of the Brookings Institution’s Center for Public Policy Education. He earned his Doctorate in Public Administration (DPA) from GWU and holds a B.A. from USF (Class of 1973) and an M.S. from the University of Utah.

A former SEC football player, Dr. Sanders is a certified SCUBA diver, with logged dives from the Great Barrier Reef and the Pacific to the Red Sea and Gulf of Arabia—and he also flies WWII ‘war birds’ (such as the AT-6 Texan, the P-40 Warhawk, and the P-51 Mustang) as a hobby. He is married to the former Elizabeth Book of Miami, and they have one married son, also a Federal civil servant.

## Representative Cindy Ryu, Washington



Rep. Cindy Ryu is serving her 6th term in the Washington State House of Representatives. While a Shoreline City Councilmember, she served as Mayor, becoming the first Korean American woman mayor in America.

In Shoreline, she served as president of both the Shoreline Chamber of Commerce and its Dollars for Scholars Chapter, and helped improve numerous public parks, build its first City Hall and create Shoreline’s Green Business Program. Rep. Ryu is a 51-year resident of Washington state and lived previously in South Korea, Brunei and the Philippines. She received a Bachelor of Science in Microbiology and an MBA in Operations Management from the University of Washington. She is also Chair of Women in Government, a national non-profit, non-partisan organization of women state legislators.

Rep. Ryu chairs the Community & Economic Development Committee, with jurisdiction over community development; community investment programs; and underrepresented communities. The committee also considers issues relating to economic development and economic resiliency, including small business assistance; business financing; international trade; tourism; parks and recreation; telecommunications; and broadband; as well as emergency preparedness, response, and resiliency.

She also serves on Appropriations and Consumer Protection & Business committees, is a Washington Tourism Marketing Authority Board Member, and Pacific Northwest Economic Region Delegate Council Alternate.

Rep. Ryu advocates for small business owners, public schools, public transportation, environmental and consumer protection, affordable housing, homeownership and public safety. She welcomes ideas for implementable solutions to make Washington state a better place to live, work, conduct business, and raise our families.