

Nicholas Matlach

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Versatile security leader and global executive with a 15-year career that includes broad experience spanning physical, cyber, digital asset protection, loss prevention, supply chain security, investigations, security assessments and compliance, and event security. CPP, CIPP/IT, CISSP, and licensed attorney with proven ability to serve as a trusted advisor and subject matter expert on any risk or threat. Experienced managing teams and multimillion-dollar budgets.

EXPERIENCE

Hasbro, Inc - Pawtucket, RI

2012 - present

Director, Global Security Compliance (2018 - present)

Promoted to oversee Hasbro's global security compliance programs with a \$4.5M annual budget, seven direct reports, and a 20-member organization spanning four countries. Responsible for data and IP protection to include digital assets (images, CAD/design sculpts, etc.) and how they are generated, stored, shared, and used within manufacturing at Hasbro and third-party facilities.

- Developed a digital and physical asset protection program that was recognized by Disney and Paramount for exceeding their requirements, which led to an invitation to design an industry standard with the Content Delivery and Security Association's Copyright and Licensing Committee. Earned status as CDSA Executive Committee Board Member and contributed to development of the industry's first global licensee IP security standard.
- Lead the six-member IP Security Governance Committee, a C-suite group chaired by the President to govern and support IP Security initiatives with regular updates, reports, and strategy presentations.
- Consolidated Hasbro's CTPAT-based supply chain and IP security compliance programs including documentation, audit programs, policy, and governance into a single program with one audit protocol, reducing 40% program duplication.
- Awarded Tier 3 CTPAT status after 2021 virtual validation involving Vietnam foreign site and US domestic site.
- Earned Hasbro's highest employee award from North American President for design and execution of a secure virtual meeting strategy that enabled engagement across sales teams and customers during Covid.
- Designed and utilized 400+ physical security verification assessments to measurably reduce risk, including design of content, workflows, KPIs, and reporting from scratch using a customized platform.
- Maintained threat intelligence and provided rapid investigation and crisis management to content partners and internal stakeholders on incidents (i.e. leaks, thefts, supply chain anomalies). Oversaw investigations and collaborated with law enforcement and private investigators, reaching 83% root cause and corrective action closure on IP leak and supply chain security cases.
- Developed and executed event security and personnel protection protocols for 13 multi-day company and industry events per year.
- Instituted diversity and inclusion measures across a 20-member team in four countries, including use of purposeful rubrics in interviews and requirements for unconscious bias training. Built a diverse, gender-balanced team in a male-dominated industry with hires from non-traditional backgrounds.

Senior Manager, Global IP Security (2012 - 2018)

Recruited into a tailored role to execute on plans developed during a 12-week consulting project to design a security program to protect IP and trade secrets during toy manufacturing at overseas third-party facilities.

- Invented and implemented a global program that reduced the number of IP leaks by over 80%.
- Developed and implemented over 230 unique globally applicable controls, such as CCTV, access control/intrusion alarms systems, visitor control, security training, chain of custody, and loss prevention for vendors and internal departments
- Authored and executed personnel safety and protection protocols for first HASCON conference in 2017.
- Investigated every IP Security leak to determine 93% root cause and corrective action.

IBM - Bethesda, MD

2010 - 2012

Senior Cybersecurity Consultant

- Managed multiple SECRET projects for various government clients to develop policies, ensure compliance with federal regulations, and deliver on mission-critical applications supporting deployed military personnel.
- Authored operational policy and procedures for securing classified equipment and products in the first-ever implementation of NISPOM DSS FSO qualified operation for semiconductor manufacturing.
- Achieved US Army net-readiness certification in three months for a deployed military logistics application.

The Supreme Court of the United States - Washington, DC

2005 - 2010

IT Specialist

- Provided 24/7 IT services for three Justices and staff.

BOARDS

Supplier Compliance Assessment Network (SCAN), Member at Large for Board of Directors (2021)

Content Distribution and Security Association (CDSA), Executive Committee, Board of Directors (2020)

EDUCATION

Juris Doctorate, The Catholic University of America, Columbus School of Law - Washington, DC

Bachelor of Arts, Political Science, Flagler College - St. Augustine, FL

AWARDS

Pros to Know Overall Winner, Supply & Demand Chain Executive Magazine (2022)

Well Played - Extraordinary Achievement Award, Hasbro, Inc. (2020)

Special Achievement Award, Supreme Court of the United States (2009)

CERTIFICATION & LICENSE

Certified Information Systems Security Professional (CISSP), (ISC)² (2021)

Certified Protection Professional (CPP), ASIS International (2017)

Certified Information Privacy Professional for IT (CIPP/IT), IAPP (2011)

Attorney, North Carolina State Bar (2010)