

STEVE PAZIENZA

Louisville, KY • [REDACTED] | [REDACTED]

SAFETY AND SECURITY STRATEGIC MANAGEMENT Enterprise Associate and Business Solutions | Senior Executive

- ✓ Employs a proactive, risk-based approach in protecting company personnel and assets from liability and exposure.
- ✓ Demonstrated the strategic capability in overhauling Humana's enterprise safety and security service delivery model, capturing significant value, cost savings, and improvements in business agility, service quality, and end-user/customer experience.
- ✓ A driving force behind business safety and security transformation, to include organizational and cultural change, progressive value creation, portfolio optimization, and operational modernization.

Areas of Highest Value

The alignment of Safety and Security Services with Overarching Business Strategy

A Strong Understanding of the Corporate Service Delivery Model

High-Visibility Leadership in a Large Enterprise Environment

Development of Scalable, Agile Safety and Security Programs that Respond to Rapidly Changing Marketplace Conditions

PROFESSIONAL EXPERIENCE

Humana | 2013 – Present

Senior Executive – Director, Humana Enterprise Safety and Security

An enterprise safety and security manager for a soon to be \$100B diversified Fortune 60 company with ~85,000 employees and contractors, 700+ facilities with multifaceted business operations spanning the United States. Driving the development, execution, and management of proactive and predictive risk programs, safety and security strategies dedicated to protecting the company's people, property, information, and reputation by defining functional processes and protocols to detect potential liabilities and exposure, mitigate perceived threats, and prevent unauthorized access or use.

Leadership Milestones

Building strategy and operationalizing Humana's current corporate security and environmental health and safety department, continued to lead the company in engagement while developing and maintaining the vision, functional design, infrastructure, operating strategy, and programs through a potential \$50B acquisition process.

Streamlined corporate safety and security programs based on enterprise strategic initiatives and C-suite direction, while simultaneously integrating best in class integration security business practices and uniting these entities to become a true shared services organization.

Advanced and became the Chief Security and Safety Officer once reporting directly to the C-Suite while continuing to play an integral role in enterprise organizational security design, performance management, talent recruitment, retention, and engagement.

Selection to the Enterprise Management Operations Committee, trusted to execute strategy, drive segment planning, prioritize resource allocation, drive technology prioritization, develop subject matter expertise, and promote cross segment collaboration, talent management and succession planning.

Highlighted Achievements

- Led an enterprise safety and security cultural change effort and transformation that produced benefits and added value across the board, optimizing the psychological safety and physical security footprint. Subsequently while increasing productivity, improving talent retention, and significantly increasing team engagement positioning Humana Safety and Security to become an “employer of choice” in the domestic safety/security talent marketplace.
- Annually secure \$12M in YOY program funding, effectively influencing and encouraging senior leadership to better understand the psychological, physical and intellectual property risk vectors in the domestic health care industry and to adopt effective protection strategies to support their best in class strategic operations.
- Evolved and further advanced the basis of the Humana Safety and Security risk based practice model, including evidence-based strategic theory and human-centric design to drive positive outcomes.
- Designed safety and security standards, protocols, and controls that lowered liability exposure in all areas of financial, physical, and personal risk, business continuity and resiliency, human capital, information and data, intellectual property, and legal/regulatory compliance.
- Devised enterprise risk management methodologies aligning security and human resources to risk vectors and business areas with the greatest exposure. Catalyzed business growth through strategic and operational leadership and business optimization.
- Refined vendor support models, facilitating the introduction of best in class security brand and service uniformity enterprise-wide.
- Developed the key safety/security competencies, talent infrastructure, and process formality that evolved into a thoughtful and clear mindset around department financial analysis and business case development that strengthened capital deployment.
- Developed Humana Safety and Security into a world-class strategic tool of business performance, culture, and brand assisting in the transformation of Humana into a preeminent health services company.
- Championed by leaders/mentors, with world class insights and a broader grasp of the global business landscape, driving new levels of strategic engagement and contributions to the C-suite.

United States Secret Service | 2005 – 2013

Special Agent, Domestic and International Operations

- Obtained critical information in order to conduct successful financial fraud investigations and utilized investigative strategies with minimal supervisory intervention resulting in above average agency arrests and seizures to reduce significant community and financial industry impact.
- Provided recommendations based on identifying, developing, and implementing improvements to the efficiency and effectiveness of the overall Secret Service protection methodology and security process, to include high level national security events, to senior leadership for action.
- Initiated after action reporting standards and supervisory reviews to validate significant security risks during protective advances and implemented strategies for the overall security plan to reduce exposure or potential loss of organizational assets.
- Dependably identified and implemented improvements in the ever changing process to investigate, evaluate, and assess threats towards USSS protectees, including family and residential security while on protection, counter surveillance, and mobile wireless tracking teams.

Titan Corporation – White House Military Office | 2004 – 2005**Presidential Succession Program Manager, Continuity of Government**

- Managed the development of classified national security emergency preparedness concepts, operations plans, and supporting documentation for the representatives of the White House Military Office/Presidential Contingency Programs.
- Facilitated the development of classified Continuity of Operations (COOP) and Continuity of Government (COG) concepts, plans, training, and exercises at the Federal Executive Branch level to determine security solutions and mitigate risk.
- Coordinated COOP/COG concepts and plans with the national security emergency preparedness community by consolidating the efforts of training developers in creating scenarios and training materials to maximize the efficiency and effectiveness of classified programs.

EARLY EXPERIENCE: Completed 7 years of meritorious duty as a **U.S. Marine Corps Commissioned Officer/Combat Arms and Marine Corps Security Forces** before joining the **U.S. Secret Service** for an elite assignment leading, managing, and supervising investigations, physical security techniques and ultimate protection for the President, First Family, and Heads of State. Rendered technical expertise in identifying and mitigating potential hazards and threats; conducted site surveys and vulnerability assessments, tested systems and processes, and strategized operational and resource plans.

EDUCATION & CREDENTIALS

Executive Masters of Business Administration, Bellarmine University

Senior Executive Leadership Program, Kellogg School of Business, Northwestern University

Bachelor of Social Sciences – Political History, Xavier University

United States Marine Corps Institute – Amphibious Warfare/Command and Staff College, USMC

Domestic Security Alliance Council – Member of the Industry Threat/Risk Committee (Microsoft and General Dynamics)

Represented Humana Inc. at the International COVID 19 Road to Recovery – Key Note Speaker (43rd POTUS GW Bush, Dr. Anthony Fauci, and Sir Richard Branson).