



2025  
**CHARLIE ALLEN  
ACHIEVEMENT  
AWARDS**

Recognizing  
New Leaders  
in Intelligence & National Security



# Agenda

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FEBRUARY 20, 2025



Welcome Reception

## Opening Remarks

Letitia A. Long  
*INSA Chairwoman of the Board*

## Keynote Address

*Juliane Gallina*  
*Deputy Director, Directorate of Digital Innovation, CIA*

Awards Presentation

Dessert Reception

# About INSA and the Charlie Allen Achievement Awards



INTELLIGENCE AND  
NATIONAL SECURITY  
ALLIANCE

*Building a Stronger  
Intelligence Community*

**The Intelligence and National Security Alliance (INSA)** is the leading nonpartisan, nonprofit forum for driving public-private partnerships to advance intelligence and national security priorities. A 501 (c)(6) membership organization, INSA strives to identify, develop, and promote collaborative approaches to national security challenges. INSA has more than 175 organizations in its membership and enjoys extensive participation from leaders and senior executives in the public, private, and academic sectors. Learn more at [INSAonline.org](https://www.insonline.org).



**The Intelligence and National Security Foundation (INSF)** is a 501(c)3 nonprofit organization dedicated to addressing contemporary intelligence and national security challenges, facilitating public discourse on the role and value of intelligence for our nation's security, and advancing the intelligence field as a career choice.

## THE CHARLIE ALLEN ACHIEVEMENT AWARDS

Since 2010, INSA has presented the Achievement Awards to recognize outstanding leadership, mentorship, and contributions to U.S. intelligence, national security, and homeland security. The recipients are early and mid-career professionals, for whom the Achievement Awards often represent the first formal, public recognition of their service to the nation.

Although missions and requirements vary within respective award categories, common selection criteria includes leadership, team building, mentorship, exceptional proficiency, and outsized influence within one's organization.

# About the Keynote

## JULIANE GALLINA

Deputy Director, Directorate of Digital Innovation, CIA



Ms. Juliane J. Gallina is the Deputy Director of CIA for Digital Innovation (DD/DI). Ms. Gallina brings experience from leadership positions in the public and private sectors.

Prior to her current role, Ms. Gallina served as the Associate Deputy Director of CIA for Digital Innovation (ADD/DI), and the Agency's Chief Information Officer and Director of the Information Technology Enterprise. Ms. Gallina

also worked in the private sector as the Vice President of IBM's US Federal Key Accounts.

Before joining IBM, Ms. Gallina served as a CIA Directorate of Science and Technology officer assigned to the National Reconnaissance Office.

Juliane was commissioned as a naval officer at the US Naval Academy, and retired as a reserve officer in 2013. She holds a Master of Science in both Space Systems and Electrical Engineering. While at the US Naval Academy, Juliane was the first woman to lead the brigade of midshipmen since its founding in 1846.

# Special Thanks

Thank you to the INSA Intelligence Champions Council for their support of this event and the Achievement Awards Selection Committee for all their time and effort.

## SELECTION COMMITTEE MEMBERS

Aaron Bedrowsky, *GDIT*

Kellene Bruce Ecker, *LMI*

Megan Jaffer, *Iron Butterfly Media*

Mary Jo Lampe, *Optume LLC*

Wyetta Morrow, *Collins Aerospace*

John Doyon, *INSA*

Bishop Garrison, *INSA*

Dr. Sherri Wood, *INSA Senior Fellow*

## About the INSA Intelligence Champions Council (ICC)



INTELLIGENCE  
CHAMPIONS  
COUNCIL

The ICC strives to strengthen and grow the IC workforce by advising, mentoring, advocating for, and fostering dialog among professionals across organizations and experience levels who are interested or engaged in intelligence related careers.

# Thank You to Our Sponsors

INSA would like to thank the following organizations for their support of the 2025 INSA Achievement Awards.

## NIGHTWING

Premier



Welcome Reception



Welcome Reception



Dessert Reception



Commemorative Photobooth



Registration



Coat Check – Small Business

# Richard J. Kerr Government Award



The Honorable Richard J. Kerr served as deputy director of the Central Intelligence Agency from 1989 to 1992, including a term as acting director. He offered critical insight and leadership at a time of global uncertainty that included the dissolution of the Soviet Union and the beginning of U.S. military operations in Iraq. Mr. Kerr began his career at the CIA as an analyst at the height of the Cold War in 1960, rising to associate director for intelligence in 1982, and then deputy director for intelligence in 1986. Mr. Kerr served as president of the Security Affairs Support Association (SASA), from which INSA was founded, from 1996 to 2001.

## RECENT RECIPIENTS

**2019**

**Travis Thompson**  
*Defense Intelligence Agency*

**2020**

**Anita Brown**  
*U.S. Department of State*

**2021**

**Jessica Van Cleaf**  
*U.S. Coast Guard, CG-257*

**2022**

**Mary Ann Kissinger**  
*National Geospatial-Intelligence Agency*

**2023**

**Elizabeth Teoman**  
*Office of Naval Intelligence*

**2024**

**Nathaniel Bundy**  
*National Space Defense Center*

# Kris M. Sonsteby



Senior Duty Officer, White House Situation Room  
*Executive Office of the President*

**Kris M. Sonsteby exemplifies the leadership, integrity, and dedication that define recipients of the Richard J. Kerr Government Award.**

As one of the youngest Senior Duty Officers in the White House Situation Room, Mr. Sonsteby led an elite team providing critical intelligence and crisis support to the President and National Security Council (NSC). His calm under pressure and decisive leadership distinguished him early in his career, earning widespread respect.

Mr. Sonsteby's leadership was pivotal during the 2023 Niger coup and the 2024 Lebanese Hezbollah attack on Israel. He expertly triaged intelligence, delegated tasks, and prepared briefing materials that enabled swift, informed decisions by senior officials, including the President. His ability to manage high-pressure situations earned him recognition as a rising star in the national security community. His production of 35 President's Global Highlights products reflected his commitment to delivering high-value intelligence.

Mr. Sonsteby is also celebrated for his mentorship and ability to foster collaboration and innovation in demanding environments. At a career stage where many are building their foundations, he has already demonstrated exceptional leadership, mission focus, and ability to inspire others. His accomplishments bring credit to himself and ensure a lasting impact on our nation's security.



# Edwin H. Land Industry Award



**Edwin H. Land** (1909-1991) was an American scientist and inventor whose contributions to the fields of light polarization and photography revolutionized American culture as well as intelligence gathering. Mr. Land's pioneering research led to the development of the Polaroid film, an invention that would lead him to co-found what would become the Polaroid Corporation. Mr. Land and his company developed several tools for the U.S. military leading up to and during World War II, including an early version of night-vision goggles and the Vectograph, a viewing system that revealed enemy camouflage in aerial photography. Mr. Land and Polaroid also spearheaded aerial reconnaissance at the start of the Cold War, playing a major role in the development of the Lockheed U-2 spy plane and the first spy satellites.

## RECENT RECIPIENTS

**2019**

**Adam Van Etten, PhD**  
*In-Q-Tel CosmiQ Works*

**2020**

**Abe Usher**  
*Black Cape*

**2021**

**Darek Kawamoto**  
*HawkEye 360*

**2022**

**Jaime Arribas  
Starkey-El**  
*The Johns Hopkins  
Applied Physics Lab*

**2023**

**Sarah Vaughn McPeak**  
*Maxar*

**2024**

**Julia Buffinton**  
*LMI*

**Jennifer Finley**  
*Johns Hopkins Applied  
Physics Lab*

# Sarah Daly



**Research Staff Member**  
*Institute for Defense Analyses*

**Sarah Daly embodies the vision and pioneering leadership that define the Edwin Land Industry Award.**

As a Research Associate at the Institute for Defense Analyses (IDA), Ms. Daly has played a pivotal role in helping the Department of Defense (DoD) and DARPA ensure that advanced technologies, including artificial intelligence (AI) and autonomous systems, are developed and used in ways that align with American values and ethics.

Over the past five years, Ms. Daly has led efforts to integrate ethical principles into DARPA's most complex programs, including initiatives aimed at improving urban security, decision-making in emergencies, and the ethical use of AI in military operations. She created a widely used ethics training program that has reached more than 100 DARPA technologists and authored a practical handbook to ensure ethical considerations are embedded into technology from its earliest stages.

Ms. Daly's commitment to workforce development is equally impressive. At IDA, she has mentored numerous junior researchers, encouraging their participation in interdisciplinary work and advocating for transparency in pay and promotions, leading to meaningful organizational improvements. Her support extends beyond IDA, as she has mentored the Alexandria City High School robotics team, inspiring young minds to explore STEM fields.

Known for her collaborative leadership, Ms. Daly has built a diverse team of experts to advise DARPA and fostered partnerships that advance ethical technology development. In recognition of her contributions to DARPA and other government sponsors, IDA recently promoted Ms. Daly to Research Staff Member. Ms. Daly's unwavering commitment to innovation and her ability to empower others will leave a lasting legacy, both within her organization and across the national security community.

# John W. Warner Homeland Security Award



**The Honorable John W. Warner** (1927-2021) was a prominent, influential voice on national security during his 30 years in the U.S. Senate. He served as Chairman of the Committee on Armed Services for three periods; he was also Vice Chairman of the Select Committee on Intelligence and a member of the Committee on Homeland Security and Governmental Affairs. Prior to public office, he served as Secretary of the Navy under President Richard Nixon. Sen. Warner's unique understanding of intelligence collection and analysis, and the critical role of intelligence to inform policymakers, made him a highly respected champion of intelligence budget and policy matters. In 2008, Senator Warner became the first recipient of the National Intelligence Distinguished Public Service Medal.

## RECENT RECIPIENTS

**2019**

**Saeben Haverington**  
*U.S. Customs and  
Border Protection*

**Philip Haddad**  
*U.S. Department of  
Homeland Security*

**2020**

**Franklin Mosca**  
*FBI, San Antonio  
Field Office*

**2021**

**Victoria Rossi**  
*CISA, U.S. Department of  
Homeland Security*

**2022**

**Shadi Elreda**  
*U.S. Department of  
Homeland Security*

**2023**

**Miyako Yerick**  
*U.S. Department of  
Homeland Security*

**2024**

**Amanda Nashed**  
*Metropolitan Police  
Department of the District  
of Columbia*

# Major Javier Alejandro Noboa, USSF



Chief, Space Vehicle Engineering Division Geospatial Intelligence Systems Acquisition Directorate (GEOINT),  
*Proliferated Radar and Optical System Program Office*  
*National Reconnaissance Office*

Major Javier Noboa exemplifies the innovative spirit and commitment to service that are the hallmarks of the John W. Warner Homeland Security Award.

As Space Vehicle Division Chief for the Proliferated Radar and Optical Systems Program Office at the National Reconnaissance Office (NRO), Maj. Noboa has achieved extraordinary success early in his career, advancing space systems that directly enhance U.S. homeland security.

In 2024, Maj. Noboa led a team of 12 engineers and contractors in deploying a constellation of over 100 remote sensing and communication satellites. These systems bolstered border surveillance, improved monitoring of transnational threats, and increased operational readiness for critical missions. During the design phase, he discovered a structural payload fault and led an inspection campaign to address similar issues in production, preventing costly delays and improving manufacturing processes.

A dedicated mentor, Maj. Noboa has guided junior officers and engineers to develop innovative solutions, such as low-cost auxiliary communication payloads that improved connectivity for DHS, Special Operations Forces, and unmanned systems. His hands-on approach, including manufacturing floor tours and advanced training sessions, has fostered a skilled workforce capable of tackling future challenges.

Known for his ability to collaborate across agencies, Maj. Noboa facilitated agreements and technology transfers that expanded homeland security capabilities. Trusted by senior leaders for his clear communication and decisive leadership, he has inspired his teams to achieve mission-critical breakthroughs. Major Noboa's ability to lead, mentor, and inspire at such an early stage in his career reflects the highest ideals of this award.

# Sidney D. Drell

## Science & Technology Award



**Dr. Sidney D. Drell** (1926-2016) was a groundbreaking theoretical physicist, passionate arms control champion, and trusted government advisor who helped shape U.S. policies on nuclear deterrence and nonproliferation at the start of the Cold War. He is also recognized as one of the founders of satellite reconnaissance as a space discipline. Dr. Drell's wide-ranging technical expertise informed the national security policies of U.S. presidents for more than 50 years. He served on the President's Science Advisory Committee under Lyndon Johnson and Richard Nixon during the Vietnam War and on the Intelligence Advisory Board for President Bill Clinton. He also served on or chaired numerous panels advising Congress, the military, and the Intelligence Community.

### RECENT RECIPIENTS

**2019**

**Dakota S. Rudesill**  
*The Ohio State University*

**2020**

**LTC David P. Oakley, PhD, USA**  
*National Defense University*

**2021**

**Meg K. Guliford**  
*Perry World House,  
University of Pennsylvania*

**2022**

**Marylesa Howard, PhD**  
*U.S. Department  
of Energy*

**2023**

**Cameo Lance**  
*Rhea Space Activity, Inc.*

**2024**

**Jason A. Payne**  
*Air Force Research  
Laboratory*

# Kelsey Carilli



R&D, Systems Engineering  
*Sandia National Laboratories*

**Kelsey Carilli embodies the innovative and leadership qualities that define the Sidney D. Drell Technology and Innovation Award.**

At Sandia National Laboratories, Ms. Carilli revolutionized extended reality (XR) engineering visualization, fundamentally changing how teams approach complex engineering challenges for the nation's nuclear security mission. With vision and determination, Ms. Carilli transformed XR from a fledgling concept with a \$50K budget in 2020 into a critical program that now commands over \$4M in funding as of 2024.

Ms. Carilli developed modular XR frameworks that seamlessly integrate throughout the nuclear deterrence lifecycle, from design and production to sustainment and dismantlement. Her innovative tools have played a pivotal role in key modernization programs, enabling faster, more informed decision-making and streamlining timelines for critical national defense initiatives. By anticipating challenges and delivering effective solutions, Ms. Carilli set a new standard for excellence in digital engineering.

In addition to her technical achievements, Ms. Carilli excels as a leader, inspiring confidence and fostering collaboration. She has forged strong partnerships with national laboratories, production facilities, and organizations such as NASA. Her proactive engagement with stakeholders, including the National Nuclear Security Administration, demonstrates her ability to unite diverse teams around shared national security priorities.

Ms. Carilli's impact extends beyond technology. She is a dedicated mentor, investing in the growth of junior engineers and interns, guiding them with care and creating opportunities for meaningful contributions. Her unwavering commitment to excellence, her vision for advancing XR innovation, and her genuine care for her colleagues make Ms. Carilli an exceptional leader and an invaluable asset to Sandia, the broader nuclear security enterprise, and the nation.

# William O. Studeman

## Military Award



**Admiral Bill Studeman** has had a decorated career in the U.S. Navy, Intelligence Community, and the private sector. He served as director of the National Security Agency from 1988 to 1992, following three years as director of Naval Intelligence. He then joined the CIA, serving as deputy director, with two extended periods as acting director. In 1995, he retired from the U.S. Navy after 32 years. In 2004, President George W. Bush appointed him to the commission examining the intelligence on weapons of mass destruction in Iraq. He retired from Northrop Grumman Corporation, where he was vice president and deputy general manager of mission systems, in 2005.

### RECENT RECIPIENTS

**2019**

**Capt. Nicholas R. D'Andrea, USAF**  
*National Reconnaissance Office*

**2020**

**TSgt William N. Haskell, USAF**  
*National Reconnaissance Office*

**2021**

**Maj. Arturo A. "Jay" Tibayan, Jr., USA**  
*National Security Council, The White House*

**2022**

**MSgt Elizebeth L. Harris, USAF**  
*National Reconnaissance Office*

**2023**

**MSgt Josef Stefan Margetiak, USAF**  
*U.S. Space Force*

**2024**

**LCDR Iris Kaku, USN**  
*U.S. Navy, Pacific Fleet HQ*

# TSgt John Coloso, USAF



Section Chief, Commercial Aviation  
*70<sup>th</sup> ISR Wing, National Security Agency*

Technical Sergeant John Coloso's dedication to excellence and mission success defines the qualities celebrated by the William O. Studeman Military Award.

As the section chief for the National Security Agency's (NSA) commercial aviation interdiction mission, TSgt Coloso consistently demonstrated exceptional leadership and technical acumen. Over the past five years, he managed dozens of personnel, driving intelligence production that directly supports counterproliferation, cybersecurity, and global security operations.

Under TSgt Coloso's guidance, his teams produced hundreds of intelligence reports addressing 150 Priority-1 national intelligence needs. His work uncovered adversary threats to critical U.S. and allied systems, platforms, and personnel. Notably, his detailed analysis of vulnerabilities in specific government systems earned praise from the Department of State and senior military leaders for providing crucial insights into global security threats.

Beyond his operational contributions, TSgt Coloso distinguished himself as a compassionate and visionary leader. He formalized the division-level NCOIC position, enhancing organizational standards and mentoring junior Airmen through challenges. His efforts resulted in 100% retention and career advancement for those under his charge. Through his commitment to professional development, TSgt Coloso enabled Airmen to pursue higher education, complete advanced training, and achieve life-changing career milestones.

TSgt Coloso's exceptional leadership, vision, and mentorship shaped the next generation of Airmen while strengthening the capabilities of the U.S. Air Force, NSA, and the nation. His exemplary service and profound impact embody the values honored by this distinguished award.



# Joan A. Dempsey

## Mentorship Award



**The Honorable Joan Dempsey** is a trailblazer for women entering the senior executive ranks of the defense and intelligence communities. She spent 17 years as a senior civilian in the Department of Defense, serving as Deputy Director of Intelligence at the Defense Intelligence Agency, amongst other leadership roles. Ms. Dempsey also was a political appointee of both major political parties, serving as the first Deputy Director of Central Intelligence for Community Management under President Bill Clinton and later as Executive Director of the President's Foreign Intelligence Advisory Board under President George W. Bush. Ms. Dempsey is currently a senior executive advisor at Booz Allen Hamilton.

### RECENT RECIPIENTS

**2019**

**Lori Anne Parker**  
*U.S. Department of  
Homeland Security*

**2020**

**Megan Jaffer**  
*Amazing Women of the IC*

**2021**

**Meghan Flannery Hayes**  
*Applied Research  
Laboratory,  
Penn State University*

**2022**

**Cadienne  
Naquin Hopkins**  
*The Command Purpose  
Foundation*

**2023**

**MSgt Amanda D.  
Scurry, USAF**  
*National Security Agency –  
Hawaii*

**2024**

**Faye Cuevas**  
*U.S. Special Operations  
Command – Africa*

# Khalilah Montgomery-Sobrowski



Deputy Director, Analytic Advancement Division  
*Office of Intelligence & Analysis,*  
*U.S. Dept of Homeland Security*

**Khalilah Montgomery-Sobrowski demonstrates the extraordinary leadership, mentorship, and impact that defines the Joan Dempsey Mentorship Award.**

As Deputy Director of the Analytic Advancement Division (AAD) in the DHS Office of Intelligence and Analysis (I&A), Ms. Montgomery-Sobrowski leads a team of 50 professionals responsible for producing I&A's finished intelligence analysis. Stepping into the role as AAD's first-ever Deputy Director, she introduced accountability measures, improved workflows, and elevated team morale, directly enhancing the division's output and efficiency. Her leadership was instrumental in overseeing the Homeland Threat Assessment, I&A's most significant intelligence product.

Over the past five years, Ms. Montgomery-Sobrowski has formally mentored 20 individuals and supported over 50 colleagues through informal guidance. By helping mentees identify their strengths and aspirations, she has guided personnel toward promotions, lateral moves, and advanced educational opportunities. Her mentorship has directly influenced retention, with mentees citing her advice and support as key to their career development.

As Senior Champion of the African American Employee Association, Ms. Montgomery-Sobrowski has implemented programs benefiting over 100 employees by increasing access to career development resources and strengthening workplace equity. She also shaped I&A's future workforce by serving on hiring panels that selected hundreds of personnel, ensuring high standards of talent acquisition.

Ms. Montgomery-Sobrowski's ability to guide, inspire, and create opportunities for others reflects the very essence of this award. Her leadership has strengthened the national security and intelligence community's foundation for future success.



2025  
SPRING SYMPOSIUM

# Integrating Emerging Tech: Challenges and Solutions



TUESDAY, APRIL 22 // 8:00 AM – 5:00 PM // ARLINGTON, VA

Join 250+ senior leaders from government, top defense contractors, and leading tech firms for a full-day symposium focused on adopting and integrating advanced technologies critical to mission success.

## Key Discussion Topics

- + Counterintelligence challenges in an evolving threat landscape
- + Leveraging AI for competitive advantage
- + Harnessing emerging technologies for strategic advantage
- + Rethinking acquisition strategies for speed and agility

## Confirmed Speakers!



David  
Cattler  
*Director,  
DCSA*



William R.  
Evanina  
*Former  
Director,  
NCSC*



Tahira  
Mammen  
*Acting Chief,  
AI Security  
Center, NSA*



William  
"Mac"  
McHenry  
*IC Lead,  
DIU*



Dr. Rick  
Muller  
*Director,  
IARPA*



Teresa  
Smetzer  
*CEO, Smetzer  
Associates, LLC*

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Your Insider Guide to Intelligence and National Security Careers!

Each 30-min episode provides firsthand insights from seasoned professionals!

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**Demystified:** Discover the wide array of intelligence careers – cyber, policy analysis, and more!

### Insider Advice:

Gain actionable tips, knowledge, and strategies to succeed in the IC workplace.

### Education Tips:

Get straightforward advice on the skills needed for success.



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# WILLIAM OLIVER BAKER AWARD DINNER



RECOGNIZING

## The Honorable William J. Burns

### AN EXCEPTIONAL INSA EVENING

Join 700+ intelligence and national security colleagues for a night of camaraderie, connection, and celebration.

At the 40<sup>th</sup> William Oliver Baker Award Dinner, we will celebrate **The Hon. William J. Burns**, former CIA Director, for his extraordinary service to our nation.

Saturday, July 26 | 6:00 - 10:00 PM | Omni Shoreham, Washington, DC

Reconnect with  
colleagues

Build lasting  
relationships

Celebrate an  
IC icon

An evening as meaningful as it is memorable.

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**CHARLIE ALLEN**  
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