

NSA & MARYLAND FACTS & FIGURES

U.S. CYBER COMMAND & NSA

National Assets: USCYBERCOM and NSA are separated by mission and function but united by their shared objective – securing a cyberspace and defending our nation.

U.S. CYBER COMMAND

- NSAW workforce includes approximately 4,170 military, civilian, and contractor workforce.
- Currently recruiting to fill 250+ vacancies this year.
- USCYBERCOM has spent over 2 million dollars on recruitment, retention, and relocation incentives as a motivating factor for personnel to move to (or stay in) Maryland to support the Command. Being able to offer up to 25% of base pay as incentive has helped bridge the gap between government and industry salaries and has enabled us to fill critical vacancies supporting operations, acquisition, enhanced budgetary control, and our support staff. These incentives are critical to on-boarding the talent we need to fight and win in cyberspace.
- Mission Essential talent contributes to Maryland's economy.

NATIONAL SECURITY AGENCY

- **Workforce population:** 39,000 *Note: Total population includes Civilian (permanent and temporary) and Military employees across the Enterprise.*
- Hiring goals for FY24 is 2,400 by end of Sept.
- 77% of the civilian workforce lives in Maryland, representing all but one of Maryland's 24 counties.
- \$210M per year in state income tax (NSA Civilians).

PARTNERS FOR SUCCESS

- As one of Maryland's largest employers in the state, NSA employs hundreds of Maryland mathematicians working on our nation's hardest problems.
- The NSA Washington campus consists of 225 buildings and over 11.8 million square feet of real estate across Maryland. Two million additional square feet are planned with future East Campus construction.

- NSA's East Campus construction is ongoing and will be completed in 2030 at a cost of \$4.5 billion.
- East Campus was planned and constructed with environmental sustainability at the forefront, with the Morrison Center achieving LEED Gold certification, as well as the use of reclaimed water, green roofs, and stormwater management.
- The Dorothy Blum High Performance Computing Center will cover 13 acres, and 2 million gallons of reclaimed water capacity in ground sumps of 8 chiller lineups. U.S. Government gets water at 1/8 the potable water cost and our own Howard County gets paid to eliminate used water. East Campus cooling towers use an average of 825,000 gallons of reclaimed water per day.

LEGISLATIVE STATE AND LOCAL AFFAIRS

Legislative, State and Local Affairs (LSLA) provides corporate leadership and direction for and coordinates all official engagements between NSA and the United States Congress, as well as State, Local and Community officials and partners.

- **State Fellows Program:** Began in 2016. The most recent Fellow has started tour with the Md. Dept. of Information Technology (DoIT), and is the third Fellow at DoIT since July 2021, when former Md. Gov. Larry Hogan hosted the Cyber Summit, announcing the Maryland and NSA cyber partnership. There is currently a Fellow at the Maryland Cybersecurity Council (Office of Attorney General), while other tours include a previous Cybersecurity Council, Transportation, and Commerce and Labor.

OPEN FOR BUSINESS

- 2,600 state businesses, 86% of which are small businesses, have registered to do business with NSA.
- \$3.6B in contracts annually with Maryland businesses.
- \$434M in contracts to small businesses and women owned businesses in Maryland.

- \$246M in contracts to service-disabled veteran owned businesses in Maryland.
- USCYBERCOM has directly issued the following number of contract actions to companies located in the state of Maryland for FY2021-2024:
 - **Small Businesses:** 14 contracts for a total dollar obligation of \$31,697,260.
 - **Large Businesses:** 12 contracts for a total dollar obligation of \$301,122,067.

- It is planned as a FY2030 project to be occupied FY2038
- Planning cost is ~\$1B

IMPACTING MARYLAND THROUGH ACADEMIC ENGAGEMENT

Centers of Academic Excellence: 21 in Maryland

- Internships: 7,448 applications to NSA summer program, with 1,225 applicants given Conditional Job Offers (CJO) and 252 selected for the program who receive full top secret security clearance and work at NSA. On average, over 75% return to NSA with full-time jobs following graduation.
- Through our programs and initiatives, NSA becomes part of the fabric of the community, while our academic and industry partnerships in Maryland serve as a model to our enterprise.
- Diversity of thought and experiences are key to tackling the challenges facing our nation.
- NSA/CSS is actively planting and nurturing seeds in the local academic community and also serving as a catalyst for the future workforce at NSA and across Maryland.
- Together, we are leveraging our partnerships and working to protect Maryland, our nation, and our allies.

Maryland has 11 accredited two-year, four-year and graduate-level institutions as members of the Academic Engagement Network (AEN) and the U.S. Naval Academy.

- Anne Arundel Community College
- College of Southern Maryland
- Howard Community College
- Johns Hopkin’s University of Information Security Institute
- Morgan State University
- Mount St. Mary’s University
- Towson University
- University of Maryland
- University of Maryland Baltimore County
- University of Maryland Carey School of Law
- University of Maryland Global Campus
- U.S. Naval Academy

GOOD NEIGHBOR

- Partners with Maryland state and local law enforcement, including NSA Police K-9 unit, to generate real-time communications and respond to any known threats. Actions include passing information and leaning on K-9 units, bomb tech, and emergency response teams during imminent threat situations.
- **Environment:** NSA recycled over 9 million pounds of material in 2023.

EAST CAMPUS CONSTRUCTION:

- Total cost \$4.5 billion, 10-year construction plan
- 16,000 USCYBERCOM and NSA employees will work there
- **Economic impact:** Since 2013, over 30,000 construction workers have contributed to delivering East Campus to date

USCYBERCOM MAJOR CONSTRUCTION:

Cyber National Mission Force (CNMF):

- The MOSF will consolidate mission operations, headquarters, and key partners
- Planned for a population of ~2,400 seats in an ~750,000 sq. ft. facility
- It is planned as a FY2027 Design-Build project to be occupied in FY2035
- Planning cost ~\$1.5B

Mission Operations Support Facility (MOSF):

- The MOSF will consolidate USCYBERCOM’s staff (JDir) and other Command support organizations/ requirements
- Planned for a population of ~2,100 seats in a facility size “to be determined”

- **National Cryptologic Museum (NCM)**
- K-12 Field trips by schools and Scout troops to the NCM: 114 visits totaling 2, 256 participants
- K-12 summer camp visits: 6 visits totaling 183 participants
- K-12 NCM visits to schools or virtual presentations: 6 schools, 18 talks, totaling 791 participants

K12 Outreach Efforts

- “All In” K12 Diversity Pilot Program for under-served schools across neighboring counties,
- Conducted over 10 events related to Cybersecurity, STEM, World Language and Culture, and general NSA Awareness (including a Field Trip to the National Cryptologic Museum).
- Approximately 1K+ students participated in the events with in MD w/ 50+ volunteers from NSA
- “All In” concept was adopted by NSA Cybersecurity Directorate (CSD) as a result of success in Baltimore County. Using NSA’s cybersecurity and STEM expertise, we will incorporate cybersecurity skills and concepts into the general curriculum and establish a cybersecurity/STEM club for 3-5 grade level.

Fort Meade Schools: NSA CSD is spearheading efforts in the Ft. Meade cluster to support cybersecurity education. Recently, the team met with department chairs Principal of Meade Middle School, to identify opportunities for Cyber/STEM activities, which can be incorporated into curriculum.

CODEBREAKER Challenge:

- 211 Students from 16 Colleges/Universities
- 10 Students from 4 High Schools

National Cryptologic University: Visiting Professors at Maryland institutions:

- Two Visiting Professors at the U.S. Naval Academy
- One Visiting Professor at National Intelligence University
- Many Adjunct Professors throughout the University of Maryland system.
- Total Centers of Academic Excellence (CAE) schools in Maryland:
- Maryland has 21 accredited 2-year, 4-year and graduate-level institutions that meet the Centers of Academic Excellence criteria

- GenCyber camps held in Maryland: 762 participants (190 teachers and 572 students) attended GenCyber programs at eight schools

Student Programs:

- High School Work Study students hired at NSA at Fort Meade for 2023-24: 262 students
- Applicants for 2023-24: 722 applicants

Faculty Workshop: The week of August 9th 2024, US Cyber Command will host its third annual Faculty Workshop at the University of Maryland’s Carey School of Law. This year’s workshop will focus on advancing faculty research and partnerships to enhance the command’s ability to foster innovation and research on critical mission problems and to engage students and faculty in order to inspire service in the DOD cyber cadre, both military and civilian.

Cyber RECon (Research and Education Conference) in Maryland:

The Cyber RECon initiative encourages and supports student research on Cyber Command’s key mission challenges. In 2024, US Cyber Command hosted the Cyber RECon events at the US Naval Academy, with 9 school and 13 teams participating and over 100 attendees. The University of Maryland Carey School Of Law participated in the 2023 Cyber RECon event held in Columbia, Maryland

Cyber Symposium: The University of Maryland’s Carey School of Law Professor, Dr Marcus Rauschucker has been an active partner in CYBERCOM’s academic engagements. Dr. Raushcucker was a panel moderator at the 2024 CYBERCOM sponsored Cyber Symposium at the National Defense University’s College of Information and Cyberspace.

African American History Month: In 2024 Morgan State University was featured in Cybercom’s African American History month celebrations. Morgan State is a member of the AEN as well as a Historically Black Colleges and Universities (HBCU). Morgan State’s Dr. Kevin Kornegay is the Director of Cybersecurity Assurance and Policy (CAP).

COMMUNITY SERVICE

- The **Feds Feed Families (FFF)** program is led by the USDA and all federal agencies are invited to participate. In Maryland alone, more than 600,000 people are food insecure. This year’s campaign



kicked off on 3 June. In 2023, NSAW donated a total of 47,137 pounds of food to FFF. Included in that total was 367.5 volunteer hours donated as well as 14,800 pounds of food collected from Stuff the Truck events and food collection boxes across the Extended Enterprise. NSAW employees also donated \$3,895 in online monetary donations. Across the Extended Enterprise, the NSA donated 220,654 pounds of food donations in 2023.

- The **Combined Federal Campaign** (Oct 2023–January 2024) is one of the largest and most successful official workplace giving campaigns. CFC promotes and supports philanthropy through a program that is employee-focused, cost-efficient, and effective in providing all federal employees the opportunity to improve the quality of life for all. This program raised a grand total of \$2,059,835. In Maryland, 292 local charities received \$705,099.
- **The Volunteer Program:** NSA employees participated in 84 different volunteer events, and used over 1,455 hours of Moral Building Activity (MBA) time to support CFC charities in CY23. The hours equated to approximately \$66,350 of deferred labor costs for participating charities.
- Partnered with the **Baltimore Engineer's Club**, The Maryland Innovation and Security Institute (MISI)/ Dreamport and the Cybersecurity Association of Maryland, INC (CAMI) to host a first of its kind interactive “Cybersecurity Day” for majority-minority high school students, as part of their larger ‘Engineer’s Week’ event. The event included demonstrations by the National Cryptologic University, CSD’s Academic Outreach, and a presentation by Workforce Support Activities on student programs.

- For a third straight year, State & Local Affairs and Small Business team represented the Agency in Ocean City, MD for the annual Maryland Association of Counties Convention. Goal was to continue to build public trust and confidence in NSA while highlighting the Agency’s economic impact through networking and sharing information with anyone we met in academy sessions or who stopped by our booth, including Gov. Wes Moore. With attendance by 3,000 leaders from the public and private sector, we showcased “Good Neighbor” initiatives such as community outreach programs, academic engagement, and impact on small businesses.

ENGAGEMENT

- Hosted (in 2023 and 2024) senior Maryland leaders to build and maintain strong working relationships and share best practices across areas of professional interest. These include, Comptroller Brooke Lierman, Commerce Secretary Kevin Anderson, Dept. of Information Technology Secretary Katie Savage, D/ Chief of Staff and Director (Governor’s Office of Homeland Security) Adam Flasch.
- Completed in April 2024, a new Honor Wall display honoring NSA’s support to the Armed Services in BWI Airport’s Honor Flights corridor. In partnership with BWI’s Office of Corporate and Community Relations, a cross-directorate team created the display illustrating our unique communications support to the Armed Forces through declassified archival imagery. This represents a successful public-private partnership with educational and legislative impact to government, veterans, and the community.

FORT MEADE **HIGHSCHOOL**



Images courtesy of SEI Architects



PARTNERSHIPS:

- DOD investment of \$114M in new Fort Meade HS renovation, grand opening scheduled for August 2024
- DOD investment of \$400K in new cyber lab in Fort Meade HS, completed June in 2024
- Cyber Patriot program created
- Internships at NSA/USCYBERCOM
- Summer camps for Anne Arundel County Public Schools students
- Looking to expand opportunities into MacArthur and Meade middle schools

U.S. CYBER COMMAND & NSA:

- Largest concentration of mathematicians in the world
- Cyber center of excellence in the USA
- Large industry presence supporting the Agency/Command looking for talented workforce
- Largest employer in Anne Arundel County