LEMON C. WILLIAMS

Cybersecurity Executive | Emerging Technology Leader | Business Resilience Strategist
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EXECUTIVE SUMMARY

Transformational cybersecurity executive with 25+ years of progressive experience protecting critical infrastructure across the electric utility, renewable energy, nuclear, and federal sectors. Demonstrated success building enterprise security programs from inception, transforming reactive IT functions into proactive cyber-defense operations, and translating complex OT security risk into board-level business decisions. Deep expertise in ICS/SCADA security, NERC CIP compliance, IT/OT convergence, and AI-enabled security operations. Published author, NERC Standards Drafting Team member, and board-level governance leader. CISSP and PMP certified.

CORE COMPETENCIES

Security Leadership: CISO Strategy & Governance • Enterprise Security Architecture • Board & C-Suite Advisory
Compliance & Risk: NERC CIP • FERC • NIST CSF • C2M2 • NEI 08-09 • ISO 55000 • FedRAMP • SOX • FISMA • HIPAA
Cyber Operations: Incident Response • Vulnerability Management • Patch Management • Threat Intelligence
Emerging Technology: AI/ML Security Governance • Zero Trust Architecture • IT/OT Convergence • DER/IBR Security

PROFESSIONAL EXPERIENCE

Principal & Chief Executive Officer

The Ionado Group Consulting Corporation, Chattanooga, TN | April 2014 – Present

Founded and scaled a cybersecurity consultancy serving critical-infrastructure clients in cyber defense, regulatory compliance, and emerging technology risk. Currently leading OT cybersecurity operations for a major energy transmission infrastructure program, managing daily compliance remediation, patch management, and change management for industrial control systems protecting bulk electric system assets.

- Deliver ICS/OT advisory services including C2M2 maturity assessments, NERC CIP audit preparation, incident response planning, and security architecture design across energy generation, transmission, and distribution clients
- Advise C-suite executives and boards on cybersecurity strategy, regulatory readiness, and risk posture across NIST CSF, NERC CIP, FERC D2SI, ISO 55000, FERC 2222, FedRAMP, and OpenADR frameworks
- Established threat-intelligence and digital-forensics capabilities supporting client investigations, legal proceedings, and regulatory inquiries

CISO | Senior Director, Security & IT Operations

Pine Gate Renewables, Asheville, NC | January 2022 – February 2026

Served as the enterprise CISO for a utility-scale renewable energy developer, reporting to the SVP of Technology. Transformed a reactive IT support desk into a proactive Security & Resiliency Group, establishing cybersecurity as a strategic business enabler and revenue-protection function.

- Achieved near perfect system uptime across all enterprise and OT environments; secured sensitive operational and corporate data with zero cyber-liability claims
- Drove year over year improvement in Cybersecurity Capability Maturity Model (C2M2) index through structured program maturation against DOE framework
- Established enterprise-wide incident response, vulnerability management, and patch management programs for both IT and OT environments
- Led responsible integration of AI into security operations, threat detection, automation, and predictive analytics — while establishing governance frameworks for ethical AI deployment
- Presented cyber risk posture and strategic investment recommendations to Board of Directors quarterly

Virtual CISO, Digital Grid Solutions

TRC Companies, Inc., Greater Boston (Remote) | August 2020 – December 2021

Led cybersecurity program development for a distributed-energy client portfolio during the industry's grid-modernization period.

- Developed clean-energy cybersecurity programs integrating threat detection, monitoring, and incident response
- Implemented SIEM and intrusion-detection capabilities that reduced mean-time-to-detect and response times
- Explored feasibility of vCISO-as-a-service offerings for the company's existing distributed energy client base

Senior Project Manager & Director, Nuclear Compliance

Leidos, Greater Chicago Area | April 2013 – March 2014

Delivered specialized technical leadership for nuclear cybersecurity assessments and federal compliance.

- Managed agency-level critical cyber-asset security programs under NEI 08-09, protecting nuclear generation facilities
- Developed threat-assessment methodologies tailored to critical-infrastructure environments
- Provided program management, technical expertise, and analysis in support of cybersecurity initiatives

Program Manager, Critical Cyber Asset & Infrastructure Security

Tennessee Valley Authority, Chattanooga, TN | July 2008 – February 2013

Designed and implemented the enterprise-wide critical cyber asset security program for the nation's largest public power provider, supporting multi-billion-dollar operations across generation, transmission, and control center environments.

- Served as agency subject matter expert for federal and industry NERC CIP regulations and standards
- Planned, designed, and managed the agency-level critical cyber asset security program safeguarding TVA
- Led principal cost justification, budgeting, and scheduling for O&M, capital, and regulatory technology initiatives
- Deployed trading systems with integrated security controls; developed incident response procedures
- Coordinated with federal agencies on threat-intelligence sharing and critical infrastructure protection

Senior Manager, Regulatory & Capital Markets Consulting

Deloitte & Touche LLP, Greater Seattle Area | July 2003 – July 2008

Built and led the Northern-Pacific energy cybersecurity portfolio within Deloitte's Risk & Financial Advisory practice, establishing sustainable cybersecurity programs for Fortune 500 clients.

- Established energy-sector cybersecurity consulting practice generating millions in annual revenue
- Served electric utilities, generation cooperatives, and transmission operators
- Conducted compliance reviews, gap analyses, and remediation planning for critical-infrastructure clients
- Developed incident-response frameworks addressing regulatory reporting, crisis management, and continuity
- Led formal migration and change-control processes for critical applications, data, network devices, and servers

BOARD & ADVISORY LEADERSHIP

- Erlanger Health System — Board of Directors; Chair, IT & Cybersecurity Special Committee (2021 – Present)
- Chattanooga Technology Council — Board of Directors (2022 – Present)
- NERC CIP Standards Drafting Team —Cybersecurity for Cyber Systems with Routable Connectivity
- Aphinia — Member (2024 – Present). CISO peer community for cybersecurity executive collaboration

EDUCATION & CERTIFICATIONS

University of Tennessee, Knoxville — Bachelor of Science, Logistics, Materials & Supply Chain Management
Certified Information Systems Security Professional (CISSP), ISC²
Project Management Professional (PMP), PMI