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Justin Grana is an associate economist at the RAND Corporation. He uses rigorous and quantitative economic reasoning to address complex policy problems. Some of his recent work includes investigating the value of signaling for cyber deterrence, the roles of fractionation and heterogeneity in competitive resource allocation and protecting machine learning models from theft. Justin's recent empirical work is centered around analyzing contracting data for the US Army and determining how the distribution of contractors impacts Army costs and efficiency.

Karen Schwindt is a policy analyst at the RAND corporation specializing in cyber policy, regional security issues, and strategic planning. Her research interests broadly include U.S. Military Interventions; Afghanistan, Pakistan and U.S. policy toward Southwest Asia; Russian and Iranian foreign and security policies; Chinese political economy; hybrid or asymmetric warfare; and counterterrorism/counterinsurgency. She is also interested in mental health issues, including military and veteran mental health; violence/trauma and traumatic brain injury, such as posttraumatic stress disorder (PTSD); violence against women; and the use of technology to deliver evidence-based psychotherapy and cognitive behavioral therapy.