

UNCLASSIFIED//~~CIA INTERNAL USE ONLY~~

**Office of Inspector General
Office of Investigations**

Case Closing Memorandum

I. (U) Administrative Data

Case No.: 21-00007-R Case Title: Other Administrative Matters - Alleged Grievance Issues

Initial Allegation Date: 18 August 2021 Full Investigation Date: N/A (b)(3) CIAAct

Investigator: Supervisor: (b)(6)
(b)(7)(c)

II. (U) Original Allegations & Investigative Scope

1. (U//~~FOUO~~) On 18 August 2021, Central Intelligence Agency (CIA), Office of Inspector General (OIG) received a claim of an *urgent concern* to be reported to Congress from (b)(3), (b)(6)

(b)(3), (b)(6) "Complainant" hereafter], a GS-14 Agency staff officer

(b)(3) CIAAct

Complainant's report of an *urgent concern* stemmed from his initial complaint reported to OIG on 6 July 2021.¹ Complainant explained he was the subject of an Anti-Harassment Program (AHP) inquiry.² Furthermore, AHP substantiated the complaint allegations, which related to two separate occasions, 22 December 2020 and 3 March 2021, wherein Complainant intentionally sent articles³ via a group email address that constituted to be violations of the Agency's Zero Tolerance Policy.

(b)(3) CIAAct

2. (U//~~FOUO~~) Complainant contended that the articles which were in found to be in violation of the Agency's Zero Tolerance Policy, were merely "statistics" and therefore not "discrimination." Moreover, Complainant contended that a "reasonable person" would not think his emails were "harassment," unless the recipients were influenced by "ideological" and "politicized beliefs." The Complainant claimed his *urgent concern* that needed to be reported to Congress was the initiation of an AHP inquiry and the subsequent substantiation of said inquiry was evidence of ideological bias and persistent "woke" culture in CIA.

(U//~~FOUO~~) This matter was reviewed under the standards and criteria of:

(b)(3) CIAAct

INV-201
Page 1 of 3

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- (U) 50 U.S.C. § 3517(5)(B)(i), *Prohibited personnel practices in the intelligence community*; and
- (~~U//CIA-FOUO~~) Agency Regulation (AR) 13-6, *Employees and Contractor Communications with Congress*.

III. (U) Standard of Review

3. (~~U//CIA-FOUO~~) This matter was reviewed consistent with the standards contained within the above noted statutes, directives, and regulations. The Inspector General (IG) must review any claim of an urgent concern with 14 days of receipt to determine whether the complaint appears credible. Upon making such determination, the Inspector General must transmit the determination to the Director of the CIA (DCIA), together with a copy of the complaint. OIG used the above cited authorities as the basis of analysis for determining whether a claim of an urgent concern is credible or non-credible. The term "urgent concern" is defined as: (a) a serious or flagrant problem, abuse, violation of law or Executive Order, or deficiency relating to the funding, administration, or operation of an intelligence activity involving classified information; (b) any false statement made to Congress, or willful withholding from Congress, on an issue of material fact relating to the funding, administration, or operation of an intelligence activity; or (c) an action constituting reprisal or threat of reprisal in response to an employee reporting an urgent concern pursuant to this regulation. If OIG's analysis deems the claim as credible, the OIG may further investigate the matter and/or transmit the information to the appropriate committees of Congress. If OIG's analysis deems the claim as non-credible, the OIG may or may not investigate the underlying allegations, but will provide the Complainant with instructions on how to appropriately transmit the information to the relevant committees of Congress, if the Complainant chooses to do so.

IV. (U) Findings

4. (~~U//CIA-FOUO~~) The OIG reviewed the information Complainant provided to determine whether the claim of an urgent concern was credible or non-credible as defined under the above referenced statutes and regulations. The OIG review determined Complainant's claim of an urgent concern was non-credible as the information did not meet the criteria of the defining authorities. OIG found Complainant was disciplined after a formal inquiry by AHP for violating the Agency's Zero Tolerance Policy,

[redacted] OIG determined the alleged urgent concern, characterized as an AHP inquiry as evidence of "woke" culture in CIA, did not involve a serious or flagrant problem, abuse, violation of law or Executive order; a deficiency relating to the funding, administration, or operations of an intelligence activity involving classified information; or was retaliation for reporting an urgent concern. The OIG notified the DCIA of this determination and provided the Complainant's claim and accompanying information as an attachment.

V. (U) Notifications

5. (~~U//FOUO~~) On 25 August 2021, in accordance with Agency regulation, OIG provided notice to the DCIA via a memorandum for the record. On 27 August 2021, Complainant was provided written notification, via email, that his concern did not meet the definition of an urgent concern via a memo titled *OIG's Review of Urgent Concern Memo*. In addition, Complainant was provided guidance on reporting information to Congress, in coordination with the Office of Congressional Affairs.

(b)(3)
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Case Closing Memorandum

VI. (U) Referral

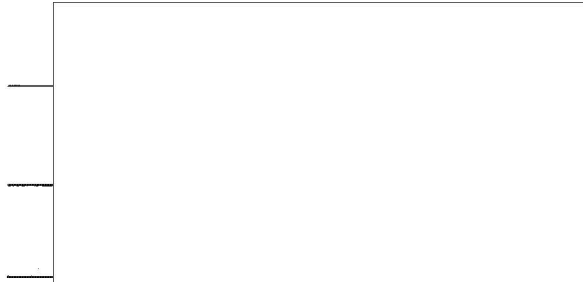
6. (U//~~FOUO~~) OIG did not refer this information to any committee of Congress.

VII. Review and Approval

Investigator (Author). Indexing Complete:

Reviewing Supervisor's Name (*Printed*):

Special Agent in Charge Review / Approval:



(b)(3) CIAAct
(b)(6)
(b)(7)(c)

(Signature / Date)

~~UNCLASSIFIED//CIA INTERNAL USE ONLY~~

official memo

U-21-0341 (S)

DATE: APR 21 2021

TO: Office of the Inspector General

FROM: Office of Corporate Communications, Strategic Communications and Outreach

SUBJECT: Office of the Inspector General 2020-5038, MasterMinds Program
Speakers/Process Review

REF: Office of Corporate Communications, Strategic Communications and Outreach,
“Standard Operating Procedures for Vetting External Speakers,” undated

1. Given the Office of the Inspector General’s management referral regarding how the Office of Corporate Communications (OCC) identifies MasterMinds program speakers, OCC closely reviewed its related standard operating procedures (SOP) to ensure appropriate controls existed to avoid the appearance of Agency bias.

2. The Chief of Staff requests closure of this matter because of the following actions:

(S) a. After its review, OCC added more detail to its SOP, making clear the step-by-step process, rationale, variables considered, and input sought from other non-OCC teammates.

b. Also, OCC division chief had extensive conversations with Outreach Branch officers who execute MasterMinds, reminding them of best communications practices in the Intelligence Community and U.S Defense Department. The revised SOP has now been in place for several months, and it fully informs how program speakers are sought.

3. The point of contact for this matter is

(S)

Enclosure:

Office of Corporate Communications, Strategic Communications and Outreach, “Standard Operating Procedures for Vetting External Speakers,” undated, 1 cy

OCC []

Strategic Communications and Outreach

Standard Operating Procedures for Vetting External Speakers

PURPOSE

OCC [] regularly seeks external speakers from various backgrounds to give presentations to DIA's workforce or discuss specific issues centered on the Agency's priorities. This document describes the vetting process used to ensure that standards are consistently applied. Ultimately, the goal is to provide professional-growth opportunities that encourage agile thinking in support of DIA's missions. We also seek a broad range of nonpartisan speakers with diverse views and outlooks.

INTRODUCTION

This effort focuses on topical experts, thought-leaders, and recognized innovators from both the public and private sectors. As public affairs professionals, we take into account both the internal and external climates, and comply with best practices for Intelligence Community and U.S. Defense Department communicators.

SCOPE

This process is centered on high-profile speakers who are invited to DIA primarily through the MasterMinds program or the Distinguished Speaker Series. When asked, OCC [] also helps offices across the enterprise with their plans to invite other, niche speakers. In those cases, the process outlined below also applies.

RESPONSIBILITIES

- a) OCC [] identifies a project lead to review public information about a proposed speaker and assess how that *individual's expertise relates to DIA's workforce needs and Agency priorities.*
- b) Material reviewed by the project lead includes news clips and other widely disseminated, public information about a speaker's expertise, such as public interviews, blogs, books, essays, and opinion pieces. The lead must review material published over the past year, at the very least, aiming to determine a proposed speaker's relevant and extensive expertise in a specific area of interest to DIA and its workforce. We also want to determine whether a proposed speaker has unmanageable (real or perceived) conflicts of interest or ethical issues that may reflect poorly on DIA.

[REDACTED] c) Next, the lead shares his or her assessment with OCC [REDACTED] front office leaders (Division Chief, Deputy, and Outreach Branch Senior Advisor), who will decide whether the team should pursue the proposed speaker.

d) If OCC [REDACTED] decides to move forward, the project lead gives situational awareness to relevant offices across the enterprise, based on a speaker's expertise (for example: OCC [REDACTED] would alert EO about a diversity-focused speaker, OSG about a public health-related speaker, or OGC about a speaker who has a contractual relationship with DIA).

e) If the relevant offices raise concerns, OCC [REDACTED] leadership considers them and determines whether to extend an invitation to the proposed speaker. At this point, the project lead should also pulse other USG elements that may have recently engaged with the speaker.

f) If OCC [REDACTED] decides to invite an individual, the project lead, working with his/her branch leadership, develops a guest-speaker script.

g) The project lead alerts OCC [REDACTED] front office leadership prior to actual engagement with the proposed speaker.

h) An OCC [REDACTED] division leader updates OCC [REDACTED] the Congressional team, and OCC's Chief. OCC [REDACTED] then updates the Command Element (through the OCC Weekly Update email and/or meetings with the DR or Chief of Staff) and offers situational awareness to [REDACTED] and [REDACTED].

i) The project lead ensures that all invited speakers understand the Agency's missions (by sharing content from our public website, for example) and agree to focus on their expertise/experience – not on any particular partisan views.

j) The project lead must repeat Step B prior to the scheduled engagement date (four weeks and two weeks out) to determine whether any new issues should be factored into the previous assessment of relevance to DIA or expertise.

k) Per DoD policy, we may offer external speakers up to \$2,000 (from OCC's annual budget) for their engagements. Many speakers prefer to share their time free of charge. We encourage all to do so, given our mission to help defend the nation.



OFFICE OF THE
INSPECTOR GENERAL
DEFENSE INTELLIGENCE AGENCY

Case 2020-5038-OI

(U) Referral of Complaint

**Defense Intelligence Agency
Office of the Inspector General
Investigation Report: 2020-5038-OI
(U) Referral of Complaint
September 17, 2020**

Additional Information and Copies

To request additional copies of this report, contact the DIA Office of the Inspector General,

(b)(3);10 USC 424

Send us your audit and evaluation
suggestions.

**Defense Intelligence Agency
ATTN: Office of the Inspector General
7400 Pentagon
Washington, DC 20301-7400**

**Are you aware of fraud, waste or abuse in
a DIA program? If so, report it!**

**DIA Inspector General Hotline
(202) 231-1000**

(b)(3);10 USC 424

More information at

<http://www.dia.mil/About/OfficeoftheInspectorGeneral.aspx>

DEFENSE INTELLIGENCE AGENCY

official memo

U-20-0161/OIG

DATE: September 17, 2020

TO: Office of the Chief of Staff 91311500 121 1008

FROM: Office of the Inspector General

SUBJECT: (U) Referral of Complaint, Case 2020-5038-OI

1. (U//~~FOUO~~) We received two separate complaints regarding DIA hosting a MasterMinds series event with Mr. Christopher Miller, the head of Global Activism Strategy at Ben & Jerry's Homemade Inc. (hereafter referred to as Ben & Jerry's), 30 Community Drive, South Burlington, Vermont 05403. The first Complainant stated that by hosting the event, DIA could be seen as endorsing and taking a partisan stance with Ben & Jerry's, and that Ben & Jerry's has made arguments via open source that the Complainant believes reflects Ben & Jerry's does not support law enforcement and supports a notion of rampant white supremacy in the U.S. The second Complainant stated that Mr. Miller is a political activist; as a DoD organization and part of the U.S. Government, DIA should not have him as a speaker or pay him with tax payer money. We received the complaints in response to the DIA Office of Corporate Communications (OCC) email sent to the DIA workforce on September 3, 2020, announcing that DIA was hosting Mr. Miller on September 9, 2020. According to OCC, the special session was a continuation of Mr. Miller's pre-recorded MasterMinds video wherein he would discuss the history and foundation of Ben & Jerry's roles in social justice issues and address the company's current involvement and initiative in combating inequality and pressing social issues. All DIA employees were encouraged to watch the recording prior to attending the live MicroSoft Teams event. Both Complainants believed that this event violated the Hatch Act.

2. (U//~~FOUO~~) We coordinated with OCC regarding the event and learned that it was postponed because they had not properly vetted Ben & Jerry's and Mr. Miller, and they were not aware of Ben & Jerry's potentially partisan stance. OCC advised that they have a vetting process in place for such events; however, Ben & Jerry's and Mr. Miller's alleged partisan stance was not identified during the vetting process.

3. (U//~~FOUO~~) Although there is no evidence to support that DIA is in violation of the Hatch Act, there were concerns that DIA was supporting partisan stance or political activism. Therefore, we request the Office of the Chief of Staff, DIA, review OCC's standard operating procedures for vetting organizations and guest speakers for hosted events with DIA, and ensure appropriate controls are in place to avoid the appearance of a bias by the Agency. Please provide us with the results of your review and procedures put in place by November 17, 2020.

~~INVESTIGATIVE DATA
TO BE TREATED IN A CONFIDENTIAL MANNER
FOUO//NOFORN//SI~~

4. (U) Our point of contact for this matter is

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]



REPORT FRAUD, WASTE, and ABUSE

Contact

The Office of the Inspector General

HOTLINE

202-231-1000



***Defense Intelligence Agency
ATTN: OIG
7400 Pentagon
Washington, DC 20301-7400***



Committed to Excellence in Defense of the Nation

From: [Redacted]
To: [Redacted]
Subject: FW: Office of Inspector General 2020-5038, MasterMinds Program Speaker/Process Review -- U-21-0341/CE
Date: Tuesday, May 25, 2021 3:47:23 PM
Attachments: [OIG 2020 5038 MasterMinds Program Speaker Process Review.pdf](#)
[image003.png](#)
[image002.wmz](#)
[image008.wmz](#)
[image011.wmz](#)
[image012.wmz](#)
[image014.wmz](#)
[image015.png](#)
[image016.png](#)

Classification: UNCLASSIFIED//~~FOUO~~

From: [Redacted]
Sent: Tuesday, May 25, 2021 3:37 PM

[Redacted]
Subject: FW: Office of Inspector General 2020-5038, MasterMinds Program Speaker/Process Review -- U-21-0341/CE

Classification: UNCLASSIFIED//~~FOUO~~

[Redacted]

Please post to the case file and close. Thanks!

[Redacted]

"Real integrity is doing the right thing, knowing that nobody's going to know whether you did it or not." - Oprah Winfrey



(U) INSPECTOR GENERAL SENSITIVE INFORMATION - FOR OFFICIAL USE ONLY. This information is intended for official use only and is not to be disseminated outside the Department of Justice. It is the property of the Department of Justice and is not to be distributed, copied, or used for any purpose other than that for which it was provided. If you have received this information in error, please notify the sender immediately. (b)(3):10 USC 424

From: [Redacted]
Sent: Thursday, April 22, 2021 7:55 AM

[Redacted]

official memo

U-21-0341/CE

DATE: APR 21 2021

TO: Office of the Inspector General

FROM: Office of Corporate Communications, Strategic Communications and Outreach

SUBJECT: Office of the Inspector General 2020-5038, MasterMinds Program
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(b) (3) USC
424

OCC [redacted]

Strategic Communications and Outreach

Standard Operating Procedures for Vetting External Speakers

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(b) (5) - DPP

c) Next, the lead shares his or her assessment with OCC [redacted] front office leaders (Division Chief, Deputy, and Outreach Branch Senior Advisor), who will decide whether the team should pursue the proposed speaker.

d) If OCC [redacted] decides to move forward, the project lead gives situational awareness to relevant offices across the enterprise, based on a speaker's expertise (for example: OCC [redacted] would alert EO about a diversity-focused speaker, OSG about a public health-related speaker, or OGC about a speaker who has a contractual relationship with DIA).

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(b) (5) - DPP

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(b) (5) - DPP

(b) (5) - DPP

(b) (5) - DPP



DIA Executive Secretariat appreciates your feedback.

Please rate the customer service you received with this request:

Excellent

Good

Fair

DIA Executive Secretariat appreciates your feedback.

Please rate the customer service you received with this request:

Excellent

Good

Fair

[REDACTED]

Subject: RE: Office of Inspector General 2020-5038, MasterMinds Program Speaker/Process Review -- U-21-0341/CE

Classification: UNCLASSIFIED//~~FOUO~~
=====

[REDACTED]

Thanks for the phone call. Document is attached.

Regards

[REDACTED]

[REDACTED]

From: [REDACTED]

Sent: Thursday, April 22, 2021 5:49 AM

[REDACTED]

[REDACTED]

Subject: Office of Inspector General 2020-5038, MasterMinds Program Speaker/Process Review -- U-21-0341/CE

Classification: UNCLASSIFIED//~~FOUO~~
=====

OIG, good morning.

Attached is a Chief of Staff signed memo, subject above.

The POC for this matter is [REDACTED]

Regards

[REDACTED]

From: [REDACTED]

Sent: Friday, April 16, 2021 12:29 PM

[REDACTED]

Subject: RE: draft memo RE: Closing OIG Recommendations

Classification: UNCLASSIFIED//~~FOUO~~

Attached.

THANK YOU!

v

From: [REDACTED]

Sent: Friday, April 16, 2021 11:54 AM

[REDACTED]

Subject: FW: draft memo RE: Closing OIG Recommendations

Classification: UNCLASSIFIED//~~FOUO~~

HS: Please package this for [REDACTED] signature. [REDACTED]

[REDACTED] can you send us a soft copy of the SOP, we'll need to include it in the product we send them.

Thanks,
//me

From: [REDACTED]

Sent: Friday, April 16, 2021 11:44 AM

[REDACTED]

[REDACTED]

Subject: draft memo RE: Closing OIG Recommendations

Classification: UNCLASSIFIED//~~FOUO~~

H.

It's attached.

Reasonable?

v

From: [REDACTED]

Sent: Friday, April 16, 2021 10:51 AM

[REDACTED]

Subject: RE: OIG? RE: Closing OIG Recommendations

Classification: UNCLASSIFIED//~~FOUO~~

[REDACTED]

'I go talk to her.

//me

From: [REDACTED]

Sent: Friday, April 16, 2021 10:21 AM

[REDACTED]

Subject: RE: OIG? RE: Closing OIG Recommendations

Classification: UNCLASSIFIED//~~FOUO~~

[REDACTED]

(U) There are no further "findings" as this was a Management Referral of a concern/issue, not the results of an investigation.

(U) As stated in the memo, the purpose of this Management Referral was to bring a concern to the attention of DA leadership and request a response regarding:

- a) (~~J//FOUO~~) the results of a (CS-sponsored) review of OCC procedures/processes in order to ensure that appropriate controls were in place to avoid the appearance of bias by the Agency (in such instances); and
- b) (~~J//FOUO~~) if there were any weaknesses, requiring new or supplementary controls, discovered during that review, that such were successfully addressed and implemented.

(U) I understand that you are presently drafting a response to our Management Referral. As such I would suggest

that you further discuss this matter as to how best to respond regarding addressing the above two actions.
(U) Should you have any other questions, please let me know.

V/r,

[Redacted]

From: [Redacted]

Sent: Friday, April 16, 2021 9:54 AM

[Redacted]

Subject: OIG? RE: Closing OIG Recommendations

Classification: UNCLASSIFIED

H, O G.

Can you please share the findings should reference? What OIG material should cite? What did you find/conclude?

I don't have any OIG ***content*** to work with.

From: [Redacted]

Sent: Friday, April 16, 2021 9:16 AM

[Redacted]

Subject: RE: [Redacted] RE: Closing OIG Recommendations

Classification: UNCLASSIFIED

2020-5038

From: [Redacted]

Sent: Friday, April 16, 2021 8:33 AM

[Redacted]

Subject: [Redacted] RE: Closing OIG Recommendations

Classification: UNCLASSIFIED
=====

Thanks,

[Redacted]

[Redacted] can you please provide the OIG case number and the actual findings, etc., that I must reference in the request letter?

Thanks!

[Redacted]

From:

[Redacted]

Sent: Thursday, April 15, 2021 2:48 PM

[Redacted]

Subject: Closing OIG Recommendations

Classification: UNCLASSIFIED
=====

There's an official process for closing OIG stuff.

You need to draft a letter for CS signature. Letter needs to tell OIG what you have done to resolve the concern they identified in their finding. You need to attach any artifacts that give evidence to your having done what you said you've done, and request closure.

Once OIG receives your request for closure, they'll review what you sent them, and respond back with a yes they'll close it, or let you know what they still need to close it.

The example I've provided is for an evaluation, but the construct is still basically the same. Let me know if you've still got questions about this process.

Thanks

[Redacted]

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SUBJECT: (U) DIA Taking Partisan Stance, OCC (Employee Assistance)
CASE NUMBER: 2020-5038-OI
SPECIAL AGENT: [REDACTED]

PROJECT DESCRIPTION: (U//~~FOUO~~) The DIA IG received a complaint via NIPRnet IG hotline in which a DIA employee reported a complaint regarding DIA allegedly taking a partisan stance and supporting a notion of rampant white supremacy.

DAILY ACTIVITIES

Time/Date Agent **Activities**

1317 and
1347, 14 Sep

[REDACTED]

(U) This file was created so a management referral can be completed. The referral will be sent to Chief of Staff wherein, this office is tasking OCC to provide their vetting process.

(U//~~FOUO~~) On September 3, 2020, OIG received a complaint via email [REDACTED] IG hotline in which a DIA employee expressed concerns that DIA is taking a partisan stance and supporting a notion of rampant white supremacy. The complainant related that as a federal employee who abides by the Hatch act and the notion that we all should avoid partisan politics especially those that potentially seek to overthrow the government, the Complainant was highly alarmed by this endorsement. The endorsement is essentially DIA OCC's email to the DIA workforce on September 3, 2020 in which OCC reported that as part of the MasterMinds series, DIA will host Christopher Miller, the head of Global Activism Strategy at Ben & Jerry's, Sept. 9 from 1100-1200 EDT. This special session will be a continuation of Mr. Miller's pre-recorded MasterMinds video where he discusses the history and foundation of Ben & Jerry's role in social justice issues. He also discusses the company's most viewed statement "Silence is Not an Option," which he authored. Employees are encouraged to watch the recording prior attending the live, MS Teams event, during which he will address Ben & Jerry's current involvement and initiatives in combating inequality and pressing social issues.

(U) On September 9, 2020, briefed this complaint to [REDACTED] who advised to brief [REDACTED] briefed [REDACTED] and provided a copy of the Complainant's email complaint. [REDACTED] related that there was nothing wrong with DIA hosting the event. It was not partisan, no endorsement for a political party, no violation of Hatch Act. [REDACTED] related that the Complainant can voice their concerns with [REDACTED] regarding the vent. [REDACTED] noted that he received a DoD OPM policy that the event DIA was hosting may be in violation of. [REDACTED] attempted to print it out but no luck. [REDACTED] reviewed the DoD OPM policy and did not change initial his legal

opine.

(U//~~FOUO~~) On September 11, 2020: [redacted] informed [redacted] that [redacted] spoke with OCC and learned that the event was postponed/cancelled due to OCC not vetting it properly [redacted] informed [redacted] that a 5000 file needs to be initiated so a management referral can be drafted/completed (signed by IG) so we can task CoS to have OCC provide their vetting process.

1517, 14 Sep

[redacted]

(U//~~FOUO~~) Submitted referral memo to [redacted] for review/corrections/approval.

(U) Once the referral memo goes through review process and subsequently signed by the IG, this will be added to the case tracker as an etask will have to be generated. Note: Notify [redacted]

18 Sep 20

[redacted]

(U) [redacted] sent the referral memo to the CoS and OCC for action: See email below. (NOTE E-tasker will be assigned for action)

From: [redacted]

Sent: Friday, September 18, 2020 12:09 PM

[redacted]

Subject: Referral of Complaint, Case 2020-5038-OI

Classification: UNCLASSIFIED//~~FOUO~~

[redacted]

(U//~~FOUO~~) The attached Referral of Complaint pertains to allegations that DIA was hosting a MasterMinds series event with a representative from Ben & Jerry's Homemade Inc. that violated the Hatch Act and could be seen as DIA supporting a partisan stance or political activism. We reviewed the complaint and determined although there was no evidence to support that DIA is in violation of the Hatch Act, there were concerns expressed that DIA was supporting partisan stance or political activism.

(U//~~FOUO~~) We request your office review the Office of Corporate Communication's standard operating procedures for vetting organizations and guest speakers for hosted events with DIA and ensure appropriate controls are in place to avoid the appearance of a bias by the Agency. Please provide us with the results of your review and procedures put in place by November 17, 2020.

(U) Our point of contact for this matter is [redacted] available at [redacted]

V/R,

[redacted]

NOTE: An etask is generated as this referral is pending/awaiting action.

1604, 25 May

[redacted]

(U) Received confirmation and process review memorandum from the CS with approval for closure email thread from DAIGI to close out tasker.

8 Nov 21

[redacted]

(U) [redacted] reviewed this file and approves closure.

SUBJECT: (U) DIA Taking Partisan Stance, OCC (Employee Assistance)
CASE NUMBER: 2020-5038-OI
SPECIAL AGENT: [REDACTED]

PROJECT DESCRIPTION: (U//~~FOUO~~) (U//~~FOUO~~) The DIA IG received a complaint via NIPRnet IG hotline in which a DIA employee reported a complaint regarding DIA allegedly taking a partisan stance and supporting a notion of rampant white supremacy.

INVESTIGATIVE PLAN ACTIVITIES

Date Planned	Milestone	Date Completed
11 Sep 20	Initiate 5000 case file	14 Sep 20
15 Sep 20	Draft referral memo and submit to [REDACTED]	14 Sep 20
18 Sep 20	Referral memo signed by IG and distro'd	18 Sep 20
18 Sep 20	Notify OIG [REDACTED] on new -etasker for memo	18 Sep 20
TBD	Completion of etasks (pending CoS and OCC actions)	25 May 21
TBD	Upload OCC's response to referral memo and close case files	25 May 21
8 Nov 21	Close file	8 Nov 21

[Redacted]

From: [Redacted]
Sent: Friday, July 10, 2020 10:00 AM
To: [Redacted]
Subject: [From NIPRNet] FW: EXSUM: CDASA OIG Mission Briefing

From: [Redacted]
Sent: Friday, July 10, 2020 9:59:49 AM (UTC-05:00) Eastern Time (US & Canada)
To: [Redacted]
Subject: Re: EXSUM: (b)(3):10 USC 424 OIG Mission Briefing

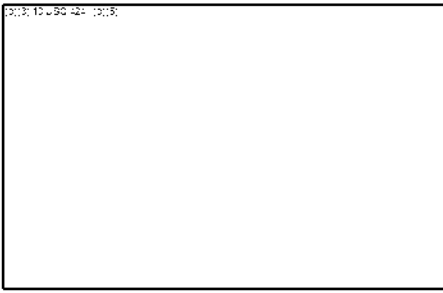
Copy and thanks [Redacted]

[Redacted]

From: [Redacted]
Sent: Friday, July 10, 2020 9:48 AM
To: [Redacted]
Subject: RE: EXSUM: CDASA OIG Mission Briefing

Those are all good... and in your lane so go ahead and take the lead. The first two are probably the focus; you can make a passing mention of the third one. On the Telework Guide, I'd frame it as "I don't think you necessarily need to push it; we can work with DI COS to broadly disseminate on [Redacted] and see if he bites—if we staff it through him, it could take a while.

[Redacted]



From: [REDACTED]
Sent: Friday, July 10, 2020 9:44 AM
To: [REDACTED]
Subject: Re: EXSUM: [REDACTED] (b)(3);10 USC 424) OIG Mission Briefing

Thanks [REDACTED] good suggestion on synching up on items for the 1300. Thoughts on whether and who should cover the following items?

- We received sufficient updates to refresh the ACF Telework Guide and will post a revised version on our sharepoint site and flag the changes via multiple Teams channels and via CDOs. We may wish to ask if [REDACTED] would like DI CoS to send an email update out with the link to the site to ensure broad dissemination.
- Quick recap of the [REDACTED] (b)(3);10 USC 424) overview brief with OIG.
- Reference to the USDI questions on [REDACTED] (b)(3);10 USC 424) (the USDI POC reiterated to [REDACTED] (b)(3);10 USC 424) that he thinks the program is in a good place and really sees these questions as a way to baseline where we are given the pandemic).

Am I missing anything?

Thanks



From: [REDACTED]

Sent: Friday, July 10, 2020 9:31 AM

[REDACTED]

Subject: RE: EXSUM; [REDACTED] 10 USC 424; [REDACTED] OIG Mission Briefing

Well done to the team. No questions—please continue to keep me posted.

[REDACTED] we can strategize offline (well, online, but not in this email...) about whether and how we flag OIG developments at the 1300 synchs.

[REDACTED]

From: [REDACTED]

[REDACTED]

>

Sent: Thursday, July 9, 2020 6:19 PM

[REDACTED]

(b)(3); 15 USC 424 (b)(3)

Subject: Fw: EXSUM (b)(3); 10 USC 424 OIG Mission Briefing

(b)(3); 15 USC 424 (b)(3)

Please see attached and below a formal summary of this morning's engagement with the OIG team on the (b)(3); 10 USC 424 evaluation. Kudos to (b)(3); 15 USC 424 (b)(3) for capably addressing the questions, some of which took an interesting angle. There are a couple minor due-outs that should be easy to provide in a timely fashion.

We are standing by for any follow-up questions.

Thanks,

(b)(3); 15 USC 424 (b)(3)

From: (b)(3); 15 USC 424 (b)(3)

Sent: Thursday, July 9, 2020 5:17 PM

(b)(3); 15 USC 424 (b)(3)

Subject: EXSUM (b)(3); 10 USC 424 OIG Mission Briefing

Leaders,

Attached is the summary of the mission briefing we held earlier today with OIG. Thanks to (b)(3); 15 USC 424 (b)(3) for being a great partner one last time (queue (b)(3); 15 USC 424 (b)(3) bundtrack)! :(

(b)(3); 15 USC 424 (b)(3) indly created a folder in Inteldocs of all the documents being submitted to the OIG for reference, including the documents submitted by (b)(3); 15 USC 424 (b)(3). Those can be found here:

(b)(3); 15 USC 424

In addition, (b)(3); 15 USC 424; (b)(3); reached out this morning to let me know he had his OIG mission briefing yesterday. OIG asked many of the same questions we received

(b)(3); 15 USC 424; (b)(2); (b)(3); (b)(3);

Please let (b)(3); 10 USC 424 for me know if you have any questions. Thanks.

VR,

(b)(3); 15 USC 424; (b)(3);

(b)(3); 15 USC 424;

(U) Abuse of Authority Investigation, Case 2020-5037-OI

(U) We did not substantiate an allegation of abuse of authority made by a (b)(3);10 USC
424 DIA civilian, who alleged that a DIA senior official abused their authority when they may have tried to control or influence the outcome of an evaluation of one of the programs they oversee. Specifically, the complainant identified that the senior official had their personnel prepare a document containing questions compiled from the evaluator's previous interviews of their personnel to influence the evaluation of the program. Additionally, personnel interviewed during the evaluation said the senior official required briefs after personnel interviewed with the evaluation team, which could have could have influenced the facts provided for evaluation.

[Redacted]

From:

[Redacted]

Sent:

Tuesday, September 15, 2020 12:32 PM

To:

[Redacted]

Cc:

Subject:

RE: Forensic Request OIG Investigation 2020-5037-OI

Attachments:

(U-FOUO)16-2020-20806_20807-Summary-Report.pdf

Classification: UNCLASSIFIED//~~FOUO~~

=====

[Redacted]

Please find attached the summary report of our investigative efforts.. As outlined in the report and the email below, the [Redacted] PST files have been transferred to your [Redacted] Home Folders. If you have any problems accessing the .PST files, give me a call or send me an email.

Respectfully,

[Redacted]

[Redacted]

From:

[Redacted]

Sent: Tuesday, September 15, 2020 7:31 AM

[Redacted]

Subject: RE: Forensic Request OIG Investigation 2020-5037-OI

Classification: UNCLASSIFIED//~~FOUO~~

=====

[Redacted]

The [Redacted] PST email artifacts have been uploaded to your [Redacted] Network Home Folders for review. Once the [Redacted] PST email artifacts have been uploaded I will notify you via email...

Respectfully,

[Redacted]

From: [Redacted]
Sent: Tuesday, September 15, 2020 4:55 AM

[Redacted]

Subject: RE: Forensic Request OIG Investigation 2020-5037-OI

Classification: UNCLASSIFIED//~~FOUO~~

[Redacted]

This request has been received and has been assigned to me. I currently have some [Redacted] cases that are priority but will pull the PST accordingly... Please note that due to the O365 migration, we are unable to pull current PSTs for cases. We have notified [Redacted] mgmt. and are working to resolve the issue. But in the meantime I will pull what data is available and provide to you in pst Format by COB Friday...

Respectfully,

[Redacted]

From: [Redacted]

Sent: Monday, September 14, 2020 1:07 PM

[Redacted]

Subject: FW: Forensic Request OIG Investigation 2020-5037-OI

Classification: UNCLASSIFIED//~~FOUO~~

=====

[Redacted]

I never received an acknowledgement. Was it received?

[Redacted]

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From: [Redacted]

Sent: Monday, August 31, 2020 12:20 PM

[Redacted]

Subject: Forensic Request OIG Investigation 2020-5037-OI

Classification: UNCLASSIFIED//~~FOUO~~

=====

Please see attached request. Any questions please contact [Redacted]

Please acknowledge receipt.

[Redacted]



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Classification: UNCLASSIFIED//~~FOUO~~

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Classification: UNCLASSIFIED//~~FOUO~~

~~UNCLASSIFIED//FOUO~~

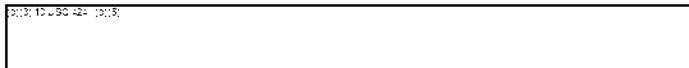
DEFENSE INTELLIGENCE AGENCY



CIO-3D4

OIG Case: 2020-5037-OI/IG-2020-20806_20807

Investigation



September 15, 2020

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• Pg # 1

~~UNCLASSIFIED//FOUO~~

(U//~~FOUO~~) Summary:

(U//~~FOUO~~) On 31 August 2020, the [redacted] Forensics team received forensic request 2020-5037-OI, from [redacted] DIA's Office of Inspector General (OIG) requesting copies of SUBJECT's emails sent, received, deleted or archived, or in vault as well as Jabber from 1 July 2020 to present. Please migrate .PST files to [redacted]

[redacted] home directories for review in MS Outlook. The following SUBJECTS have been identified:

- (U//~~FOUO~~) [redacted]
- (U//~~FOUO~~) [redacted]
- (U//~~FOUO~~) [redacted]
- (U//~~FOUO~~) [redacted]
- (U//~~FOUO~~) [redacted]

(U//~~FOUO~~) Artifact Report Summary:

(U//~~FOUO~~) The [redacted] Forensics team was to collect Current and Archived emails on the [redacted] network for the SUBJECT's listed above for the request date range. The [redacted] forensics team placed those artifacts into .PST format and uploaded the files to [redacted] Network folder.

(U//~~FOUO~~) The [redacted] Forensics team was unable to collect any Current and/or Archive emails on the [redacted] network for the SUBJECT's listed above. The [redacted] Forensics team queried the Archive email servers for artifacts and no artifacts matched the requested date range. The [redacted] Forensics team has notified both [redacted] current emails have been migrated to Office 365 (O365) and at this time the [redacted] Forensics team is unable to extract any O365 email artifacts from the Microsoft Cloud. The [redacted] Forensics team has requested [redacted] to followup with [redacted] regarding when a solution will be in place to obtain the [redacted] current emails from the O365 solution.

(U//~~FOUO~~) The Forensics team is providing the following folder(s) in support of the investigation:

- (U//~~FOUO~~) IG-2020-20806 [redacted] ARTIFACTS – 11 files, 1 folders totaling 4.15 Gigabytes (4,457,320,448 bytes of data)

(U//~~FOUO~~) This completes the report summary for request: IG-2020-20806_20807

If you have any questions, please contact [redacted] and reference the above case number.

[redacted]

Contact Information

[redacted]



[redacted]

Signature: _____

Date: 9-15-2020

Office: _____

[redacted]

Abuse of Authority – Not Substantiated

Here is the proposed text for Ms. Waschull **(with exhibits)**.

(b)(3);10 USC 424: (b)(6)

~~(U//FOUO)~~ The attached Report of Investigation pertains to an allegation of an attempt to impede and
OIG evaluation by personnel assigned to (b)(3);10 USC 424. We determined there was insufficient evidence to
conclude (b)(3);10 USC 424 leadership had an intent to obstruct or impede the evaluation.

(U) This report is for information purposes only—no response is required.

(U) For your awareness, I have sent a copy of the report without exhibits under separate cover to those
noted on the distribution list.

(U) Let us know if you have any questions. The point of contact for our report is

(b)(3);10 USC 424: (b)(6)

(b)(3);10 USC 424: (b)(6)

Here is the proposed text for (b)(3);10 USC 424: (b)(6) **(without exhibits)**.

(b)(3);10 USC 424: (b)(6)

~~(U//FOUO)~~ The attached Report of Investigation pertains to an allegation of an attempt to impede an
OIG evaluation by personnel assigned to (b)(3);10 USC 424. We determined there was insufficient evidence to
conclude (b)(3);10 USC 424 leadership had an intent to obstruct or impede the evaluation.

(U) I have sent the report with the exhibits directly to DI for information purposes only, as well as others
as noted on the distribution list.

(U) Let us know if you have any questions. The point of contact for our report is

(b)(6); (b)(3);10 USC 424

(b)(3);10 USC 424: (b)(6)

Abuse of Authority – Not Substantiated

Here is the proposed text for Ms. Waschull **(with exhibits)**.

(b)(3);10 USC 424; (b)(6)

(U) The attached Report of Investigation pertains to an allegation of abuse of authority by a senior official assigned to the (b)(3);10 USC 424 Directorate for Analysis. We determined the allegation was not substantiated.

(U) This report is for information purposes only-no response is required.

(U) For your awareness, I have sent a copy of the report without exhibits under separate cover to those noted on the distribution list.

(U) Let us know if you have any questions. The point of contact for our report is

(b)(3);10 USC 424; (b)(6)

(b)(3);10 USC 424; (b)(6)

Here is the proposed text for (b)(3);10 USC 424; (b)(6) **without exhibits**).

(U) The attached Report of Investigation pertains to an allegation of abuse of authority by a senior official assigned to the (b)(3);10 USC 424 Directorate for Analysis. We determined the allegation was not substantiated.

(U) I have sent the report with the exhibits directly to the Directorate for Analysis for information purposes only, as well as others the distribution list as noted.

(U) Let us know if you have any questions. The point of contact for our report is

(b)(3);10 USC 424; (b)(6)

(b)(3);10 USC 424; (b)(6)



**OFFICE OF THE
INSPECTOR GENERAL
DEFENSE INTELLIGENCE AGENCY**

Case 2020-5037-OI

**(U) Impeding An OIG Evaluation
Investigation**

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**Defense Intelligence Agency
Office of the Inspector General
Investigation Report: 2020-5037-OI
(U) Impeding An OIG Evaluation Investigation
December 23, 2020**

Additional Information and Copies

To request additional copies of this report, contact the DIA Office of the Inspector General,

(b)(3):10 USC 424

Send us your audit and evaluation
suggestions.

**Defense Intelligence Agency
ATTN: Office of the Inspector General
7400 Pentagon
Washington, DC 20301-7400**

**Are you aware of fraud, waste or abuse in
a DIA program? If so, report it!**

**DIA Inspector General Hotline
(202) 231-1000**

(b)(3):10 USC 424

More information at

<http://www.dia.mil/About/OfficeoftheInspectorGeneral.aspx>

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DEFENSE INTELLIGENCE AGENCY

official memo

U-20-0238/OIG

DATE: December 23, 2020

TO: Directorate for Analysis

(b)(3);10 USC 424; (b)(6)

FROM: Office of the Inspector General

SUBJECT: (U) Report of Investigation, Case 2020-5037-OI

1. (U//~~FOUO~~) The [redacted] Office of the Inspector General (OIG), DIA, notified us they suspected that [redacted] Defense Intelligence Senior Executive Service, chief, [redacted] Directorate for Analysis, DIA, tried to control or influence the [redacted] evaluation of the [redacted] program. Specifically, [redacted] identified that [redacted] leadership prepared a document named "OIG Evaluation Themes," which contained questions and answers that compiled information from previous [redacted] interviews conducted and distributed it to their personnel in an attempt to influence the outcome of the evaluation of the [redacted] program. Additionally, [redacted] personnel told [redacted] inspectors that [redacted] required briefs after they interviewed with the inspectors, which could have influenced the facts provided to the [redacted] evaluation team.

2. (U//~~FOUO~~) Our investigation confirmed that [redacted] personnel prepared and shared a document that contained the questions and answers to the [redacted] evaluation; however, we found that there was insufficient evidence to conclude that [redacted] leadership had an intent to obstruct or impede the evaluation. Further, our investigation found that [redacted] did not provide guidelines to [redacted] personnel that prohibited sharing the interview questions and answers. Our final Report of Investigation is enclosed.

3. (U) In accordance with DIA Directive 5100.200, "Inspector General of the Defense Intelligence Agency," January 7, 2014, Agency policy is to protect the identity of sources that bring complaints or information to our office. Individuals who provide us information regarding, fraud, waste, or mismanagement are protected under public law against any type of retaliatory action.

4. (U) This report is for information purposes only—no response is required. Our point of contact

is [redacted]

Enclosure: a/s

cc: See distribution

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ENCLOSURE

(U) Office of the Inspector General—Final Report of Investigation

Case 2020-5037-OI

December 23, 2020

1. (U//~~FOUO~~) **Background.** The [redacted] Office of the Inspector General (OIG), DIA, notified us they suspected that [redacted] Defense Intelligence Senior Executive Service [redacted] chief, [redacted] Directorate for Analysis (DI), DIA, tried to control or influence the [redacted] evaluation of the [redacted] program. Specifically, [redacted] identified that [redacted] leadership prepared a document named “OIG Evaluation Themes,” which contained questions and answers that compiled information from previous [redacted] interviews conducted and distributed it to their personnel in an attempt to influence the outcome of the evaluation of the [redacted] program (Exhibit 1). Additionally, [redacted] personnel told [redacted] inspectors that [redacted] required briefs after they interviewed with the inspectors, which could have influenced the facts provided to the [redacted] evaluation team.

2. (U//~~FOUO~~) **Conclusion.** There was insufficient evidence that [redacted] or any other [redacted] leadership had any intent to impede or control the outcome of the [redacted] Evaluation. Also, we determined that [redacted] personnel did not have the intent to impede or obstruct the [redacted] Evaluation when they created a document, titled “OIG Evaluation Themes” with answers to questions that [redacted] had asked, to prepare for the [redacted] Evaluation of the [redacted] program. This resulted in [redacted] inspectors receiving similar responses to certain evaluation questions from those being interviewed and may have hindered [redacted] ability to collect varied, independently objective evidence. In mitigation, [redacted] inspectors did not provide nor tell [redacted] personnel they could not share the questions or prepare a document to assist them in providing answers about the CDASA program.

3. (U) **Interviews of Complainant.** On August 19, 2020, [redacted] interviewed the Complainant, who agreed to a phone interview and provided substantially the following information:

a. (U//~~FOUO~~) The Complainant stated that upon conclusion of the [redacted] evaluation interviews with [redacted] personnel, they observed [redacted] personnel responses were very similar. The Complainant said the inspection and evaluation team interviewed eight or nine [redacted] personnel; within three of the interviews, they noticed a trend of similar answers to their questions. The Complainant said the [redacted] personnel had very similar answers to opinion-based questions.

(U//~~FOUO~~) *Agent’s note.* The Complainant provided the [redacted] Records of Discussions (RODs), which documented the interviews with [redacted] personnel. The Complainant stated that the RODs did not wholly capture the similarities in

~~PER SUIT TO TITLE 5, UNITED STATES CODE (5 U.S.C.) SECTION 552, “THE PRIVACY ACT” AND 5 U.S.C. APPENDIX
“THE INSPECTOR GENERAL ACT OF 1968” IS ADVISED, THIS IS A DEFENSE INTELLIGENCE AGENCY OFFICE OF THE
INSPECTOR GENERAL DOCUMENT. IT MAY CONTAIN INFORMATION THAT IS RESTRICTED FROM PUBLIC RELEASE
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EXPRESSED CONSENT OF THE DEFENSE INTELLIGENCE AGENCY INSPECTOR GENERAL.~~

the answers from [redacted] personnel, but were the main points of the discussion. The Complainant said [redacted] does not audio or video record their interviews.

b. (U//~~FOUO~~) The Complainant stated that when [redacted] interviewed Witness 1, Witness 1 was more open in the interview than other [redacted] personnel interviewed. The Complainant said one question concerning the [redacted] program return on investment was designed to elicit an opinion based answer; however, Witness 1's answer was similar to the other [redacted] personnel previously interviewed by [redacted] inspectors. The Complainant said after the interview concluded, Witness 1 was called back and asked why their answer was so similar to the other [redacted] personnel. Witness 1 responded that there was a document with answers to the [redacted] evaluation questions created and distributed within [redacted] Witness 1 provided the Complainant a copy of the document. Witness 1 said people within [redacted] had also discussed the [redacted] evaluation with personnel from the [redacted] Directorate for Mission Services, DIA, who were interviewed prior to [redacted] personnel.

c. (U//~~FOUO~~) The Complainant said Witness 1 told them that [redacted] requested the OIG evaluation questions and answers prior to his interview with [redacted] personnel. The Complainant said they believed Witness 4 and other [redacted] personnel compiled information as [redacted] personnel interviewed [redacted] personnel because some questions asked to only certain people were included on the document. The Complainant said they believed the first person interviewed, Witness 4, was the individual who created the document and as [redacted] interviewed additional [redacted] personnel, they added additional information. The Complainant believed a senior intelligence officer in [redacted] contributed to creating the document, because there was an interview question that was only asked to the [redacted] senior intelligence officer that appeared on the document. The Complainant stated that [redacted] requested briefings after each interview to discuss the questions and gauge how his personnel responded. The Complainant questioned if there was an expectation for [redacted] personnel to use the answers provided on the document and if [redacted] leadership attempted to control the evaluation's outcome and findings. The Complainant was concerned that [redacted] request for out-briefs could influence the facts that were provided to the [redacted] evaluation team.

(U//~~FOUO~~) [redacted] We determined that the [redacted] senior intelligence officer did contribute to the document through discussion with Witness 3 and Witness 4, as previously believed by the Complainant.

d. (U//~~FOUO~~) The Complainant stated that [redacted] inspectors did not inform [redacted] personnel that they could not discuss their interviews with each other or document the information during the in brief or during the interviews.

(U//~~FOUO~~) [redacted] does not typically advise interview subjects as to whether they can discuss their interviews with each other or document the information during the in brief or during the interviews. It is not a part of the [redacted] standard processes.

4. (U) Significant Interviews.

a. (U//~~FOUO~~) On August 24, 2020, [REDACTED] interviewed Witness 1 who agreed to a phone interview and provided substantially the following information.

(1) (U//~~FOUO~~) Witness 1 did not believe that [REDACTED] leadership was trying to steer or control the outcome of the evaluation. Witness 1 said there was no coaching on how to answer the questions and that it was more of sharing notes to be in-synch to give a good and factual interview. Witness 1 said that people within the [REDACTED] discussed the evaluation. Witness 1 said they assumed their position in March 2020, right before the COVID-19 pandemic happened, and had not returned to the building since and wanted to be well informed on [REDACTED] interview.

(2) (U//~~FOUO~~) Witness 1 said they did not know whose idea it was to create the “OIG Evaluation Themes” document. Witness 1 believed Witness 4 and Witness 3 created the document they provided to the Complainant after their interview. Witness 1 said the [REDACTED] senior intelligence officer interviewed prior to the document’s creation and went on annual leave after their [REDACTED] interview. Witness 1 said [REDACTED] requested a prep for his interview with [REDACTED] personnel. Witness 1 said they attended a pre-brief to prepare [REDACTED] for his [REDACTED] interview on August 12, 2020, where they walked him through the themes of the [REDACTED] evaluation. Witness 1 requested a copy of the document from Witness 4 because their interview was upcoming and they wanted to be prepared.

(U//~~FOUO~~) [REDACTED] The DIA Office of Human Resources personnel database confirmed the [REDACTED] senior intelligence officer went on leave on August 11, 2020, after their interview.

(3) (U//~~FOUO~~) Witness 1 stated that [REDACTED] did not request a brief after their interview with the [REDACTED] inspectors. Witness 1 told their leadership that they had the same questions as the others, except for one [REDACTED] question that pertained to their previous position. Witness 1 said they never felt threatened or pressured to provide the answers that were on the document. They said they were honest in their answers. Witness 1 said [REDACTED] inspectors did not tell them that they could not share or discuss the information covered during the [REDACTED] evaluation interview.

(4) (U//~~FOUO~~) Witness 1 said they informed [REDACTED] Defense Intelligence Senior Level, senior defense intelligence analyst, [REDACTED] that they (Witness 1) provided the “OIG Evaluation Themes” to the Complainant after interviewing with them. Witness 1 said [REDACTED] thought pre-briefs for senior executives were standard practice.

b. (U//~~FOUO~~) On August 27, 2020, [REDACTED] interviewed [REDACTED] who provided substantially the following information.

(1) (U//~~FOUO~~) [REDACTED] stated the creation of the “OIG Evaluation Themes” document was not to steer or impede the [REDACTED] evaluation. [REDACTED] said the creation of the document was to ensure that OIG obtained the information they needed for a detailed review of the [REDACTED] program. [REDACTED] said that she, like [REDACTED] is not involved in the day-to-day details of [REDACTED] but it is a program they oversee, so they wanted to be well versed with it to produce a fruitful interview.

(2) (U//~~FOUO~~) [REDACTED] stated neither she, nor [REDACTED] formally requested that a document be drafted containing the questions and answers to the [REDACTED] evaluation. [REDACTED] [REDACTED] said Witness 4 and Witness 3 were likely the original authors of the document. [REDACTED] said their similar answers reflected a close working relationship and that they were on the same team. [REDACTED] said to her knowledge that, aside from herself, only [REDACTED] and Witness 1 had a copy of the document prior to being interviewed.

(3) (U//~~FOUO~~) [REDACTED] said no [REDACTED] personnel interviewed were required or told to use the answers provided on the document. [REDACTED] said she did not speak with anyone from [REDACTED] about the [REDACTED] Evaluation, and had no knowledge of any [REDACTED] personnel doing so. [REDACTED] did not believe that [REDACTED] requested briefs from [REDACTED] personnel after their [REDACTED] interviews. [REDACTED] said she did speak with [REDACTED] after their interview, but only on a “high-level” (professional level). [REDACTED] said the [REDACTED] inspectors did not communicate to [REDACTED] personnel that they were not supposed to debate or share the information discussed during their interviews. [REDACTED] [REDACTED] said they would not have created the document if they knew it was wrong or improper.

c. (U//~~FOUO~~) On August 28, 2020, [REDACTED] interviewed Witness 3 who agreed to a phone interview and provided substantially the following information.

(1) (U//~~FOUO~~) Witness 3 stated that they assumed the position of acting senior intelligence officer in July 2020, and since they were new to the [REDACTED] program, they asked Witness 4 to assist them in preparing for the [REDACTED] evaluation interview. Witness 3 said they and Witness 4 talked about [REDACTED] and discussed the questions Witness 4 encountered during their interview. Witness 3 said they wanted to be prepared and know what they were talking about with the [REDACTED] inspectors. Witness 3 said that [REDACTED] leadership was not trying to steal or control the [REDACTED] evaluation. Witness 3 stated [REDACTED] inspectors never told them not to discuss or share the information they provided or the questions asked during their interview.

(2) (U//~~FOUO~~) Witness 3 said [REDACTED] asked them and Witness 4 to help him prepare for his [REDACTED] evaluation interview. Witness 3 said they and Witness 4 compared questions and answers from their interviews. Witness 3 said they wrote up some notes and gave them to Witness 4 who edited the document. Witness 4, Witness 3, and the senior intelligence officer were interviewed prior to [REDACTED] but they said the senior intelligence officer did not contribute to authoring the document.

(3) (U//~~FOUO~~) Witness 3 stated that they sat in on an [redacted] evaluation brief with [redacted] and Witness 1, which occurred the day before [redacted] interview. Witness 3 mentioned only the individuals at the brief had a copy of the document. Witness 3 said they did not provide a brief to [redacted] after their interview with [redacted] inspectors, just at the pre-brief he requested on August 12, 2020. Witness 3 said that they did not discuss the [redacted] evaluation with anyone from [redacted]

(U//~~FOUO~~) [redacted] interview was actually on August 14, 2020, the brief took place on August 12, 2020.

d. (U//~~FOUO~~) On August 31, 2020, SA Spence interviewed Witness 4 who agreed to a phone interview and provided substantially the following information.

(1) (U//~~FOUO~~) Witness 4 stated they prepared the document in coordination with Witness 3. Witness 4 said the document they created did not exist prior to the brief for [redacted]. Witness 4 said they were the [redacted] program manager and most knowledgeable about the program, so they prepared the document for [redacted]. Witness 4 said the information in the document was factual and no one was trying to be nefarious or had any intention of controlling or skewing the evaluation.

(2) (U//~~FOUO~~) They said [redacted] was involved in many programs and did not have the details on [redacted] as they did not oversee day-to-day operations. Witness 4 said [redacted] asked them what he should know about the [redacted] program for the evaluation and they began to prepare the document. Witness 4 stated if they had known that they were not supposed to share the information, they would not have done so. Witness 4 said they did not feel they did something wrong, because the [redacted] personnel did not inform them that they could not share the information.

(3) (U//~~FOUO~~) Witness 4 said Witness 3 came to them and inquired about the information discussed during the [redacted] evaluation interview. Witness 4 said Witness 3 was new to their position and they discussed their interview. Witness 4 said that [redacted] Witness 3, and an [redacted] senior intelligence officer discussed the [redacted] interviews. Witness 4 said they shared the document with [redacted] Witness 3, but they were unsure if their senior intelligence officer received a copy. Witness 4 said Witness 1 reached out and requested the document because they were new to their position. Witness 4 said they knew of no one else receiving the document.

(U//~~FOUO~~) [redacted] The Complainant said the document created by [redacted] was mostly accurate in what it stated, but did not fully answer their questions and did not provide the content because of the shared answers. The Complainant stated the answers concerning the Analyst Career Field notification of [redacted] effect on their 2020 performance appraisal was incorrect.

(4) (U//~~FOUO~~) Witness 4 said during the entrance briefing with the [redacted] inspectors, they felt the questions were leading and that the inspector interviewing them already had a conclusion about the [redacted] program prior to the evaluation beginning. They said it

did not feel like an evaluation, rather an interviewing inspector airing their complaint or angle on [REDACTED]

(5) (U//~~FOUO~~) Regarding the Analyst Career Field workforce's notification of [REDACTED] certification not affecting their 2020 performance evaluations, Witness 4 said they identified the lack of clear notification after speaking with [REDACTED] personnel. Witness 4 said after the interviews were completed they researched their records and agreed with [REDACTED] inspectors and drafted an email for [REDACTED] to send to the workforce.

(U//~~FOUO~~) [REDACTED] Witness 4 also created another document after the in brief with [REDACTED] inspectors in July 2020, containing questions and possible talking points, which they provided answers on and forwarded to [REDACTED] and [REDACTED]. There was coordination with [REDACTED] on this matter and was documented in an email.

5. (U//~~FOUO~~) **Subject Interview.** On August 31, 2020, [REDACTED] interviewed [REDACTED] who agreed to a phone interview and substantially provided the following information (Exhibit 2).

a. (U//~~FOUO~~) [REDACTED] stated that he was unaware that having the "OIG Evaluation Themes" document was improper and [REDACTED] personnel failed to tell him not to discuss the interviews. He stated that he had no knowledge of the document until August 11, 2020, when [REDACTED] provided him a copy to prepare him for their sync session prior to his interview with [REDACTED] on August 12, 2020. He said that the sync session was on August 12, 2020, and lasted about 30 minutes. He said he received an updated version of the document on the evening of August 12, 2020. [REDACTED] said DI Instruction 18 was discussed, but there was no "say this" or "don't say that," during the session.

(U//~~FOUO~~) [REDACTED] DI Instruction 18, [REDACTED] Program," October 1, 2018, are objectives that outline analyst performance and [REDACTED] certification requirements.

b. (U//~~FOUO~~) [REDACTED] stated that Witness 3 and 4 put the document together along with other team input. He felt that his team was taking care of their [REDACTED] by providing read-aheads for any other interview or brief. [REDACTED] said he asked for a pre-brief, but did not ask to distribute the read-ahead document to be distributed.

c. (U//~~FOUO~~) [REDACTED] stated he did not have one-on-one interviews with [REDACTED] personnel after their interviews, only with [REDACTED] and not detailed. He said that [REDACTED] is a highly complicated program with many people involved. [REDACTED] stated that [REDACTED] is just one of the programs he oversees and wanted to be able to provide enough information to have a meaningful interview. [REDACTED] said that no one was trying to steer the interviews or control the responses of the [REDACTED] evaluation of the program. [REDACTED] said that the material in the document was factually correct.

d. (U//~~FOUO~~) [REDACTED] said the email sent out to all analysts from [REDACTED] came from the question raised by the inspectors concerning performance objectives including certification for the 2020 appraisal year. [REDACTED] stated during the interviews, the analyst career field was informed that [REDACTED] would not be included in the performance objectives for the year 2020. After the interview, [REDACTED] personnel went and reviewed their records and identified their information was not as comprehensive as they thought, so [REDACTED] sent out the email to the entire analyst field.

e. (U//~~FOUO~~) [REDACTED] was not happy that [REDACTED] personnel did not state that [REDACTED] should not prepare for the interviews and now it was making [REDACTED] "look bad" and caused his integrity as an intelligence officer to be in question. Mr. Kindl said he welcomed the OIG inspection and that the [REDACTED] program is not perfect, but he felt that they were open and transparent. [REDACTED] said that some of the interviewees felt intimidated by the inspector's line of questioning. He said [REDACTED] questions seemed as though they had pre-ordained conclusions. [REDACTED] said that the inspector interviewing stated that DI Instruction 18 was unfair five or six times during his interview. [REDACTED] said he had been through other OIG inspections, and although the inspectors raised valid points, the tone of this evaluation was different from others.

6. (U) [REDACTED] Inspector General, DIA, opined that there was insufficient evidence to conclude that [REDACTED] leadership had an intent to obstruct or impeded the [REDACTED] Evaluation of the [REDACTED] program so there was no violation of 18 U.S.C. § 1505, "Obstruction of proceedings before departments, agencies, and committees." A finding of no criminal violation does not mean that preparation of what appears to be answers to the evaluation did not make it more difficult for the inspections and evaluation team to collect independent, varied, and objective evidence. The [REDACTED] inspectors prepared a list of questions, which they based on a carefully researched analysis of the program criteria, internal controls, and documentation already provided by [REDACTED] officials. The team received substantially identical answers to certain questions under circumstances where evaluators would have expected to receive more varied responses so it is difficult to assess the effect the answers [REDACTED] had on the evaluation and whether it was in fact unintentionally impeded.

7. (U) **Internal Management Controls.** DoD Instruction 5010.40, "Managers' Internal Control Program Procedures," May 30, 2013, requires DoD organizations to implement and evaluate a comprehensive system of management controls that provide reasonable assurance that programs are operating in accordance with pertinent laws and regulations. No management internal control deficiencies were identified during this investigation.

8. (U) **Supporting Documentation.** Refer to the exhibits for additional details in support of our findings and conclusions.

Report Prepared By:

Report Approved By:

8. **(U) Supporting Documentation.** Refer to the exhibits for additional details in support of our findings and conclusions.

Report Prepared By:

Report Approved By:

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EXHIBIT LISTING

1. (U) OIG Evaluations Themes, undated, (Document is UNCLASSIFIED).
2. (U) Information report of (b) (7) (C), (b) (7) (D), August 31, 2020, (Document is UNCLASSIFIED//~~FOUO~~).

The next four pages are denied in full pursuant to FOIA exemptions b(3) 10 USC 424 and b(5) and are not provided.

EXHIBIT 1

EXHIBIT 2

INFORMATION REPORT

August 31, 2020

(b)(3); 15 USC 424
(b)(3); 15 USC 424

Defense Intelligence Agency
Washington, DC

(U//~~FOUO~~) (b)(3); 15 USC 424 (b)(3); 15 USC 424 Directorate for Analysis (DI), DIA, was advised of the identity of (b)(3); 15 USC 424 (b)(3); 15 USC 424 with the Office of the Inspector General (OIG), DIA, business telephone number (b)(3); 15 USC 424 (b)(3); 15 USC 424 was advised that he was being questioned in connection with an official investigation concerning the allegation that (b)(3); 15 USC 424 leadership tried to control or impede the outcome of the OIG evaluation of the (b)(3); 10 USC 424 program. Specifically, the OIG Inspectors alleged that (b)(3); 15 USC 424 leadership prepared a document gathered from OIG Inspections and Evaluations Division (b)(3); 15 USC 424 previous interviews conducted to control the narrative or outcome of the evaluation of the (b)(3); 10 USC 424 program. (b)(3); 15 USC 424 (b)(3); 15 USC 424 consented to be telephonically interviewed and provided substantially the following information.

(U//~~FOUO~~) (b)(3); 15 USC 424 (b)(3); 15 USC 424 stated that he was unaware that having the “OIG Evaluation Themes” document was improper and was not told by (b)(3); 15 USC 424 personnel not to discuss the interviews. He stated that he had no knowledge of the document until August 11, 2020, when (b)(3); 15 USC 424 (b)(3); 15 USC 424 Defense Intelligence Senior Level (b)(3); 15 USC 424 senior defense analyst for workforce development, (b)(3); 15 USC 424 provided him a copy to prepare him for their sync session prior to his interview with (b)(3); 15 USC 424 on August 14, 2020. He said that the sync session was on August 12, 2020, and lasted about 30 minutes. He said he received an updated version of the document on the evening of August 12, 2020. (b)(3); 15 USC 424 (b)(3); 15 USC 424 said DI Instruction 18 was discussed but there was no “say this” or “don’t say that,” during the session.

(U//~~FOUO~~) (b)(3); 15 USC 424 (b)(3); 15 USC 424 stated that (b)(3); 15 USC 424 (b)(3); 15 USC 424 Program Manager, (b)(3); 15 USC 424 and (b)(3); 15 USC 424 (b)(3); 15 USC 424 acting senior intelligence officer, (b)(3); 15 USC 424 put the document together along with other team input. He felt that his was just his team taking care of their (b)(3); 15 USC 424 and providing a read-ahead as for any other interview or brief. (b)(3); 15 USC 424 (b)(3); 15 USC 424 said he did ask for pre-brief, but did not ask for the read ahead document to be distributed. (b)(3); 15 USC 424 (b)(3); 15 USC 424 stated he did not have one-on-one interviews with (b)(3); 15 USC 424 personnel after their interviews, only with (b)(3); 15 USC 424 and it was not detailed. He said that (b)(3); 10 USC 424 is a very complicated program with many people involved. (b)(3); 15 USC 424 (b)(3); 15 USC 424 stated that (b)(3); 10 USC 424 is just one of the programs he oversees and he wanted to be able to provide enough information to have a meaningful interview. (b)(3); 15 USC 424 (b)(3); 15 USC 424 said that no one was

Interviewed on: August 13, 2020, 0930 hours
At: Annapolis, MD and Washington D.C.

Case: 2020-5037-OI
By (b)(3); 15 USC 424 (b)(3); 15 USC 424 (b)(3); 15 USC 424 (b)(3); 15 USC 424

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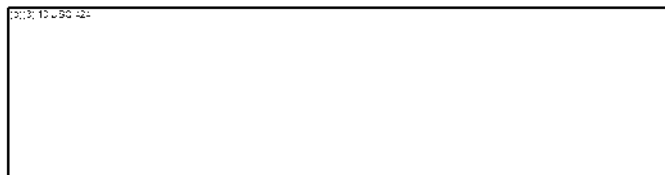
REPORT FRAUD, WASTE, and ABUSE

Contact

The Office of the Inspector General

HOTLINE

202-231-1000



***Defense Intelligence Agency
ATTN: OIG
7400 Pentagon
Washington, DC 20301-7400***

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Committed to Excellence in Defense of the Nation

(U) Abuse of Authority Investigation, Case 2020-5037-OI

(U) We did not substantiate an allegation of abuse of authority made by a (b)(3);10 USC
424 DIA civilian, who alleged that a DIA senior official abused their authority when they may have tried to control or influence the outcome of an evaluation of one of the programs they oversee. Specifically, the complainant identified that the senior official had their personnel prepare a document containing questions compiled from the evaluator's previous interviews of their personnel to influence the evaluation of the program. Additionally, personnel interviewed during the evaluation said the senior official required briefs after personnel interviewed with the evaluation team, which could have could have influenced the facts provided for evaluation.

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SUBJECT:	(U) [redacted] DI (Abuse of Authority)
CASE NUMBER:	2020-5037-OI
SPECIAL AGENT:	[redacted]

PROJECT DESCRIPTION:	(U// FOUO) An [redacted] senior leader and his staff created a document that contained OIG Inspections and Evaluations (I&E) questions and information. Upon OIG I&E review and discussion the answer provided by [redacted] personnel were very similar. OIG I&E also obtained a copy of the document used by [redacted] personnel. OIG Investigations has been asked to assess if [redacted] had the intent to control of skew the findings/outcome or impede the I&E evaluation. Case highest classification must be U// FOUO .
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DAILY ACTIVITIES

Time, Date Agent	Activities
18 Aug 20/[redacted]	(U) Submitted digital forensic request.
19 Aug 20/[redacted]	<p>(U//FOUO) This case was initiated when [redacted] GG-15, deputy, [redacted] inspector, [redacted] spoke with [redacted] Counsel for the Inspector General, OIG, DIA. [redacted] identified through an interview conducted during their inspection of the [redacted] Program that [redacted] personnel had prepared a written document to prepare for the [redacted] inspection which provided alleged scripted answers. Furthermore, it was alleged that [redacted] leadership provided these scripted answers to their personnel to impede the results and outcome of the inspection. An MS Teams discussion was conducted with [redacted] and this investigation was not initiated.</p> <p>(U//FOUO) Interviewed the Complainant, [redacted] [redacted] stated the following:</p> <p>(U//FOUO) [redacted] stated that upon conclusion of the [redacted] evaluation interviews with [redacted] personnel, he observed the responses to the questions asked were very similar. [redacted] said he and his team interviewed eight or nine [redacted] personnel and within three interviews, they noticed a trend in the answers to their questions. [redacted] [redacted] said all the interviews were conducted via MS Teams videoconferencing. [redacted] said the [redacted] personnel had the answers to very similar to opinion-based questions. [redacted] said that that each interviewee should have provided different answers to their inquiries. [redacted] stated that when they interviewed [redacted] supervisory program manager, [redacted] Career Field management Division</p>

	<p>(b)(3):10 USC 424 who was the eighth interview, she was more open with her opinions and answers. (b)(3):10 USC 424 said (b)(3):10 USC 424 still provided similar responses as the other (b)(3):10 USC 424 personnel interviewed by (b)(3):10 USC 424 inspectors. (b)(3):10 USC 424 said one question concerning the (b)(3):10 USC 424 program return on investment was designed to elicit an opinion based answer was similar to the other (b)(3):10 USC 424 personnel previously interviewed. (b)(3):10 USC 424 said after the interview concluded, he called (b)(3):10 USC 424 back and asked why her answer was so similar to the other (b)(3):10 USC 424 personnel. (b)(3):10 USC 424 responded that there was a document with answers to the (b)(3):10 USC 424 evaluation questions that was created and distributed within (b)(3):10 USC 424 provided (b)(3):10 USC 424 a copy of the document. (b)(3):10 USC 424 said people within (b)(3):10 USC 424 had also discussed the (b)(3):10 USC 424 evaluation with personnel from the (b)(3):10 USC 424 Directorate for Mission Services, DIA, who were interviewed prior to (b)(3):10 USC 424 personnel (b)(3):10 USC 424 said (b)(3):10 USC 424 told him that (b)(3):10 USC 424 Defense Intelligence Senior Executive Service (b)(3):10 USC 424 chief, (b)(3):10 USC 424 requested out-briefs from (b)(3):10 USC 424 personnel.</p> <p>(U//FOUO) (b)(3):10 USC 424 said he believed the first person interviewed, (b)(3):10 USC 424 program manager, (b)(3):10 USC 424 was the individual who created the document with the OIG evaluation questions and answers. (b)(3):10 USC 424 said he believed (b)(3):10 USC 424 and (b)(3):10 USC 424 personnel compiled additional information as they interviewed personnel because some questions were only asked to certain people and they were included on the document.</p> <p>(U//FOUO) (b)(3):10 USC 424 questioned if there was an expectation for (b)(3):10 USC 424 personnel to use the answers provided on the document and if (b)(3):10 USC 424 leadership attempted to control the evaluation's outcome and findings. (b)(3):10 USC 424 was concerned that (b)(3):10 USC 424 request for out-briefs could result in intimidation, fear of reprisal, and obfuscation of the facts that were provided to the (b)(3):10 USC 424 evaluation team.</p>
<p>19 Aug 20 (b)(3):10 USC 424</p>	<p>(U) Discuss information provided with IGC</p>
<p>22 Aug 20 (b)(3):10 USC 424</p>	<p>(U) Drafted IRs. Prepared for interview with (b)(3):10 USC 424 Senior Intelligence Officer, (b)(3):10 USC 424 occurring at 1300 (28 Aug).</p>
<p>24 Aug 20 (b)(3):10 USC 424</p>	<p>(U) Interview the information provider, (b)(3):10 USC 424 branch chief, (b)(3):10 USC 424</p>

<p>26 Aug 20</p>	<p>(b)(3); 15 USC 424 (a)(5)</p>	<p>(U) Reviewed documents provided by (b)(3); 15 USC 424 to develop line of questioning for (b)(3); 15 USC 424 (a)(5). Coordinated with Inspector (b)(3); 15 USC 424 for additional information on his interviews with (b)(3); 15 USC 424 personnel. Awaiting response to interview request. Confirmed with Inspector (b)(3); 15 USC 424 that the Inspections team did not inform (b)(3); 15 USC 424 personnel not to discuss or share what questions they were asked. I do not see any evidence or have any information at this time to see there is an issue with the psychometrician contract. It lapsed in April 2020 because it was not completed by CFO due to manning issues. The current contract is being competed as small business/veteran owned and should be solicited any day, so no Booze Allen Hamilton (BAH). The BAH contractor employee who refused to be interviewed without company representation said it was his company's policy.</p>
<p>27 Aug 20</p>	<p>(b)(3); 15 USC 424 (a)(5)</p>	<p>(U) Interviewed (b)(3); 15 USC 424 (a)(5). Interviewed (b)(3); 15 USC 424 (a)(5) who stated there was a document created to help (b)(3); 15 USC 424 personnel prepare for OIG evaluation interviews, but with no intent to steer or control the evaluation outcome. She said it was to be able to provide the OIG the proper information to make a true evaluation of the (b)(3); 10 USC 424 program. She said (b)(3); 10 USC 424 is only a part of her and (b)(3); 15 USC 424 (a)(5) responsibilities and wanted to provide quality responses. She said she was never informed not to discuss or share the information by inspectors and would not have if she thought it would affect the integrity of the evaluation.</p>
<p>28 Aug 20</p>	<p>(b)(3); 15 USC 424 (a)(5)</p>	<p>(U) Interview (b)(3); 15 USC 424 (a)(5) See IR for details.</p>
<p>31 Aug 20</p>	<p>(b)(3); 15 USC 424 (a)(5)</p>	<p>(U) Interview (b)(3); 15 USC 424 (a)(5) chief, (b)(3); 15 USC 424 31 Aug 2020-5037 (CDASA Issue). I interviewed (b)(3); 15 USC 424 (a)(5) chief (b)(3); 15 USC 424 (a)(5) who stated he was unaware that having the OIG Themes for Evaluation document was improper. He stated that he had no knowledge of the document until August 11th when (b)(3); 15 USC 424 (a)(5) provided him a copy to prepare for their sync session to prepare for his interview with the I&E. He said that the sync session lasted about 30 minutes and they discussed DI Instruction 18 and there was no discussion of "say this" or "don't say that." He stated that (b)(3); 15 USC 424 (a)(5) put the document together along with other team input. He felt that it was just his team taking care of their (b)(3); 15 USC 424 (a)(5) and providing a read-ahead as for any other interview or brief. (b)(3); 15 USC 424 (a)(5) said he did not ask for the read ahead. (b)(3); 15 USC 424 (a)(5) stated he did not have one-on-one interviews with (b)(3); 15 USC 424 (a)(5) personnel, only with (b)(3); 15 USC 424 (a)(5) and it was not detailed. He said that</p>

	<p>(b)(3);10 USC 424 is a very complicated program with a lot of people involved. He stated (b)(3);10 USC 424 is just one of the programs he oversees and he wanted to be able to provide enough information to have a meaningful interview. (b)(3);10 USC 424 said that no one was trying to steer the interviews or control the responses. (b)(3);10 USC 424 was unhappy that he was not told that (b)(3);10 USC 424 should not prepare for the interview and now it seems it is making them look bad and questioning his integrity as an intelligence officer. (b)(3);10 USC 424 said that some of the interviewees felt intimidated by the line of questioning by the inspectors. He said the way the questions were worded it seemed as though they had pre-ordained conclusions. And he said that the inspector interviewing stated that DI Instruction 18 was unfair 5 or 6 times during his interview (the instruction is the requirements for analysts and being (b)(3);10 USC 424 certified incorporated into performance objectives).</p>
<p>31 Aug 20 (b)(3);10 USC 424 (b)(3);10 USC 424</p>	<p>(U) Interview (b)(3);10 USC 424 (b)(3);10 USC 424 Interviewed (b)(3);10 USC 424 program manager, (b)(3);10 USC 424 who stated she prepared the document in coordination with (b)(3);10 USC 424. She said the information in the document was factual and no one was trying to be nefarious or had any intention of controlling the answers on the evaluation. She said (b)(3);10 USC 424 is involved in many programs and didn't have the details on (b)(3);10 USC 424 as she did being in the day-to-day operations. (b)(3);10 USC 424 was never told not to share the information. (b)(3);10 USC 424 like (b)(3);10 USC 424 felt the questions were leading and that the inspector had already had a conclusion. She said it did not feel like an evaluation, but more of him having a complaint or an angle on (b)(3);10 USC 424</p>
<p>1 Sep 20 (b)(3);10 USC 424</p>	<p>(U) (b)(3);10 USC 424 stated he saw no intent to obstruct or impede the (b)(3);10 USC 424 evaluation.</p>
	<p>(U) Coordinated with (b)(3);10 USC 424 to discuss case progress. (b)(3);10 USC 424 informed (b)(3);10 USC 424 that the interviews were done and that we could not substantiated the allegations based on the interviews. Awaiting digital forensic review of emails as further investigative activity.</p>
<p>10 Sep 20 (b)(3);10 USC 424</p>	<p>(U) Completing IRs. Began drafting ROI. Awaiting digital forensic results to review and complete investigative activity.</p>
<p>16 Sep 20 (b)(3);10 USC 424</p>	<p>(U) Review digital forensic information.</p>

17 Sep 20	(b)(3);10 USC 424	(U) Coordinated with (b)(3);10 USC 424 to discuss the (b)(3);10 USC 424 investigation and inquire if there was additional information he wished to provide or discuss. Briefed (b)(3);10 USC 424 Weatherly on discussion with (b)(3);10 USC 424. Completed IR. Drafting ROI.
1 Oct 20		(U) Drafting ROI and edited IRs.
21 Oct 20		(U) Coordinated with (b)(3);10 USC 424 who stated they are unable to provide me with the (b)(3);10 USC 424 emails at this time. That is the last investigative step. I don't if you and Mitch want me to complete that step or just wrap it up and finish writing it up.
27 Oct 20		(U) Worked on ROI. Coordinated with MS Teams liaison, who stated he would try to get (b)(3);10 USC 424 emails to us this week.
28 Oct 20		(U) Worked on ROI. No word on (b)(3);10 USC 424 emails from (b)(3);10 USC 424. Coordinated and discussed (b)(3);10 USC 424 emails with (b)(3);10 USC 424 who stated he would reach out to (b)(3);10 USC 424 leadership and check on the status of the request.
29 Oct 20		(U) Reviewed emails on Monday while in office. No evidence identified that will change current legal opinion that there was a no violation by (b)(3);10 USC 424 leadership with intent to steer the (b)(3);10 USC 424 evaluation. Awaiting (b)(3);10 USC 424 emails from (b)(3);10 USC 424 to complete investigative activity. Drafting ROI.
3 Nov 20		(U) Waiting on response from (b)(3);10 USC 424 about status of (b)(3);10 USC 424 emails.
9 Nov 20		(U) Drafting ROI.
12 Nov 2		(U) Worked on ROI. No response as of Monday from (b)(3);10 USC 424. Obtained other CIO point of contact who has offered assistance with email pull and awaiting follow up from them.
24 Nov 2		(U) Uploaded ROI and exhibits to SharePoint. I was unable to put it in the product center because it is in (b)(3);10 USC 424. Requested legal opinion from (b)(3);10 USC 424. Requested the status of emails from CIO.
1 Dec 20		(U) Received legal opinion from (b)(3);10 USC 424 of unsubstantiated allegations. (b)(3);10 USC 424 opined that we should let I&E review the report prior to publishing it. Made suggested corrections and submitted to (b)(3);10 USC 424 Weatherly. CIO stated they are having difficulty retrieving the emails but have recovered some and will follow up with me.

INFORMATION REPORT

August 19, 2020

[redacted]
Defense Intelligence Agency
Washington, DC

(U//~~FOUO~~) [redacted] Office of the Inspector General, DIA, cellular phone number [redacted] was advised of the identity of [redacted] with the Office of the Inspector General (OIG), DIA. [redacted] was advised that he was being questioned in connection with an official investigation concerning the allegation that [redacted] Directorate for Analysis, DIA, leadership tried to control or impede the outcome of the OIG evaluation of the Certified [redacted] program. Specifically, the OIG Inspectors alleged that [redacted] leadership prepared a document gathered from OIG Inspections [redacted] previous interviews conducted to control the narrative or outcome of the evaluation of the CDASA program [redacted] consented to be telephonically interviewed and provided substantially the following information:

(U//~~FOUO~~) [redacted] stated that upon conclusion of the [redacted] evaluation interviews with [redacted] personnel, he observed the responses to the questions asked were very similar. [redacted] said he and his team interviewed eight or nine [redacted] personnel and within three interviews, they noticed a trend in the answers to their questions. [redacted] said all the interviews were conducted via MS Teams videoconferencing. [redacted] said the [redacted] personnel had the answers to very similar to opinion-based questions. [redacted] said that that each interviewee should have provided different answers to their inquiries. [redacted] stated that when they interviewed [redacted] supervisory program manager, [redacted] who was the eighth interview, she was more open with her opinions and answers. [redacted] said [redacted] still provided similar responses as the other [redacted] personnel interviewed by [redacted] inspectors. [redacted] said one question concerning the [redacted] program return on investment was designed to elicit an opinion based answer was similar to the other [redacted] personnel previously interviewed. [redacted] said after the interview concluded, he called [redacted] back and asked why her answer was so similar to the other [redacted] personnel. [redacted] responded that there was a document with answers to the [redacted] evaluation questions that was created and distributed within [redacted] provided [redacted] a copy of the document. [redacted] said people within [redacted] had also discussed the [redacted] evaluation with personnel from the [redacted] Directorate for Mission Services, DIA, who were interviewed prior to [redacted] personnel. [redacted] said [redacted] told him that [redacted] Defense Intelligence Senior Executive Service chief, [redacted] requested out-briefs from [redacted] personnel.

Interviewed on: August 19, 2020 at 1000 hours
At: Annapolis, MD

Case: 2020-5037-OI

By: [redacted]

(b)(3); 15 USC 424 (a)(3)

2020-5037-OI

(U//~~FOUO~~) (b)(3); 15 USC 424 (a)(3) said he believed the first person interviewed, (b)(3); 15 USC 424 (a)(3) program manager, (b)(3); 15 USC 424 (a)(3) was the individual who created the document with the OIG evaluation questions and answers. (b)(3); 15 USC 424 (a)(3) said he believed (b)(3); 15 USC 424 (a)(3) and (b)(3); 15 USC 424 (a)(3) personnel compiled additional information as they interviewed personnel because some questions were only asked to certain people and they were included on the document.

(U//~~FOUO~~) (b)(3); 15 USC 424 (a)(3) questioned if there was an expectation for (b)(3); 15 USC 424 (a)(3) personnel to use the answers provided on the document and if (b)(3); 15 USC 424 (a)(3) leadership attempted to control the evaluation's outcome and findings. (b)(3); 15 USC 424 (a)(3) was concerned that (b)(3); 15 USC 424 (a)(3) request for out-briefs could result in intimidation, fear of reprisal, and obfuscation of the facts that were provided to the (b)(3); 15 USC 424 (a)(3) evaluation team.

SUBJECT: (U//~~FOUO~~) [REDACTED]
CASE NUMBER: 2020-5026-OI
SPECIAL AGENT: [REDACTED]

PROJECT DESCRIPTION: (U//~~FOUO~~) This is a Joint DIA OIG & AFOSI investigation predicated upon a complaint to AFOSI Patrick AFB, FL that Subject stole over \$28K in property that was purchased with DIA funds.

INVESTIGATIVE PLAN ACTIVITIES

Date Planned	Milestone	Date Completed
2 Jul 20	(U) Establish coms with AFOSI	
8 Jul 20	(U) Define IP for both agencies	
10 Jul 20	(U) In-brief S&T management, is Dahlgren mission classified? Determine which contract is involved with Zel Technologies. Is contract classified since [REDACTED] section is [REDACTED]	
20 Jul 20	(U) Identify what was purchased for Dahlgren, and identify monies, invoices, contracts, etc.	
5 Aug 20	(U) Conduct quality interview of complainant	
10 Aug 20	(U) Interview employees who carried government property to [REDACTED] car.	
30 Aug 20	(U) Determine if there is PC for search warrant or consent to search / interview of Subject.	
	Expand as necessary	

SUBJECT: (U//~~FOUO~~)
CASE NUMBER: 2020-5026-OI
SPECIAL AGENT:

PROJECT DESCRIPTION: (U//~~FOUO~~) Notified by DIA employee that Subject stole thousands of dollars worth of DIA property from a DIA facility at Patrick Air Force Base, FL Joint investigation

INVESTIGATIVE PLAN ACTIVITIES

Date Planned	Milestone	Date Completed
18 Sep 20	(U) Re-engage OSI to determine if they seized stolen property from complainant's house.	
18 Sep 20	(U) Brief S&T leadership and recommend 60-1	
18 Sep 20	(U) Identify and liaise with S&T property book (LOG)	
	(U) Determine contracting or purchase vehicles	
	(U) Determine if GPC cards were utilized.	

INFORMATION REPORT

September 23, 2020

[REDACTED]

Defense Intelligence Agency (DIA)
Reston, Virginia

(U//~~FOUO~~) [REDACTED] Directorate of Science and Technology (S&T), DIA, telephone [REDACTED] was advised of the identity of [REDACTED] with the Office of the Inspector General (OIG), DIA. [REDACTED] was advised that he was being questioned in connection with an official investigation concerning an allegation of theft of U.S. Government property involving [REDACTED] USAF civilian employee on a joint duty assignment supporting the [REDACTED] Patrick Air Force Base (PAFB), Florida. [REDACTED] consented to a telephonic interview and provided substantially the following information:

(U//~~FOUO~~) [REDACTED] explained that he transferred from the Office of the Chief Information Officer (CIO), DIA to [REDACTED] PAFB late November 2018. He mentioned that it was during his transition to PAFB that S&T leadership assessed if it was necessary for [REDACTED] to have a back-up operations center at PAFB. He went on to say that he believed that [REDACTED] was previously tasked by unknown supervisors, possibly [REDACTED] to establish the back-up operations center. Within two months of his assignment to PAFB [REDACTED] visited the back-up operations center on two separate occasions and was surprised to learn that [REDACTED] had previously applied for the same position that [REDACTED] was hired, which presented an awkward situation between the two. Therefore, in an effort to avoid any potential personnel issues [REDACTED] did not report to [REDACTED]. Nonetheless, [REDACTED] said that the purpose of his first visit was to get eyes on the operation center and that he did not inventory any of the property acquired [REDACTED].

(U//~~FOUO~~) [REDACTED] commented that when he first arrived at [REDACTED] currently at [REDACTED] DIA, warned [REDACTED] that the property and personnel situation at PAFB was a mess, and that [REDACTED] would see a lot of unusual things at PAFB that [REDACTED] would have to see firsthand to understand. [REDACTED] did not elaborate any further on those comments.

(U//~~FOUO~~) [REDACTED] said that he was never able to get a master hand receipt of on-hand property or a list of what property that was purchased by [REDACTED] in addition to any other expenditures. [REDACTED] went on to explain that [REDACTED] was authorized acquisition of property through the U.S. Naval Working Capitol Fund, administered through the U.S. Naval Air

Interviewed on: 21 Sep 20, 1300 hours
At: Telephonic Interview

Case: 2020-5026-OI
By: [REDACTED]

[REDACTED]

Case: 2020-5026-OI

Systems Command (NAVAIR). [REDACTED] believed that [REDACTED] and the [REDACTED] DIA, sent money to NAVAIR via Military Intradepartmental Purchase Request (MIPR). Thus, [REDACTED] was able to request & acquisition property external to DIA contracting, and as a result, instead of ordered material being routed through the [REDACTED] the property would be sent directly to PAFB.

(b)(3);10 USC 424

Consequently, purchased property was not labeled with a Unique Item Identifier (UII) barcode, nor were they entered into DIA's Facilities Tracking System (FACTS) property book system for accountability and tracking purposes.

(U) Agent Note: NAVAIR would charge DIA an unspecified percentage fee for the overhead cost to facilitate purchases through the NAVAIR.

(U//~~FOUO~~) [REDACTED] related that after numerous attempts by himself and [REDACTED] DIA, they never received a list of property from [REDACTED] (NFI) who assisted [REDACTED]. There was never a 100% inventory of the property purchased by [REDACTED] and he was unaware if any cyclic inventories were ever conducted. [REDACTED] identified [REDACTED] is the executor of DIA acquisitions at NAVAIR, telephone number [REDACTED] however, [REDACTED] never provided [REDACTED] with any of the purchase orders (PO) requested by [REDACTED] so a reverse inventory accountability check could be conducted. [REDACTED] identified [REDACTED] a CFO Embed, [REDACTED] telephone number [REDACTED] as the S&T POC for MIPR transfers. Thus, due to the apparent lack of administrative accountability, [REDACTED] stated that he has no idea how much money [REDACTED] spent before or after his assumption of duties.

(U//~~FOUO~~) [REDACTED] said that during his second visit and under the escort of [REDACTED] with [REDACTED] division chief, [REDACTED] office chief, [REDACTED] they observed an elaborate "wall of monitors". They also observed approximately six desk "work stations" which were excessively large and at a cost of over \$13,000 each. [REDACTED] said it was a unanimous decision that a back-up operations center next to a beach was inappropriate and the unmanned back-up operations center's network was shut down. [REDACTED] stated that he saw what he thought were very expensive IT systems and servers in the back-up operations center; however, he did not conduct an inventory of the property.

(U//~~FOUO~~) [REDACTED] stated that [REDACTED] shipped most of the property from the operations room at PAFB to Charlottesville, VA and that it was received by [REDACTED] who received the property around May 2020. He believes that [REDACTED] initiated property receipts; however, he does not believe the property was itemized before leaving PAFB. Furthermore, since the \$13,000 desk were over-sized, they were unable to be shipped.

(U) [REDACTED] related that [REDACTED] employee, would be able to elaborate on [REDACTED] activities at PAFB, since he was there between 2017 and 2018. Further, [REDACTED] believes that [REDACTED] previously tried to report improprieties at PAFB, however, [REDACTED] was not privy to the details.

[REDACTED]

[Redacted]

Case: 2020-5026-OI

[Redacted]

[Redacted]

DEFENSE INTELLIGENCE AGENCY

official memo

U-21-0010/ST

DATE: February 3, 2021

TO: Office of the Inspector General

FROM: Directorate for Science and Technology

SUBJECT: Internal Investigation of Case 2020-5026-01

1. (U) Background

(U//~~FOUO~~) ST was notified in December 2020 of a complaint regarding allegations of theft of Government property. Specifically the complainant alleged that [redacted] civilian on a joint duty assignment with DIA operating out of Patrick Space Force Base (PSFB), Florida, routinely stole various Information Technology (IT) items from DIA workspaces for his personal use. The complainant further alleged that between 2018 and 2019 [redacted] acquired over \$1.5M in IT items and office furniture for an alternate operations center at PSFB that never went operational and ultimately closed in February 2019. The complainant also reported that [redacted] failed to itemize acquisitioned property such as iPads, CPUs, 3D printers, and other IT items that should have been placed on DIA property books. Additionally, [redacted] failed to obtain hand receipts for the items he provided to Government and contractor employees. The lack of proper administrative/logistical oversight and supervision created a workspace environment with little to no accountability of its purchased property, with conditions conducive to larceny.

2. (U) Approach

(U//~~FOUO~~) A wall-to-wall inventory was conducted at PSFB to create a confirmed baseline of items on location. Interviews were conducted to determine accountability and to identify items and paths to further investigate.

Preliminary Investigator: [redacted] ST Chief of Staff, [redacted]
 Recorder: [redacted] ST Chief of Staff, [redacted]
 OIG Case Officer: [redacted] Office of the Inspector General, [redacted]

(U) Suspense date: 18 January 2020 *Extension granted until 29 January 2021

(U) Interviews Conducted with following personnel are attached:

- 3. [redacted]
- 4. [redacted]

- 5. [REDACTED]
- 6. [REDACTED]
- 7. [REDACTED]
- 8. [REDACTED]
- 9. [REDACTED]
- 10. [REDACTED]
- 11. [REDACTED]
- 12. [REDACTED]

(U) Plan of action:

- 1. (U) In coordination with [REDACTED] search for relevant contracts/MIPRs related to the purchases in question. [REDACTED]
- 2. (U) Conduct inventories of equipment in Rivanna Station and at PSFB. (Lead Investigator: [REDACTED])
 - a. 3-way inventory matching [REDACTED]
 - b. Physical inventory against CMS, FACTS, Property Books
- 3. (U) Test Internal Controls over financial reporting.
- 4. (U) Conduct all relevant interviews and document findings.
- 5. (U) Take corrective actions as required.

(U) Timeline:

(U) Step 1: [REDACTED] 2 days

(U) Step 2: Inventory conducted across 4 weeks. NCR travel 11-15 January.

(U) Step 3: Two days to test current items through the internal controls process. No travel required.

(U) Step 4: Interviews based on availability of personnel throughout the process.

(U) Step 5: Presented findings to ST Leadership, OIG, and stand by to take corrective actions as necessary with recommendations to [REDACTED] and OIG.

3. (U) Investigation Summary

(U) ST conducted a full inventory of all IT equipment at PSFB and Rivanna Station. The inventory is included in this report as Enclosures 1 and 2. To the extent possible three way matching was done based on item information related to Purchase Orders, contracts, and MIPRs. All reported missing items were found. Interviews were

conducted with all available and relevant staff regarding this investigation. The interviews are provided as Enclosures 3-12.

4. (U) Findings

1. (U//~~FOUO~~) There is insufficient evidence to support the claim of Larceny from the complainant. However, it was reported in an interview that evidence of improper handling and potential larceny has been provided to Air Force Office of Special Investigation at PSFB, FL. The efforts are still in progress.
2. (U//~~FOUO~~) The claim of lack of proper administrative/logistical oversight and supervision was confirmed in major areas requiring correction. This includes the following areas, as cited in the Referral Memorandum:
 - a. Direct shipment of IT equipment to PSFB, FL circumventing DIA's (b) (7) - (C)
 - b. Purchased property was not labeled with a Unique Item Identifier (UII) barcode.
 - c. Purchased property was not entered into DIA 's Facilities Tracking System (FACTS) property book system for tracking and accountability purposes.

5. (U) Corrective Actions

(U) The following corrective actions have already been initiated and or completed:

- a. (U) ST initiated a hand receipt process to account for Laptops and IT inventory at the site.
- b. (U) ST is coordinating with (b) (7) - (C) leadership to conduct a site visit to begin issuing UIIs for all accountable property identified by the wall-to-wall inventory conducted at Patrick Space Force Base.
- c. (U) ST is coordinating with (b) (7) - (C) leadership to conduct a test of ST's internal controls processes in CMS and FACTS.
- d. (U) ST has accounted for all DIA purchased IT equipment pertaining to this case.

6. (U) Recommendations

(U) The following are recommendations from the ST Internal Investigation team will be implemented by ST to correct the issues that exists at Patrick Space Force Base and create an auditable environment regarding acquisition and property accountability at this location and other DIA/ST remote locations:

- a. (U//~~FOUO~~) An acquisition point of contact needs to be created at this site. [redacted] was involved in these acquisitions, but only from the perspective of approving the funding for the purchases based on available funding. There was no exchange between the acquisition of these assets purchased via GPC, MIPRs, or targeted contracts that allow for builds of completed products. The recommendation is to appoint [redacted] one of ST's Senior Budget Analysts as the acquisition point of contact and have her provide lists to [redacted] of the items purchased prior to receipt. This point of contact will not impair purchasing but will create a route to get the items on the property book.

- b. (U//~~FOUO~~) There must be a [redacted] presence at Patrick Space Force Base. Due to the COVID-19 Pandemic and a turnover of personnel there has been no [redacted] presence for over two years. Items received onsite were not being received and accounted for properly at the location. Recommend ST and [redacted] train [redacted] to take on the role of implementing audit verified processes at the site. This individual would be responsible for coordinating with [redacted] ST through [redacted] site PM's and [redacted]. This individual would ensure that items are entered into FACTS upon receipt and prior to distribution. Contractor Acquired Property lists for activities related to Patrick Space Force Base will also be coordinated with these entities for appropriate tracking and conversion to Government Property at the appropriate times.

- c. (U//~~FOUO~~) Laptop inventories are to be verified monthly and all accountable IT assets at all remote locations be verified with [redacted] semi-annually. The full accountable property list at Patrick Space Force Base will be verified on an annual basis with signatory actions by [redacted] and ST.



Enclosures a/s:

DEFENSE INTELLIGENCE AGENCY

official memo

[U-20-0XXX/OIG]

DATE: October 16, 2020

TO: Directorate for Science & Technology [redacted]

FROM: Office of the Inspector General

SUBJECT: (U) Referral of Complaint, Case 2020-5026-OI

1. (U//~~FOUO~~) We received a complaint alleging that [redacted] civilian employee on a joint duty assignment supporting [redacted] Directorate for Science & Technology (ST), DIA at Patrick Air Force Base (PAFB), Florida, routinely stole various Information Technology (IT) items from DIA workspaces for his personal use. The complainant further alleged that between 2018 and 2019, [redacted] [redacted] acquired over \$1.5M in IT items and office furniture for an alternate operations center at PAFB, that never went operational and ultimately closed in February 2019. The complainant also reported that [redacted] failed to itemize acquired property such as iPads, CPUs, 3D printers, and other IT items that should have been placed on DIA property books. Additionally, [redacted] failed to obtain hand receipts for the items he provided to government and contractor employees. This resulted in an environment that due to the lack of proper administrative/logistical oversight and supervision created a workspace conducive to larceny and theft.

(b)(3);10 USC 424

2. (U//~~FOUO~~) We coordinated with [redacted] S&T, who previously visited [redacted] at the alternate operations center at PAFB and confirmed the operation centers closure in February 2019. [redacted] also stated that a majority of the IT components and property were shipped to Charlottesville, Va. sometime in May 2010; however, an itemized account of all the property acquired by [redacted] was never provided to him or anyone in his office. [redacted] continued to explain that [redacted] acquisitions were through a U.S. Naval Air Systems Command (NAVAIR) contract and that the property was delivered straight to PATB, circumventing the DIA [redacted]. Consequently, purchased property was not labeled with a Unique Item Identifier (UII) barcode, nor entered into DIA's Facilities Tracking System (FACTS) property book system for tracking and accountability purposes. Further, all attempts by [redacted] to acquire purchase orders through [redacted] executor of DIA acquisitions at NAVAIR, at telephone number [redacted] [redacted] were unsuccessful, thus, a reverse inventory was never conducted.

3. (U//~~FOUO~~) This matter is referred to your Directorate to initiate a 60-1 inquiry to identify the property acquired by [redacted] and ensure that all purchased items are properly accounted for on FACTS or an appropriate property inventory tracking system. Should you identify significant losses of government property or identify criminal conduct, please coordinate with

our point of conduct (POC) before taking any actions. Please respond with your findings or determinations by May 1, 2021.

4. (U) The point of contact on this matter is [redacted] for the Office of the Inspector General, [redacted]

[redacted]
Inspector General

cc:

[redacted]



OFFICE OF THE
INSPECTOR GENERAL
DEFENSE INTELLIGENCE AGENCY

Referral of Complaint, Case 2020-5026-OI

(U) Larceny of Government Property

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**Defense Intelligence Agency
Office of the Inspector General
Investigation Report: 2020-5026-OI
(U) Referral of Complaint: Larceny of Government Property, November 24,
2020**

Additional Information and Copies

To request additional copies of this report, contact the DIA Office of the Inspector General,

(b)(3);10 USC 424

Send us your audit and evaluation
suggestions.

**Defense Intelligence Agency
ATTN: Office of the Inspector General
7400 Pentagon
Washington, DC 20301-7400**

**Are you aware of fraud, waste or abuse in
a DIA program? If so, report it!**

**DIA Inspector General Hotline
(202) 231-1000**

(b)(3);10 USC 424

More information at

<http://www.dia.mil/About/OfficeoftheInspectorGeneral.aspx>

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DEFENSE INTELLIGENCE AGENCY
official memo

U-20-02014/OIG

DATE: November 24, 2020

TO: Directorate for Science & Technology [redacted]

FROM: Office of the Inspector General

SUBJECT: (U) Referral of Complaint, Case 2020-5026-OI

1. (U//~~FOUO~~) We received a complaint regarding allegations of theft of Government property. Specifically, the complainant alleged that [redacted] employee on a joint duty assignment with DIA operating out of Patrick Air Force Base (PAFB), Florida, routinely stole various Information Technology (IT) items from DIA workspaces for his personal use. The complainant further alleged that between 2018 and 2019, [redacted] acquired over \$1.5M in IT items and office furniture for an alternate operations center at PAFB that never went operational and ultimately closed in February 2019. The complainant also reported that [redacted] failed to itemize acquisitioned property such as iPads, CPUs, 3D printers, and other IT items that should have been placed on DIA property books. Additionally, [redacted] failed to obtain hand receipts for the items he provided to Government and contractor employees. The lack of proper administrative/logistical oversight and supervision created a workspace environment with little to no accountability of its purchased property, with conditions conducive to larceny.

2. (U//~~FOUO~~) We coordinated with [redacted] ST, who previously visited [redacted] at the alternate operations center at PAFB and confirmed the operation centers closure in February 2019. [redacted] stated that the majority of the IT components and property were shipped to Charlottesville, Virginia, sometime in May 2020; however, an itemized account of all the property acquired by [redacted] was never provided to him or anyone in his office. [redacted] continued to explain that [redacted] acquisitions were through a U.S. Naval Air Systems Command (NAVAIR) contract and that the property was delivered straight to PAFB, circumventing DIA's Defense Logistics Operations Center [redacted]. Consequently, purchased property was not labeled with a Unique Item Identifier (UII) barcode, nor entered into DIA's Facilities Tracking System (FACTS) property book system for tracking and accountability purposes. Furthermore, all attempts by [redacted] to acquire purchase orders through [redacted] (not further identified), who was the executor of DIA acquisitions at NAVAIR, Patuxent River, Maryland, were unsuccessful, thus, a reverse inventory was never conducted. [redacted] contact number was reported as [redacted].

(b)(3); 10 USC 424

3. (U//~~FOUO~~) We determined that since [redacted] is not a DIA employee, and there are no Government property inventory documents; this matter is more suited for resolution by ST for

~~INVESTIGATIVE DATA~~
~~TO BE TREATED IN A CONFIDENTIAL MANNER~~
~~USE IS RESTRICTED~~

further inquiry. Within 5 days of receiving this referral, we request that you identify an action officer as a point of contact for this matter and notify us of the results of any action taken, or reasons why no action was taken, by January 18, 2021. Further, we request that your inquiry identify the property acquired by [REDACTED] for the DIA workspace at PAFB and ensure that all purchased items are properly accounted for in FACTS or an appropriate property inventory tracking system. Should you identify significant losses of Government property or identify criminal conduct, please coordinate with our office before taking further actions.

4. (U) Our point of contact for this matter is [REDACTED], available at

[REDACTED]

[REDACTED]

Inspector General

cc:

[REDACTED]

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REPORT FRAUD, WASTE, and ABUSE

Contact

The Office of the Inspector General

HOTLINE

202-231-1000

01/19/10 10:50:42

***Defense Intelligence Agency
ATTN: OIG
7400 Pentagon
Washington, DC 20301-7400***

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INFORMATION REPORT

September 4, 2020

[REDACTED]
Defense Intelligence Agency (DIA)
Patrick Air Force Base (PAFB), Florida

(U//FOUO) [REDACTED] Directorate of Science & Technology (S&T), DIA, was advised of the identities of [REDACTED] as a [REDACTED] with the Office of the Inspector General (OIG), DIA, and [REDACTED] as a [REDACTED] with the Air Force Office of Special Investigations, Detachment 802, PAFB. [REDACTED] was advised that he was being questioned in connection with an official investigation concerning an allegation of theft of U.S. Government property involving [REDACTED] (b)(3); 10 USC 424 [REDACTED] civilian employee on a joint duty assignment supporting [REDACTED] at PAFB. [REDACTED] consented to be telephonically interviewed and provided substantially the following information:

(U//FOUO) [REDACTED] stated that he began supporting [REDACTED] as a Zell Technologies contractor employee in 2016. He went on to explain that [REDACTED] was the government employee who supervised the acquisition and accountability of Information Technology (IT) and provided oversight of the supporting contractor employees. [REDACTED] also relayed that [REDACTED] appointed himself as the shop Chief, of [REDACTED], within [REDACTED]. He described [REDACTED] as a tyrant who intimidated contractor employees with threats of terminating their employment.

(U//FOUO) [REDACTED] elaborated on his initial interview by AFOSI in March 2020, that alleged that [REDACTED] stole government property purchased for a government office located in Dahlgren, VA. He believed that from 2016 to the summer of 2018, [REDACTED] may have stolen and/or mismanaged as much as \$28,000 worth of Government property. [REDACTED] explained that he was unaware of the specific government office that was supposed to receive the unspecified stolen property, and explained that he never actually saw the property in question. [REDACTED] was also unaware if the property in question was acquired via a DIA contract, Government Purchase Card, or a separate contract with another agency. He also believed that [REDACTED] had an operating budget of \$1.5M, funded through a non-descriptive Military Interdepartmental Purchase Request (MIPR), but was unaware of which government office the MIPR was derived from. Furthermore, as the interview went on [REDACTED] was unsure if it was even a DIA entity that was supposed to receive the property destined for Dahlgren, VA.

(U//FOUO) [REDACTED] was asked to describe the IT property that [REDACTED] purportedly stole from the U.S. Government. He explained that the five computers he originally claimed

Interviewed on: 20 Aug 20, 1000 hours
At: Telephonic Interview

Case: 2020-5026-OI

[REDACTED]

Case: 2020-5026-OI

were stolen, were actually within government work spaces and were being used by both government and contractor employees. Additionally, the IT property that [REDACTED] was purported to have stolen may have been obsolete pieces of computer hardware that would have been destined to a [REDACTED] for auction or destruction. He did not know which [REDACTED] would have been used, but suspected that [REDACTED] was attempting to build personal PC's with government parts. [REDACTED] further explained that unspecified property may have been purchased through NAVAIR or MILCORPS contracts, with money MIPR'd from DIA; but, he did not have any specifics on where or how [REDACTED] purchased the property for Dahlgren.

[REDACTED]

U//FOUO [REDACTED] was also asked to expand on the property purchased for the Continuity of Operations (COOP) site, PAFB, located on the second floor of their office that numerous employees referred to as the "Wall of Monitors." He explain that the COOP operations center was authorized by [REDACTED] but shortly after [REDACTED] departure, it was shut down. He could not remember the exact time frame of when it was closed, but he did believe that after it was shut down roughly 90% of the property was forwarded to Science & Technology offices at Rivanna Station, Charlottesville, VA. [REDACTED] believed that [REDACTED] at Charlottesville, VA would have been the person to receive the property.

(U) [REDACTED] At the conclusion of the interview at the AFOSI office, [REDACTED] explained that he would attempt to itemize items of stolen property and provide it to [REDACTED]. [REDACTED] also alluded to the fact that \$28,000 worth of property was not stolen, he just questioned the acquisition process and lack of oversight over [REDACTED].

[REDACTED]

Theft of Government Property Investigation; 2020-005026-OI

We determined the allegation that an Air Force Civilian employee stolen thousands of dollars worth of DIA property at Patrick Air Force Base was unsubstantiated. Based on our investigative efforts and referral to DIA management, DIA was able to locate, and account for an estimated \$1.5M worth of DIA property and properly retain the property on property books. Additionally, DIA management took corrective action to ensure DIA automation was properly acquired and accounted for on future acquisitions.

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SUBJECT: (U//~~FOUO~~) [redacted]
CASE NUMBER: 2020-5026-OI
SPECIAL AGENT: [redacted]

PROJECT DESCRIPTION: (U//~~FOUO~~) This is a Joint DIA OIG & AFOSI investigation predicated upon a complaint to AFOSI Patrick AFB, FL that Subject stole over \$28K in property that was purchased with DIA funds.

DAILY ACTIVITIES

Time/Date Agent **Activities**

19 Mar 20
[redacted] (U) Initiated this joint investigation from Hotline 2020-7152 after [redacted] AFOSI notified this office of the complaint on 11 Mar 20. Their work number is [redacted]

0730, 29 Jun 20
[redacted] (U) Returned to limited work schedule and instructed by [redacted] that I have been assigned to this case. Researched hotline and printed documents to assist in starting a real joint investigation. Number for [redacted] is a non-working number. Left message with [redacted] s cell phone since his office line will not accept calls.

1100, 29 Jun 20
[redacted] (U) Reviewing documentation, research My HR, appears [redacted] is a GG-13, assigned to Space, Counterspace [redacted] S&T, DIA. No where in this file does it say where he worked or supported. It mentioned Dahlgren, Virginia. This is the Naval Surface War Center, Norfolk, VA where the property was destined to.

1330, 29 Jun 20
[redacted] (U) Sent email to [redacted] with my schedule and points of contact for teleworking.

0930, 1 Jul 20
[redacted] (U) At 0930, 1 Jul 20, [redacted] coordinated with [redacted] GG-15, Technical Officer, Space, Counterspace [redacted] Office of Science & Technology (ST), DIA, [redacted] commercial [redacted] regarding [redacted] Joint Duty Assignment (JDA) position at Patrick Air Force Base (PAF), Florida. [redacted] explained that prior to [redacted] assignment to his current position, [redacted] was charged in 2016-2017 timeframe, with setting up the information Technology (IT) for a Continuity of Operations Plan [redacted] site for [redacted] within a SCIF at PAFB. [redacted] mentioned that his first awareness of a proposed COOP site next to the Atlantic Ocean was a poor choice of locations. In Summer 2019, he travelled to PAFB with [redacted] chief, [redacted] to view the site

before it was operational. His first impression was it was just a wall of televisions. After their visit they instructed the COOP site to close and the property was to be returned or re-purposed. [redacted] believe [redacted] did have acquisition authority; however, he was unaware if it was through Government Purchase Card or a contract with S&T. He stated [redacted] [redacted] was the S&T representative at PAFB with institutional knowledge; but, he recently PCS'd to Huntsville, Alabama. The technical expert on property is [redacted] S&T, [redacted] [redacted] and [redacted] said [redacted] did not support any mission at Dahlgren Naval Surface Warfare Center Virginia. He suspected that if [redacted] had purchased property for Dahlgren it may have been to support ATI, ST, at Cape Canaveral Air Station (CCAS). He said [redacted] ST, [redacted] [redacted] was a primary POC and [redacted] [redacted] was an alternate. NOTE: [redacted] was requested to brief [redacted] but instructed to keep information close hold in the event searches and seizures in the future could be conducted.

1150, 1 Jul 20

[redacted]

(U) [redacted] coordinated with [redacted] formerly [redacted] for S&T which he departed in October 2019. He said he was situated in Reston and was never at PAFB. He was never aware of a separate [redacted] site for [redacted] at PAFB, but only the S&T [redacted] at Charlottesville, VA. He said S&T had [redacted] personnel at [redacted] and [redacted] personnel at PAFB. The [redacted] for [redacted] and PAFB was [redacted] [redacted] USAF, who would have the institutional knowledge and physical security oversight of those sites.

1300, 1 Jul 20

[redacted]

(U) Sent email to [redacted] to locate [redacted] [redacted] both USAF personnel.

0930, 2 Jul 20

[redacted]

(U) Contacted [redacted] Fort Belvoir, VA, who travelled to PAFB in 2018 for unrelated investigation. He did not have eyes on this second facility or have contact with [redacted] He said the best DIA POC for this area is [redacted]

1000, 20 Aug 20

[redacted]

(U) Conducted joint interview of [redacted] PATF and I was telephonic. BLUF: He elaborated his initial interview but could not explain the true extent of larcenies, colors of money, contracting vehicles used by [redacted] etc. I will draft IR. Note: After 90 minutes [redacted] was put on hold to go home and work to identify all aspects of the itemized stolen property and return to [redacted] at later date.

1145, 20 Aug 20

[redacted]

(U) Discussed with [redacted] after interview. I asked them if they seized stolen property from Complainant subsequent to their initial interview (3D

2020-5026-OI

Printer) etc. They said they did not think of seizing it. I informed them that it is stolen property and should be recovered and asked them to bounce it off their Superintendent and seize same.

0949, 15 Sept 20

[REDACTED]

(U) Reviewed the IR that [REDACTED] produced from the joint interview with AFOSI. Apparently, the complainant is unsure of the allegations that he is making against the SUBJECT. AFOSI instructed the complainant to produce an itemized list of the equipment that he believes was stolen by the SUBJECT.

(U) Spoke with [REDACTED] and told him to start collecting the investigative reports and Interviews from the AFOSI case agent so that there is not a duplication in work and for consistency

1000, 16 Sep 20

[REDACTED]

(U) Case agent realized investigative activity from 1 & 2 Jul 20, conducted from HQ, but completed at telework were not uploaded to this activity sheet. Uploaded same.

1300, 21 Sep 20

[REDACTED]

(U) Interview [REDACTED]

1300, 23 Sep 20

[REDACTED]

(U) Forwarded IR to [REDACTED] for review. Does not corroborate major theft, but does lead me to believe this is for S&T management.

0900, 5 Oct 20

[REDACTED]

(U) Correspondence with [REDACTED] who will provide referral example for referral to S&T.

1200, 5 Oct 20

[REDACTED]

(U) Received referral example on [REDACTED] from [REDACTED]

0930, 14 Oct 20

[REDACTED]

(U) Forwarded IR of [REDACTED] Informed that I interviewed [REDACTED] end of September and he shed a lot of light on what is going on down there. I don't believe we can identify stolen property unless S&T is able to determine what was purchased versus what is on hand or moved up to Virginia. My Management agrees that we should refer this matter to S&T management for their 60-1 (Property inquiry) to get a handle on their property books and get back to us. At this point this is not within our purview. Should S&T learn of significant losses, they will notify us and we can re-engage his office. I am drafting the referral.

14 Oct 2020

[REDACTED]

(U) Reviewed [REDACTED] IR. This is not within our investigative purview. Spoke with Case Agent and he will draft a Referral letter to S&T and request a 60-1 inventory of their purchases from [REDACTED] during his time at PAFB. If their 60-1 reveals discrepancies that reach our investigative threshold we will re-engage accordingly.

1000, 16 Oct 20

[REDACTED]

(U) Drafted referral and submitted for review.

18 November

2020, [REDACTED]

(U) Case Agent developed a Referral to ST for them to inventory their accountability systems. Sent the Referral to [REDACTED] for his review. His Review came back, and the Referral was pushed to the DIG for his review

24 November

2020, [REDACTED]

(U) [REDACTED] reviewed the Referral and concurred that it was sufficient. The DIG reviewed it again and passed it to the IG who also concurred and sent it to ST leadership, [REDACTED] for action.

25 November

2020, [REDACTED]

(U) [REDACTED] assigned a Tasker# to this Referral to ST.

0830, 30 Nov 20

[REDACTED]

(U) Returned from Holiday weekend. Referral was already uploaded. Tasker POC at ST is [REDACTED] suspense is 18 Jan 21.

1030, 1 Dec 20

[REDACTED]

(U) Spent some time with [REDACTED] He has all the POCs and information to start. He was originally under the impression we would be working together in some sorts, but knows now that he is to account for all property acquired by ST, and ensure it is all accounted for. He will alert me if he determines significant theft or identify other areas of concern. As a courtesy he will keep me in the loop. Informed DAIGI and AIGI of contact since [REDACTED] emailed [REDACTED] yesterday evening.

Witness: [REDACTED] GG-13 DIA Employee

[REDACTED]

Subject: [REDACTED] GG-13 DIA Employee,

[REDACTED]

[REDACTED] started working as a Zel Technologies contractor at the Air Force Technical Applications Center (AFTAC), Patrick Air Force Base in January of 2016. Although [REDACTED] was working on an Air Force installation, he was assigned to a Defense Intelligence Agency (DIA) project. [REDACTED] is the DIA project lead and was [REDACTED] boss. In March of 2019, [REDACTED] accepted a government position with DIA.

[REDACTED] verbally relayed the following:

[REDACTED] has stolen over \$28,000.00 worth of property purchased with DIA funds. During the summer of 2018, [REDACTED] was assigned as the lead for purchasing equipment for a new office in Dahlgren, VA in which he received a \$150,000.00 budget. The equipment was ordered and shipped to Dahlgren but there was a problem with the order and [REDACTED] was required to return the equipment and make another purchase that satisfied a specific Kernel-based Virtual Machine (KVM) requirement. When the new equipment was ordered, there was a credit for approximately \$10,000.00. [REDACTED] viewed this as an opportunity to buy items he "needed" as opposed to items that he could purchase for work using work funds. These items included a Samsung Galaxy phone, Wi-Fi Gaming Router, Wireless Router, two Echo Shops, two iPod Nanos, several iPads, curved monitors and more (Agent Note: Reference emails sent from [REDACTED] dated 13/15 July 2018). These items were delivered directly to ManTech. The items were received by [REDACTED] hand delivered to [REDACTED] and then some of the items were disbursed to personnel within the office.

On several occasions [REDACTED] was told to play along or his employment would be in jeopardy. [REDACTED] once told [REDACTED] "This is the type of stuff that gets people fired." [REDACTED] would also threaten [REDACTED] by stating that he was on a two-year probationary period. [REDACTED] was known to fire people he did not like and he asked [REDACTED] to help draft the paperwork to fire some of his colleagues.

[REDACTED] would intentionally leave items off inventories and would frequently ask [REDACTED] and his colleague [REDACTED] to take electronic equipment out of AFTAC and place them in his personal vehicle. [REDACTED] would also instruct [REDACTED] to remove hard drives, mother boards, video cards, and other items from items that were turned over to Department of Defense organization [REDACTED] Dancy then instructed his subordinates to take the items to his vehicle.

[REDACTED] purchased a \$700.00 – \$800.00 sound bar with government funds but took it home. Sometime later, [REDACTED] to change the invoice to reflect his personal information because the sound bar was damaged in a flood at his residence and he wanted to file an insurance claim for the item. Five laptops (estimated value \$2,000.00 – \$2,500.00 each), were purchased with military care funds and [REDACTED] was specifically instructed by [REDACTED] to keep these laptops off the inventory.

[REDACTED] believes [REDACTED] filed for bankruptcy in 2017 and has been recently reducing expenses. [REDACTED] wife has cancer and because of medical bills he and his wife have to share a vehicle.

[redacted] is rarely seen at work, hardly ever seen on Fridays, and [redacted] does not believe that [redacted] is authorized to telework. [redacted] also conducts temporary duty assignments (TDY) to DC almost every other week. [redacted] also stated that it's hard to justify three contractors assigned to this program because there is little work for them to do; however, [redacted] likely keeps them employed so they complete his work requirements.

[redacted] claims [redacted] is read into classified programs that he does not require access to; however, [redacted] has been dodging [redacted] for the read-out process and insists he requires access. [redacted] was given a key to the data center but claims he never received that key. [redacted] believes there is equipment missing from the data center that may have been taken by [redacted]. In addition, [redacted] stated that [redacted] loosely escorts people around AFTAC.

None of the reported missing or stolen equipment was classified or connected to a classified network.

Other potential witnesses:

[redacted]

[Redacted]

From: [Redacted]
Sent: Monday, March 16, 2020 3:32 PM
To: [Redacted]
Subject: [From NIPRnet] FW: DIA/OIG

-----Original Message-----

From: [Redacted]
Sent: Monday, March 16, 2020 3:17 PM

[Redacted]

Subject: RE: DIA/OIG

[Redacted]

Monday turned out to be a fairly hectic day dealing with the virus and all. I saw that you are unavailable tomorrow at 10:00, do you have availability after that?

-----Original Message-----

From: [Redacted]
Sent: Friday, March 13, 2020 3:50 PM

To: [Redacted]

Subject: RE: DIA/OIG

Thanks!

V/r,

[Redacted]

-----Original Message-----

From: [Redacted]
Sent: Friday, March 13, 2020 3:32 PM

To: [Redacted]

Subject: RE: DIA/OIG

Completely understand, we'll get to the bottom of this....thanks and I will hit you up next week

-----Original Message-----

From: [Redacted]
Sent: Friday, March 13, 2020 3:05 PM

To: [Redacted]

[Redacted]

Subject: RE: DIA/OIG

Thanks [Redacted] I'm available anytime next week except Tuesday at 10am.

We don't know if this is a DIA case, but we wanted to deconflict like [Redacted] said.

V/r,

//SIGNED//

[Redacted]

-----Original Message-----

From: [Redacted]

Sent: Friday, March 13, 2020 2:55 PM

To: [Redacted]
Cc: [Redacted]

Subject: RE: DIA/OIG

Ok,
Not a problem, I will reach out to [Redacted] next week and set something up.

[Redacted] I will contact you next week so see what your availability is.

-----Original Message-----

From: [Redacted]

Sent: Friday, March 13, 2020 12:24 PM

To: [Redacted]
Cc: [Redacted]

Subject: FW: DIA/OIG

Hey [Redacted]

I ended up working later than I expected last night so I came in later this afternoon but I talked to [Redacted] (CCed) and she will arrange a meeting with the witness for a day that's convenient for all parties next week.

Please contact [Redacted]

I'll be out of office next week but please let me know if I can be of further assistance.

[Redacted]

-----Original Message-----

From: [Redacted]

Sent: Friday, March 13, 2020 9:00 AM

To: [REDACTED]

Subject: RE: DIA/OIG

Good morning,
Please let me know when you are able to speak

-----Original Message-----

From: [REDACTED]

Sent: Wednesday, March 11, 2020 2:00 PM

To: [REDACTED]

Cc: [REDACTED]

Subject: RE: DIA/OIG

[REDACTED]

I've attached a synopsis of the case as well as email correspondence from [REDACTED]

I also CCed [REDACTED] - we conducted the interview together.

[REDACTED] relayed this information to us in confidence so I would like to facilitate a warm transfer (at least by email) to the case agent that will work this. We'd also like to be kept apprised of case findings that touch AF funds, personnel, property, or information (if there are any future developments). Also, if your office doesn't take any action we would likely be required to.

Thanks for your time and assistance. Please let me know if you have any questions and I hope all is well in the National Capital Region.

[REDACTED]

P.S. Your name looked familiar so I went through my rolodex and found an AFOSI business card from a [REDACTED] Did you go by [REDACTED] at all? Name on the business card says [REDACTED] If so, I may have been one of your JCITA instructors for MCC.

[REDACTED]

-----Original Message-----

From: [REDACTED]

Sent: Wednesday, March 11, 2020 11:12 AM

To: [REDACTED]

Subject: DIA/OIG

Importance: High

[REDACTED]

Per our conversation I am following up to get whatever info you might have on the allegations that we spoke about please hit me back at your earliest convenience.

Going forward FYSA, the DIA/OIG intakes allegations such as this through our Hotline program. [redacted] who you initially spoke to is a [redacted] is her supervisor.

[redacted]

Defense Intelligence Agency/Office of Inspector General

[redacted]

[REDACTED]

From:

[REDACTED]

Sent:

Tuesday, March 10, 2020 7:53 PM

To:

[REDACTED]

Cc:

Subject:

Attachments:

NA072018.xlsx

Sir,

As requested, CC'd are my home and Air Force E-mails.

I will collect and forward the emails and other messages we spoke about.

Attached should be an email From [REDACTED] personal email account replying to the original Email I had sent him after he verbally told me we were repurposing the credit from the KVM turn in. The original Email I sent him included items I had found which matched what he wanted to spend the money on. His email reply was where it became truly evident that we were not buying items for the IT shop to use in a loose but still arguable "Work Related" fashion, but rather for outright "take home" use. He included screenshots of the items he wanted added, which you will see as photos at the bottom of the email.

At this point he had not yet offered to bribe me by including something he thought I wanted. However the (working) quote which should also be attached, shows the 3D printer he insisted I accept, Which I later, but regretfully, thanked him for. I'm ashamed that I felt somehow grateful to be trusted by him, because we all knew if he didn't like you, you were fired!

A few items on the attached quote were later adjusted and I will find and forward the final invoice to you, as well as the address adjusted invoice for the Soundbar.

Please let me know if all the attachments did not make it through, as Webmail Is a bit unreliable.

Feel free to contact me anytime on my cell [REDACTED] or via the Emails CC'd above.

V/r

[REDACTED]

[Redacted]

From: [Redacted]
Sent: Wednesday, November 25, 2020 8:11 AM
To: [Redacted]
Cc:
Subject: Referral of Complaint, Case 2020-5026-OI
Attachments: 2020-5026-OI Referral Memo package.pdf

Classification: UNCLASSIFIED//~~FOUO~~
=====

[Redacted]

Good morning. This is a MEMO Referral that went out yesterday, 25 November 2020. It went to ST, if there is anything else that you need please let me know.

From: [Redacted]
Sent: Wednesday, November 25, 2020 6:15 AM

[Redacted]

Subject: RE: Referral of Complaint, Case 2020-5026-OI

Classification: UNCLASSIFIED//~~FOUO~~
=====

[Redacted]

ST POC for this is [Redacted]

[Redacted]

From: [Redacted]
Sent: Tuesday, November 24, 2020 5:51 PM

[Redacted]

(b)(1); (b)(3); 15 U.S.C. 424; (b)(3); 50 U.S.C. 3024(i); 96c 1.4(i); (b)(5);

Subject: Referral of Complaint, Case 2020-5026-OI

Classification: UNCLASSIFIED//~~FOUO~~

(b)(1); (b)(3); 15 U.S.C. 424; (b)(3); 50 U.S.C. 3024(i); 96c 1.4(i); (b)(5);

(U//~~FOUO~~) The attached referral of complaint alleges theft of Government property and a failure to itemize acquired property. Our inquiry into this matter developed enough substantive information to warrant an inventory of your Directorate's property and accountability procedures to ensure that procured items are properly accounted for in an approved inventory tracking system.

(U) This report is for action – a response is required.

(U) Let us know if you have any questions. Our point of contact for this matter is available at

V/R,

V/R,

(b)(1); (b)(3); 15 U.S.C. 424; (b)(3); 50 U.S.C. 3024(i); 96c 1.4(i); (b)(5);

~~INSPECTOR GENERAL SENSITIVE INFORMATION FOR OFFICIAL USE ONLY: The information contained in this e-mail and any accompanying attachments may contain Inspector General sensitive information, which is protected from disclosure under the Freedom of Information Act (FOIA), 5 U.S.C. 552. It should not be released to unauthorized persons. If you are not the intended recipient of this information, any disclosure, copying, distribution, or the taking of any action in reliance on this information is prohibited. If you received this e-mail in error, please notify the sender immediately by return e-mail, and destroy all copies of this e-mail.~~

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Classification: UNCLASSIFIED//~~FOUO~~

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Classification: UNCLASSIFIED//~~FOUO~~

=====
Classification: UNCLASSIFIED//~~FOUO~~

[Redacted]

From: [Redacted]
Sent: Friday, March 13, 2020 9:40 AM
To: [Redacted]
Cc: [Redacted]
Subject: [From NIPRnet] [Redacted]
Attachments: NA072018.xlsx; [Redacted] synopsis.docx; CDSSF_ERRORS.txt

Sir,

Sorry it didn't attach to the first email. Please see below the previously referenced email from [Redacted] (b)(3);10 USC 424; (b)(6))

[Redacted]

Begin forwarded message:

From: [Redacted]

Date: July 15, 2018 at 10:44:08 AM EDT

[Redacted]

Subject: RE: Items for our credit

[Redacted]

The 34" monitor is fine, also the 256gb ipads, I'm concerned about fan noise, heat, and compatibility for the graphics card. Attached PC specs. May be fine for you guys, maybe something a little less for this system, let you look into it.

See also:

Galaxy S9+ (Verizon): \$839
<https://www.samsung.﻿com/us/checkout/#/cart-payment/?returnurl=https:%2f%2fwww>

w.samsung.﻿com (<http://w.samsung.﻿com>)
[%2Fus%2Fsmartphones%2Fgalaxy-s9%2Fbuy](https://www.otterbox.﻿com/en-us/galaxy-s9-/defender-series-screenless-edition)
OtterBox Case: \$60
<https://www.otterbox.﻿com/en-us/galaxy-s9-/defender-series-screenless-edition>

[-case/sam2-galaxy-s9-plus.html?dwvar_sam2-galaxy-s9-plus_color=20#start=1](#)

ASUS Dual-Band Gigabit WiFi Gaming Router (AC3100) with MU-MIMO, supporting AiProtection network security by Trend Micro, AiMesh for Mesh WiFi system, and WTFast game Accelerator (RT-AC88U) S230

ASUS AC2900 WiFi Dual-band Gigabit Wireless Router with 1.8GHz Dual-core Processor and AiProtection Network Security Powered by Trend Micro, AiMesh Whole Home WiFi System Compatible (RT-AC86U) S200

QTY 2; Echo Show - Black, Amazon S129 each.

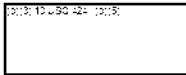
Plantronics: BBF S160

<https://www.digitaltrends.com/health-fitness/best-headphones-for-running/>

Qty 2: IPOD NANO 7th Gen: Apple iPod nano 16GB (silver preferred) (7th Generation) \$285


I think you see where I'm going with the above. This may be the last time we get an opportunity to do something like this. Would prefer to get things we need vs what I can buy for work using work funds.

Lets you and I discuss quantities and other materials on email Monday and wrap it up for execution by Tuesday-quietly.



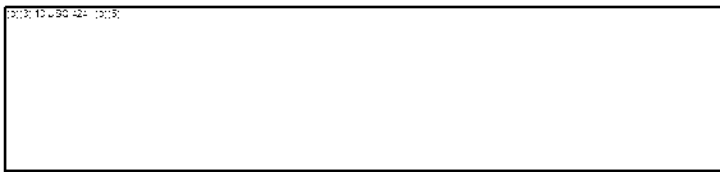
-----Original Message-----

From: 



Sent: Friday, July 13, 2018 4:27 PM

To:



Subject: Items for our credit

Heres what I have so far...Please reply all, I've CC'd my home email so I can work on it this weekend

Monitors

LG 34" Ultra-wide Full HD IPS Curved Monitor S599

<https://www.lg.com/us/monitors/lg-34uc79g-b-ultrawide-monitor>

or

LG 29" Ultra-wide Full HD IPS Curved Monitor S499

<https://www.lg.com/us/monitors/lg-29uc88-b-ultrawide-monitor>

Tablets

Ipad Pro 12.5" 64gb-\$800

256gb-\$949

512gb-\$1149

Video Cards

GIGABYTE GeForce GTX 1080 Ti 11GB 352-Bit GDDR5X PCI Express 3.0

x16

ATX Video Card \$750

<https://www.newegg.com/product/product.﻿aspx?item=n82e1681412599>

7&cm_re=gtx_1

080_ti_-_14-125-997-_-Product

UPS

CyberPower Smart App LCD OR2200LCDRTL2U 2190 VA 1650 W 8

Outlets

UPS

<https://www.newegg.com/product/product.﻿aspx?item=n82e1684210212>

1

V/r



[Redacted]

From: [Redacted]
Sent: Friday, March 13, 2020 9:49 AM
To: [Redacted]
Subject: [From NIPRnet] FW: DIA/OIG
Attachments: Email from [Redacted].pdf

add

Respectfully,

[Redacted]

<http://www.dia.mil/About/Office-of-the-Inspector-General/>

-----Original Message-----

From: [Redacted]
Sent: Thursday, March 12, 2020 9:11 AM

[Redacted]

Subject: FW: DIA/OIG

-----Original Message-----

[Redacted]
Sent: Wednesday, March 11, 2020 2:00 PM

[Redacted]

Subject: RE: DIA/OIG

[Redacted]

I've attached a synopsis of the case as well as email correspondence from

[Redacted]

I also CCed [Redacted] we conducted the interview together.

[Redacted] relayed this information to us in confidence so I would like to facilitate a warm transfer (at least by email) to the case agent that will work this. We'd also like to be kept apprised of case findings that touch AF funds, personnel, property, or information (if there are any future

developments). Also, if your office doesn't take any action we would likely be required to.

Thanks for your time and assistance. Please let me know if you have any questions and I hope all is well in the National Capital Region.

(b)(3); 15 USC 424; (b)(6)

P.S. Your name looked familiar so I went through my rolodex and found an AFOSI business card from (b)(3); 15 USC 424; (b)(6); (b)(3); 50 USC 3024(i); (b)(3); 15 USC 424; (b)(6) Did you go by John at all? Name on the business card says (b)(3); 15 USC 424; (b)(6) If so, I may have been one of your JCITA instructors for MCC.

(b)(3); 50 USC 3024(i); (b)(3); 15 USC 424; (b)(6)

-----Original Message-----

From: (b)(3); 15 USC 424; (b)(6); (b)(3); 50 USC 3024(i); (b)(3); 15 USC 424; (b)(6)

Sent: Wednesday, March 11, 2020 11:12 AM

(b)(3); 50 USC 3024(i); (b)(3); 15 USC 424; (b)(6)

Subject: DIA/OIG
Importance: High

(b)(3); 50 USC 3024(i); (b)(3); 15 USC 424; (b)(6)

Per our conversation I am following up to get whatever info you might have on the allegations that we spoke about please hit me back at your earliest convenience.

Going forward FYSA, the DIA/OIG intakes allegations such as this through our Hotline program (b)(3); 15 USC 424; (b)(6) who you initially spoke to is a HL operator/inspector. (b)(3); 10 USC 424; (b)(6) as well) is her supervisor.

(b)(3); 15 USC 424; (b)(6); (b)(3); 50 USC 3024(i); (b)(3); 15 USC 424; (b)(6) Defense Intelligence
Agency/Office of Inspector General

(b)(3); (b)(3); 15 USC 424; (b)(6); (b)(3); 50 USC 3024(i); (b)(3); 15 USC 424; (b)(6)

[Redacted]

From: [Redacted]
Sent: Monday, December 14, 2020 11:11 AM
To: [Redacted]
Subject: Requested Documentation
Attachments: 20191205 CI Debrief EIR [Redacted] 19-1205-004 (USPI).pdf; DIA 2020-02-Q [Redacted].docx

Classification: ~~SECRET//NOFORN~~
CONTENTS INCLUDE U.S. PERSONS INFORMATION

[Redacted]

[Redacted]

See attached for two documents. First is the CI Debrief that was done as a result of the CSIRS submission (the info from the CSIRS report is in there). I don't have the actual CSIRS report though. Second document is the QIA report that was generated as a result of the incident. This was reported to the DIA [Redacted] who reported to the DR and DoD

[Redacted]

Given there was no believed [Redacted] activity WRT to this disclosure (other than our UK counterparts) [Redacted] declined further interest, so this was referred to [Redacted]. I understand they decided not to pursue an investigation given the circumstances of the disclosure and because it was formally reported, but that the incident would be recorded in his security records.

Let me know if you have any questions/concerns.

V/R,

[Redacted]

=====
Classification: ~~SECRET//NOFORN~~

[REDACTED]

From: [REDACTED]
Sent: Thursday, December 10, 2020 2:57 PM
To: [REDACTED]
Cc: [REDACTED]
Subject: FW: [REDACTED] contain USPI) - (USPER) [REDACTED]
Attachments: DIA 2020-02-Q [REDACTED].docx; 2019-0178-SIPR.pdf; 2019-4141.pdf; 20191205 CI Debrief EIR [REDACTED]-19-1205-004 (USPI).pdf; DIA 2020-03-Q [REDACTED] WH).docx; S_NF [REDACTED].pdf

Classification: ~~SECRET//NOFORN~~

[REDACTED]

From: [REDACTED]
Sent: Thursday, December 10, 2020 1:37 PM
To: [REDACTED]
Subject: FW: [REDACTED] contain USPI) - [REDACTED]

Classification: ~~SECRET//NOFORN~~

[REDACTED]

[REDACTED] - email two of two - this one was for [REDACTED] In retrospect, I should have added you to these.

v/r

[REDACTED]

From: [REDACTED]
Sent: Monday, October 26, 2020 7:51 PM
[REDACTED]
Subject: RE: [REDACTED] contain USPI) - [REDACTED]

Classification: ~~SECRET//NOFORN~~

[REDACTED]

[REDACTED]

[REDACTED] thanks for bringing this to the top of my queue. As we discussed via [REDACTED] last week, I coordinated with OIG [REDACTED] who this was also initially passed to re the QIA. The QIA was properly reported and the DO admin investigation we found to be complete. OIG saw no need for further investigation since the SUBJECT admitted the matter, the DO investigation was thorough, no indication the unauthorized disclosure was made public or with criminality/malicious intent. We find DO, given their internal investigation, is best positioned to take any punitive or corrective action they see fit.

When [REDACTED] closed the matter long ago, I fear it was only sent to [REDACTED] so it fell off my radar. Once I discussed with OIG, and re-reviewed the [REDACTED] docs, I now don't see any need for a formal [REDACTED] investigation.

I am corresponding with [REDACTED] who also queried this office on the status of the matter and advising them of the same.

v/r

[REDACTED]

From: [REDACTED]
Sent: Thursday, October 15, 2020 1:51 PM
To: [REDACTED]
Subject: FW: [REDACTED] contain USPI) - [REDACTED]
Importance: High

Classification: ~~SECRET//NOFORN~~

[REDACTED]

[REDACTED]

Here you go. I looked through our records on this side and we closed our action after the Debrief review and recommended ITD CMC referral.

Thanks!



[REDACTED]

From: [redacted]
Sent: Tuesday, October 13, 2020 4:07 PM
To: [redacted]
Subject: FW: [redacted]
Importance: High

Classification: ~~SECRET//NOFORN~~

[redacted]

From: [redacted]
Sent: Friday, February 21, 2020 9:58 AM
To: [redacted]
Cc: [redacted]
Subject: FW: [redacted]
Importance: High

Classification: ~~SECRET//NOFORN~~

[redacted]

[redacted]

I see this topic has already been brought to your attention but wanted to put it back on top of your cue since I'm hearing that [redacted] has started to ask some questions.

[redacted]

(b)(3):10 USC
424; (b)(6);
(b)(7)(C)



[redacted]

From: [redacted]
Sent: Friday, February 21, 2020 9:03 AM

To: [redacted]
Cc: [redacted]
Subject: FW: [redacted]
Importance: High

Classification: ~~SECRET//NOFORN~~

[redacted]

[redacted] Bringing you in to the loop on the dialog. /r [redacted]

From: [redacted]
Sent: Friday, February 21, 2020 8:23 AM

[redacted]

Subject: FW: [redacted]
Importance: High

Classification: ~~SECRET//NOFORN~~

[redacted]

[redacted] in lieu of waiting for CMC on Monday, as per our [redacted] does OIG have an investigative interest in this QIA and potential unauthorized disclosure (UD) of the [redacted] initially, when reviewed by this office based off the [redacted] brief, all I saw was the QIA (unauthorized meeting with foreign partner, but after reviewing the CISRS, the UD stands out.

Thoughts or action on OIG's part?

v/r

[redacted]

From: [redacted]
Sent: Tuesday, February 18, 2020 9:12 AM

[redacted]

[REDACTED]

Subject: RE: [REDACTED]

Importance: High

Classification: ~~SECRET//NOFORN~~

[REDACTED]

Team, I discussed this with [REDACTED] this morning.

(S//NF) Attached is the December 2019 CI Debrief that was spun off of the two attached CISRS (reported in Nov/Dec 2019 from an incident in 2018). When I was first provided the CI Debrief (w/o the CISRS reports) I did not see the immediate unauthorized disclosure concern. Instead, it was billed as "SUBJECT 2, engaged in potentially unauthorized interactions in November 2018" (Para 7a), which to me lent itself more towards a DO internal inquiry if no other action was taken by [REDACTED] inquiry also stated their Source did not recall specific term of [REDACTED] being used, but that doesn't mean an unauthorized disclosure of classified information was not made. Further review of [REDACTED] product shows they confirmed a meeting occurred with [REDACTED] by the outgoing DLO in November 2018, the focus of the unauthorized disclosure concern, that was not authorized.

~~(S//NF)~~ My original email to [REDACTED] DO below on 09 Feb 2020 recommending this be looked at by DO, [REDACTED] as an internal inquiry is in error – especially after reviewing the two classified CISRS provided to me last week by [REDACTED]. Instead, I wish to bring this up to the CMC for review for action. I suggest that if this is not already being actioned by [REDACTED] that we look at this from an unauthorized Disclosure angle.

[REDACTED] as asked below by [REDACTED] have this for action or is the attached CI Debrief the end of your equities?

v/r

[REDACTED]

From: [REDACTED]

Sent: Friday, February 14, 2020 11:41 AM

[REDACTED]

Subject: FW: [REDACTED]

Classification: ~~SECRET//NOFORN~~

[REDACTED]

[Redacted]

[Redacted]

Do you all have this for review and potential action. If so we will wait to hear back from you before proceeding with a security review.

V/r

[Redacted]

From: [Redacted]
Sent: Friday, February 14, 2020 11:16 AM
To: [Redacted]
Subject: FW: [Redacted]

Classification: ~~SECRET//NOFORN~~

[Redacted]

FYSA

V/R

[Redacted]

From: [Redacted]
Sent: Friday, February 14, 2020 10:16 AM
[Redacted]
Subject: FW: [Redacted]

Classification: ~~SECRET//NOFORN~~

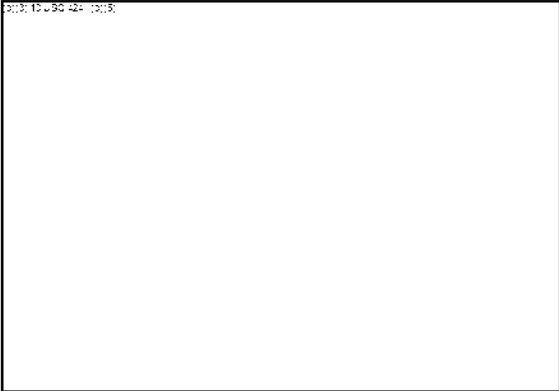
[Redacted]

Thank you [redacted] this leads me to believe that [redacted] still has it for action and might have pending investigative activities.

[redacted] Recommend you reach out to whoever your [redacted] contacts are to see if they still have investigative primacy on this so that you are not duplicating efforts.

[redacted] See the below email chain, from our optic this action and the information contained in it is still in the preview of [redacted] should not be taking action until such time that [redacted] closes whatever activities they are taking. This was reported months ago, and the activities in the report occurred well over a year ago, appears that DO [redacted] probably should have brought you into the loop sooner. I defer to [redacted] to de-conflict.

Vr



From: [redacted]

Sent: Friday, February 14, 2020 9:58 AM

[redacted]

Subject: FW [redacted]

Classification: ~~SECRET//NOFORN~~

[redacted]

FYSA-

[redacted] referred the CISRS incident 2019-0178 [redacted] to [redacted] below. He did not go through CMC or update CISRS to reflect that the incident was back with [redacted] for action. Therefore [redacted] continued to assume that [redacted] had that incident for action.

I have reviewed all of the recent CMC Agendas and there is no mention of this CISRS incident being referred to [redacted]

[redacted] did not drop the ball in my opinion.

If there are any questions, please let me know.

V/r,

[Redacted]

~~This e-mail may contain information subject to the Privacy Act (1987) or amended which must be protected under CAS 5400.114 and CIA Instruction 5400.001. If you are not the intended recipient, please do not disseminate, distribute or copy this e-mail. If you have received this e-mail by mistake, please notify the sender immediately by e-mail. This e-mail and any files transmitted with it are confidential and intended only for the individual named. If you are not the named addressee you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately by e-mail if you have received this e-mail by mistake and delete this e-mail from your system. If you are not the named addressee you should not disseminate, distribute or copy this e-mail.~~

From: [Redacted]
Sent: Monday, February 10, 2020 9:39 AM
To: [Redacted]
Subject: RE: [Redacted]

Classification: ~~SECRET//NOFORN~~

[Redacted]

Good morning,

Requested CISRS are attached. Please let me know if you need anything else.

V/r,

[Redacted]

To report a CI or Security Incident, click here: [CISRS](#)

~~This e-mail may contain information subject to the Privacy Act (1987) or amended which must be protected under CAS 5400.114 and CIA Instruction 5400.001. If you are not the intended recipient, please do not disseminate, distribute or copy this e-mail. If you have received this e-mail by mistake, please notify the sender immediately by e-mail. This e-mail and any files transmitted with it are confidential and intended only for the individual named. If you are not the named addressee you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately by e-mail if you have received this e-mail by mistake and delete this e-mail from your system. If you are not the named addressee you should not disseminate, distribute or copy this e-mail.~~

From: [Redacted]
Sent: Sunday, February 9, 2020 6:37 PM
To: [Redacted]
Subject: FW: [Redacted]
Importance: High

Classification: ~~SECRET//NOFORN~~

[REDACTED]

[REDACTED] can you bounce me copies of S//NF CISRS' 2019-0178 [REDACTED] dated 02 Dec 2019 and 2019-4141 dated 26 Nov 2019 on [REDACTED]

v/r

[REDACTED]

From: [REDACTED]
Sent: Sunday, February 9, 2020 6:36 PM
To: [REDACTED]
Subject: RE: [REDACTED]

Classification: ~~SECRET//NOFORN~~

[REDACTED]

[REDACTED] - just now digging out of emails/taskers to look at this. Not seeing what would be of [REDACTED] investigative interest here that would not be primarily in the realm of [REDACTED] (who is already involved) or would be best handled through internal DO administrative inquiry. Free to [REDACTED] when you are.

v/r

[REDACTED]

From: [REDACTED]
Sent: Friday, February 7, 2020 7:34 AM
To: [REDACTED]
Subject: [REDACTED]

Classification: ~~SECRET//NOFORN~~

[REDACTED]

See attached

[REDACTED]

SUBJECT: (~~S//NF~~) [REDACTED] GG-14, [REDACTED] DO, (Unauthorized Disclosure)
CASE NUMBER: 2020-5025-OI
SPECIAL AGENT: [REDACTED]

PROJECT DESCRIPTION: (U//~~FOUO~~) This case originated from HL 2020-7128 (Allegations of Unauthorized Disclosure, [REDACTED] (Multiple Subjects)). This case is a QIA from DO and originated from two [REDACTED] reports (reported in Nov/Dec 2019 from an incident that occurred in 2018).

INVESTIGATIVE PLAN ACTIVITIES

Date Planned	Milestone	Date Completed
01SEP20	Review HL 2020-7128	01SEP20
01SEP20	Review DIA [REDACTED] investigation	01SEP20
01SEP20	Re-interview people interviewed by [REDACTED]	
01SEP20	Re-interview subject	

[Redacted]

From: [Redacted]
Sent: Tuesday, September 15, 2020 8:52 AM
To: [Redacted]
Subject: FW: request clarification and/or closure of 2020-5025
Attachments: [Redacted] Notification to Hotline.pdf
Importance: High

Classification: UNCLASSIFIED//~~FOUO~~
=====

Ma'am,
This is case # 2020-5025 [Redacted] and the Unauthorized Disclosure. I do not see the IG's investigative interest here, I don't see FWA. I see that a mistake was made and that DO needs to address it, which by all accounts they have. From the attachment it seems as though they were extending us the professional courtesy of asking if we had interest, however, if [Redacted] looked into it and DO is aware, there is nothing for us. My Thoughts, are to close this.

From: [Redacted]
Sent: Tuesday, September 1, 2020 8:59 AM
To: [Redacted]
Subject: request clarification and/or closure of 2020-5025

Classification: ~~SECRET~~//NOFORN

[Redacted]

[Redacted]

~~(S//NF)~~ BLUF: I am writing to recommend closure of case 2020-5025 [Redacted] DO, (Unauthorized Disclosure)). In the alternative, if there is some investigative equity OIG has with this, I would like to seek further guidance as to what actions management would like conducted, as I do not see this to be in our lane. There does not appear to be anything left to investigate, and if there was, it should be conducted by DIA [Redacted]

Background:

~~(S//NF)~~ This case originated from HL 2020-7128 (Allegations of Unauthorized Disclosure, [Redacted] Multiple Subjects)). This case is a QIA from DO and originated from two [Redacted] reports (reported in Nov/Dec 2019 from an incident that occurred in 2018). A summary of the incident(s) was as follows [Redacted] which might have been disclosed to others. [Redacted] conducted interviews of all persons involved and documented their findings in a December 2019 [Redacted] Furthermore, the DO chain was involved in the process, to include [Redacted] has already returned from his post in Columbia back to D.C. [Redacted] declined to investigate and asked us if we wanted it (or it seems, [Redacted])

(U) I have read all the attached documents, and there does not appear that there is anything left to investigate; no questions of fact remain outstanding, that I could see (based on [redacted] activities). That said, if there is something outstanding, it seems that [redacted] should conduct it—not us. That said, [redacted] asked to have the email thread uploaded to the HL case. See attached.

Clarification requested/recommendation:

(U) If there is some investigative equity that falls within OIG Investigations lane with this QIA, and [redacted] wants something specific done, I do not see it and request clarification as to what specific actions she would like accomplished. If there is none, I recommend immediate closure.

(U) Standing by for guidance.

Best,



=====
Classification: ~~SECRET//NOFORN~~

=====
Classification: UNCLASSIFIED//~~FOUO~~

[Redacted]

From: [Redacted]
Sent: Thursday, December 10, 2020 2:58 PM
To: [Redacted]
Cc:
Subject: FW: [Redacted] Declination RE: SEC Investigation
Attachments: S_NF [Redacted] GOVT.pdf; DIA 2020-03-Q [Redacted] WH).docx; FW: SEC Investigation; 20191205 CI Debrief EIR [Redacted] 19-1205-004 (USPI).pdf; 2019-4141.pdf; 2019-0178-[Redacted].pdf; DIA 2020-02-Q [Redacted].docx

Classification: ~~SECRET//NOFORN~~

[Redacted]

From: [Redacted]
Sent: Thursday, December 10, 2020 1:35 PM
To: [Redacted]
Subject: FW: [Redacted] Declination RE: SEC Investigation

Classification: ~~SECRET//NOFORN~~

[Redacted]

[Redacted] - email one of two for your awareness.

v/r

[Redacted]

From: [Redacted]
Sent: Monday, October 26, 2020 7:50 PM

[Redacted]

Subject: [Redacted] Declination RE: SEC Investigation

Classification: ~~SECRET//NOFORN~~

(b)(3): 15 USC 424 (b)(3): 50 USC 3024(i) (b)(3):

declines investigative interest. I discussed with OIG [redacted] and with [redacted] last week. [redacted] closed their inquiry long ago believing the matter was referred to [redacted] was unaware. OIG had the matter for some time but initiated no investigation because the SUBJECT admitted his unauthorized disclosure, but they did ensure the matter was reported as a QIA. While I initially thought it worthwhile for a [redacted] investigation, in reading the internal investigation, I now see it different. With that additional information from OIG, I don't assess this as a matter requiring investigation regarding the Unauthorized Disclosure. The disclosure, which may have compromised a [redacted] we investigated by them through an administrative investigation, the Unauthorized Disclosure was not made public, the SUBJECT admitted to the disclosure, an SUBJECT's leadership is positioned well to take any punitive or corrective action they see fit. We don't think this requires any additional investigation by DIA – it has already been done and a QIA was reported. We also feel that there was no apparent criminality/malicious intent and given the UD was not made public, we don't feel it warrants formal UD reporting to other entities.

[redacted] asked for some clarity – I will copy you on email to them advising same as above.
v/r

[redacted]

From: [redacted]

Sent: Monday, October 26, 2020 11:03 AM

[redacted]

Subject: FW: SEC Investigation

Classification: ~~SECRET//NOFORN~~

[redacted]

[redacted]

Not pushing for a [redacted] investigation but I would like to follow-up with the [redacted] Staff Director. I believe they have pending action but were waiting to see if we were going to take investigative action.

V/r

[redacted]

From: [redacted]

Sent: Tuesday, September 15, 2020 3:39 PM

[redacted]

Subject: RE: [redacted] investigation

Classification: ~~SECRET//NOFORN~~

[Redacted]

[Redacted]

Attached is the last communication I saw on this, which was [Redacted] taking action. Based on the initial reporting attached, [Redacted] wouldn't take any actions based on the report stating:

(U) [Redacted] Director [Redacted] will initiate a formal investigation to determine the facts and impact of the disclosure of classified defense information.

~~(S//NF)~~ I do remember in a discussion advising that we need to inform [Redacted] of the security incident. See SC record attached. It's part of the program and [Redacted] needs to weigh in on operational impact as well. I've held off from sending to [Redacted] pending guidance.

[Redacted]

From: [Redacted]

Sent: Tuesday, September 15, 2020 3:16 PM

[Redacted]

Subject: FW: SEC Investigation

Importance: High

Classification: ~~SECRET//NOFORN~~

[Redacted]

[Redacted]

I see no record of an open case or investigation from DIA [Redacted]

[Redacted]

From: [Redacted]

Sent: Tuesday, September 15, 2020 3:03 PM

[Redacted]

Subject: RE: SEC Investigation

Importance: High

Classification: ~~SECRET//NOFORN~~

[Redacted]

[Redacted] Aloha brother and hope you and yours are well. Haven't heard about this since 13 Jul. Please provide current status. Greatly appreciate our partnership😊

V/R

[Redacted]

No People, No Mission
Know People, Know Mission

[Redacted]

From: [Redacted]

Sent: Monday, July 13, 2020 10:03 AM

[Redacted]

Subject: RE: SEC Investigation

Classification: ~~SECRET//NOFORN~~

[Redacted]

[Redacted]

That helps – I'll let you know what's going on.

[Redacted]

From: [Redacted]

Sent: Thursday, July 9, 2020 4:14 PM

[Redacted]

Subject: RE: SEC Investigation

Classification: ~~SECRET//NOFORN~~

[Redacted]

[redacted] Thanks brother! I don't have a SSN; however, can you try this name: [redacted]

V/R
[redacted]

From: [redacted]

Sent: Thursday, July 9, 2020 3:37 PM

[redacted]

Subject: RE: SEC Investigation

[redacted]

Sorry for the delayed response, I'm only in the office a couple days per week. I can't find any record that [redacted] has an open investigation on [redacted]. Can I get more information, like a SSN?

V/r
[redacted]

From: [redacted]

Sent: Monday, June 22, 2020 3:05 PM

[redacted]

Subject: FW: SEC Investigation

Importance: High

Classification: ~~SECRET//NOFORN~~

[redacted]

[redacted] Greetings brothers, [redacted] requests your help in providing an update on this investigation. Appreciate our partnership in taking care of our people to accomplish the mission during COVID.

V/R
[redacted]

(b) (7) - (D)

From: (b) (7) - (D)

Sent: Monday, June 22, 2020 2:36 PM

(b) (7) - (D)

Subject: SEC Investigation

Importance: High

Classification: ~~SECRET//NOFORN~~

(b) (7) - (D)

(b) (7) - (D)

Per our conversation. Attached please find QIA regarding (b) (7) - (D). This QIA triggered a Security Investigation by SEC. The QIA goes to the Office of the Secretary of Defense through DIA Office of Compliance Channels. Immediately after publishing the QIA, Security notified the Front Office they were opening up an investigation. Additionally he was in the middle of his PCS back to HQ. Based on the information (b) (7) - (D) never granted him access to (b) (7) - (D). Can you please provide an update on the status of the investigation. Also please note, (b) (7) - (D) filed an EO complaint against his previous supervisor. One action may not be viewed as a reprisal against the other. It is a rather tangled web. Thank you in advance for the assistance.

(b) (7) - (D)



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Classification: ~~SECRET//NOFORN~~

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Classification: ~~SECRET//NOFORN~~

SUBJECT: (S//NF) [redacted] GG-14, [redacted] DO, (Unauthorized Disclosure)
CASE NUMBER: 2020-5025 OI
SPECIAL AGENT: [redacted]

PROJECT DESCRIPTION: (U//FOUO) This case originated from HL 2020-7128 (Allegations of Unauthorized Disclosure, Bogota Colombia (Multiple Subjects)). This case is a QIA from DO and originated from two CISRS reports (reported in Nov/Dec 2019 from an incident that occurred in 2018).

DAILY ACTIVITIES

Time/Date Agent **Activities**

0859/Sept 1,
[redacted]

[redacted] briefed [redacted] on the specifics of this investigation and recommended closure of case 2020-5025.

Background:

(S//NF) This case originated from HL 2020-7128 (Allegations of Unauthorized Disclosure, Bogota Colombia (Multiple Subjects)). This case is a QIA from DO and originated from two CISRS reports (reported in Nov/Dec 2019 from an incident that occurred in 2018). A summary of the incident(s) was as follows: [redacted] improperly disclosed his status to a UK counterpart, which might have been disclosed to others. [redacted] conducted interviews of all persons involved and documented their findings in a December 2019 CI Debrief. Furthermore, the DO chain was involved in the process, to include [redacted] has already returned from his post in Columbia back to D.C. [redacted] declined to investigate and asked us if we wanted it (or it seems, [redacted])

(U) I have read all the attached documents, and there does not appear that there is anything left to investigate; no questions of fact remain outstanding, that I could see (based on [redacted] activities). That said, if there is something outstanding, it seems that [redacted] should conduct it –not us. .

Clarification requested/recommendation:

(U) If there is some investigative equity that falls within OIG Investigations lane with this QIA, and leadership wants something specific done, [redacted] requests clarification as to what specific actions should be like accomplished. If there is none, [redacted] recommends closure.

Sept 3, 2020 (U) [redacted] followed up with [redacted] to speak about closing this investigation based on the fact that the OIG does not appear to have investigative interest. [redacted] said that he would sent to the [redacted] for her input and decision.

Sept 15, 2020 (U) [redacted] mailed the [redacted] and recommended closure. [redacted] stated that although she felt that it could be closed as well, she wanted to speak with [redacted] before closing.

(U) [redacted] reached out to [redacted] but has yet to hear anything back from them. Standing by to hear back from the [redacted]

24 Sep 2020 (U) Sent follow-up email to [redacted] regarding recommendation to close case.

8 October 2020 (U) Spoke with the [redacted] who stated that we can close this case. There is nothing of investigative value here for the IG.

19 Oct 2020 (U) Attempted to close case in SharePoint; however, the system would not allow me to do so. [redacted] was informed of the issue, who in turn forwarded it to [redacted] for assistance.

20 October 2020 (U) Reached out to [redacted] and asked him to canx the review request that went to [redacted]. Once he does that, case agent can re-do the review request and send it to [redacted]

20 October 2020 (U) [redacted] the OIG/GC spoke with [redacted] about the report on October 19, 2020, and per [redacted] is exasperated with the incident. [redacted] said DO has not appointed anyone to investigate. Also, [redacted] doesn't think they even filed a CISR's report although the report now reflects that one was filed over a year late. [redacted]

(b)(3);10 USC 424; (b)(6)

[redacted] We do not volunteer who is in [redacted] S//NF still applies to somethings. [redacted] opines that there is nothing for us to do other than perhaps to check and see if [redacted] did anything.

(U) We found that DO conducted a QIA that originated from two [redacted] reports generated back in Nov/Dec 2019, despite the incident taking place in 2018.

(U) In the interest of Inv Divisions engagement [redacted] have advocated like [redacted] that we had no play in this. Additionally, when [redacted] last spoke to the [redacted] about this matter, the direction given was to wait until the [redacted] spoke with [redacted] about this. Per the [redacted] feedback from the [redacted] was to close as [redacted] had their opportunity to respond.

17 Nov 2020 (U) Had [redacted] assist me with canceling the previous review request in an attempt to create a new one; withdrawal appeared to work. Submitted *new* case closure review request to [redacted]

DIA 2020-02-Q

10 February 2020

1. ~~(S//NF)~~

[Redacted]

2. (U) **Timeline:**

- a. Date of Initial Incident: November 2018.
- b. Date Reported: 10 February 2020
- c. Date Reported to DoD [Redacted]

3. ~~(S//NF)~~ **Reason for Report:** Unauthorized disclosure of classified information violates 18 USC Section 798, "Disclosure of Classified Information," and DoD Manual 5200.01, Volume 3, "DoD Information Security Program: Protection of Classified Information."

[Redacted]

4. (U) **Cause:** Failure to Follow Procedures, Misconduct.

5. (U) **Impact on National Security or Foreign Relations:** TBD.

6. (U) **Impact on Civil Liberties or Protected Privacy:** TBD.

7. (U//FOUO) [Redacted] The [Redacted] responsible was reassigned to DIA Headquarters [Redacted]

[Redacted] The matter has been referred to the Office of Security for further review.

(b)(3);10 USC 424; (b)(6); (b)(7)(C);

[Redacted]

8. (U) **Additional Information:** None.

9. (U) **Status:** Open.

6. (U) **Impact on Civil Liberties or Protected Privacy:** TBD.

7. (U) [redacted] Director [redacted] will initiate a formal investigation to determine the facts and impact of the disclosure of classified defense information. [redacted] responsible for the disclosure and uncoordinated operational activity was reassigned to DIA Headquarters well short of a full tour [redacted] Administrative and disciplinary action will be determined pending the completion of the formal investigation.

(b)(3):10 USC
424; (b)(6);
(b)(7)(C)

8. (U) **Additional Information:** None.

9. (U) **Status:** Open/Substantiated.

(b)(3): 15 USC 424 (a)(1); (b)(3): 50 USC 3024(i) Sec 1.4(i); (b)(3)

From:

(b)(3): (b)(3): 15 USC 424 (a)(1); (b)(3): 50 USC 3024(i) Sec 1.4(i); (b)(3)

Sent:

Tuesday, October 20, 2020 8:33 AM

To:

(b)(3): 15 USC 424 (a)(1); (b)(3)

Subject:

RE: DIA Intelligence Oversight Summary 3rd Quarter CY 2020 Final Draft to

(b)(3): 15 USC 424 (a)(1); (b)(3)

Classification: ~~SECRET//NOFORN~~

(b)(3): 15 USC 424 (a)(1); (b)(3): 50 USC 3024(i) Sec 1.4(i); (b)(3)

(b)(3): 15 USC 424 (a)(1); (b)(3)

I find that most interesting because consistent with (b)(3): 15 USC 424 (a)(1); (b)(3) states below, we found that DO conducted a QIA that originated from two (b)(3): 10 USC 424 reports generated back in Nov/Dec 2019, despite the incident taking place in 2018.

In the interest of our Divisions engagement I have long advocated like (b)(3): 15 USC 424 (a)(1); (b)(3) that we had no play in this. Additionally, when you and I last spoke about this you told me that you wanted to speak with (b)(3): 15 USC 424 (a)(1); (b)(3) about this. Per (b)(3): 15 USC 424 (a)(1); (b)(3) your feedback was to close as (b)(3): 10 USC 424 had their opportunity to respond.

With that, I do not see the investigative validity of (b)(3): 15 USC 424 (a)(1); (b)(3) comment for us to maybe check to see if (b)(3): 10 USC 424 did anything. From my understanding that happened, via your communication or lack thereof with (b)(3): 15 USC 424 (a)(1); (b)(3)

My question is does (b)(3): 15 USC 424 (a)(1); (b)(3) know or think that DO did not file a (b)(3): 10 USC 424 report?

Thoughts??

From:

(b)(3): 15 USC 424 (a)(1); (b)(3)

Sent: Friday, October 16, 2020 2:47 PM

To:

(b)(3): 15 USC 424 (a)(1); (b)(3): 50 USC 3024(i) Sec 1.4(i); (b)(3)

Subject: FW: DIA Intelligence Oversight Summary 3rd Quarter CY 2020 Final Draft to SIOO

Classification: ~~SECRET//NOFORN~~

(b)(3): 15 USC 424 (a)(1); (b)(3): 50 USC 3024(i) Sec 1.4(i); (b)(3)

(b)(3): 15 USC 424 (a)(1); (b)(3)

FYI.

(b)(3): 15 USC 424 (a)(1); (b)(3)

From:

(b)(3): 15 USC 424 (a)(1); (b)(3)

Sent: Friday, October 16, 2020 2:59 PM

To:

(b)(3): 15 USC 424 (a)(1); (b)(3)

(S); (U) (S) (2) (S)

Subject: RE: DIA Intelligence Oversight Summary 3rd Quarter CY 2020 Final Draft to (S); (U) (S) (2)

Classification: ~~SECRET//NOFORN~~

(S); (U) (S) (2) (S); (S) (U) (S) (2) (S); (S)

All, I spoke with (S); (U) (S) (2) (S) about the report yesterday. He is exasperated with the incident. He said DO has not appointed anyone to investigate. (S); (U) (S) (2) (S) doesn't think they even filed a CISR's report although the report now reflects that one was filed over a year late. (S); (U) (S) (2) (S); (S) (U) (S) (2) (S); (S) info. We do not volunteer who is in (S); (U) (S) (2) (S) to even friendly foreign intel. S//NF still applies to somethings. Nothing for us to do other than perhaps to check and see if (S); (U) (S) (2) (S) did anything. VR, (S); (U) (S) (2) (S)

From: (S); (U) (S) (2) (S)

Sent: Friday, October 16, 2020 1:52 PM

(S); (U) (S) (2) (S); (S)

Subject: RE: DIA Intelligence Oversight Summary 3rd Quarter CY 2020 Final Draft to (S); (U) (S) (2)

Classification: ~~SECRET//NOFORN~~

(S); (U) (S) (2) (S); (S); (S) (U) (S) (2) (S); (S)

Got it, thank you.

(S); (U) (S) (2) (S); (S)

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prohibited. If you received this e-mail in error, please notify the sender immediately by return e-mail, and destroy all copies of this email.

From: [Redacted]

Sent: Friday, October 16, 2020 12:54 PM

[Redacted]

Subject: RE: DIA Intelligence Oversight Summary 3rd Quarter CY 2020 Final Draft to [Redacted]

Classification: ~~SECRET//NOFORN~~

[Redacted]

Ma'am –

The agency investigation is an inquiry being conducted by DO. The member admitted and was counseled. And yes, we are comfortable with the description of the events.

Regards,

[Redacted]

From: [Redacted]

Sent: Friday, October 16, 2020 12:16 PM

[Redacted]

Subject: RE: DIA Intelligence Oversight Summary 3rd Quarter CY 2020 Final Draft to [Redacted]

Classification: ~~SECRET//NOFORN~~

[Redacted]

Question on that aspect – the current writeup in report on IO 2020-002Q talks to status as Agency has initiated an investigation. I assume that is separate and apart from what we were doing and we are comfortable with the description of current state of events?

V/R,

[Redacted]

DIA

[REDACTED]

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From: [REDACTED]

Sent: Friday, October 16, 2020 11:55 AM

[REDACTED]

Subject: FW: DIA Intelligence Oversight Summary 3rd Quarter CY 2020 Final Draft to [REDACTED]

Classification: ~~SECRET//NOFORN~~

[REDACTED]

Ma'am –

[REDACTED] has reviewed the attachment and note no concerns/issues.

Please note that case IO 2020-002Q was an active Unauthorized Disclosure investigation within our office (2020-5025-OI), however the investigation was terminated based upon the information disclosed in the IO report.

Regards,

[REDACTED]

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From: [Redacted]

Sent: Friday, October 16, 2020 10:18 AM

[Redacted]

Subject: FW: DIA Intelligence Oversight Summary 3rd Quarter CY 2020 Final Draft to [Redacted]

Classification: ~~SECRET//NOFORN~~

[Redacted]

[Redacted] appears to be in the office next Tuesday. VR, [Redacted]

From: [Redacted]

Sent: Friday, October 16, 2020 8:11 AM

[Redacted]

Subject: FW: DIA Intelligence Oversight Summary 3rd Quarter CY 2020 Final Draft to [Redacted]

Classification: ~~SECRET//NOFORN~~

[Redacted]

[Redacted] For your review before we go final. [Redacted]

From: [Redacted]

Sent: Thursday, October 15, 2020 10:42 AM

[Redacted]

Subject: DIA Intelligence Oversight Summary 3rd Quarter CY 2020 Final Draft to [Redacted]

Classification: ~~SECRET//NOFORN~~

(b)(3); 15 USC 424 (b)(3); 50 USC 3024(i)(1)(B)

(b)(3); 15 USC 424 (b)(3)

Attached is our draft submission of the quarterly report. Please review and let us know if you have any questions. Once final, we'll resubmit with signed transmittal letter.

(b)(3); 10 USC 424 (b)(6)

Many thanks,

(b)(3); 15 USC 424 (b)(3)



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Classification: ~~SECRET//NOFORN~~

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Classification: ~~SECRET//NOFORN~~

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Classification: ~~SECRET//NOFORN~~

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Classification: ~~SECRET//NOFORN~~

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Classification: ~~SECRET//NOFORN~~

[REDACTED]

From: [REDACTED]
Sent: Monday, December 14, 2020 11:17 AM
To: [REDACTED]
Subject: RE: Reaching out

Classification: ~~SECRET//NOFORN~~

[REDACTED]

[REDACTED]

Your summarization is correct. See other email w/ docs.

Enjoy your day!

V/R,

[REDACTED]

From: [REDACTED]
Sent: Monday, December 14, 2020 12:13 PM
To: [REDACTED]
Subject: RE: Reaching out
Importance: High

Classification: ~~SECRET~~

[REDACTED]

Chase good day,

Per our conversation, DO did not conduct an investigation/inquiry into the situation that (S//NF) involved [REDACTED] and the unauthorized disclosure. Since it amounted to nothing more than an unauthorized disclosure it was turned over to SEC; and from DO's understanding SEC didn't pursue it. DO did report the matter to DOD, [REDACTED] and the to the Director.

Can you please confirm if the above is correct, and can you please send the [REDACTED] report, thank you very much.

From: [REDACTED]

Sent: Monday, December 14, 2020 8:55 AM

To: [REDACTED]

Subject: RE: Reaching out

Classification: UNCLASSIFIED//~~FOUO~~

Hi [REDACTED]

I'm here all day – let me know what you need.

V/R,

[REDACTED]

From: [REDACTED]

Sent: Thursday, December 10, 2020 4:10 PM

To: [REDACTED]

Subject: Reaching out

Classification: UNCLASSIFIED//~~FOUO~~

Please let me know when you can talk.

[REDACTED]

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Classification: UNCLASSIFIED//~~FOUO~~

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Classification: UNCLASSIFIED//~~FOUO~~

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Classification: ~~SECRET~~

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Classification: ~~SECRET//NOFORN~~

ENCLOSURE

[REDACTED]

Sent: Wednesday, August 21, 2019 3:34 AM
To: ~DIA IG_HOTLINE
Subject: IG Complaint Form

Below is the result of your feedback form. It was submitted by
() on Wednesday, August 21, 2019 at 07:33:40

To: Inspector General

[REDACTED]

Date of Complaint: 8/21/2019

Suggestions: [REDACTED] Riyadh, Saudi Arabia [REDACTED]

[REDACTED] attended Haj in Mecca, Saudi Arabia from 8-14 August 2019. He claimed to attend the religious event on a pass and did not take leave. Army Regulation 600-8-10 chapter five outlines the circumstances for taking pass to attend religious events and limits the absence to four days beginning the day after the final duty day of the week and returning on the fifth day. His pass lasted 6.5 days and he did not take leave as his subordinates did [REDACTED]. As he did not take leave and exceeded his pass he was AWOL IAW the aforementioned regulation. When asked, he stated it was a work trip but he was not on TDY 1610 orders nor did he submit a trip report or intelligence reporting after the fact, both of which would have required TDY orders. This latest use of position to his benefit can be quantified in the thousands as a function of his salary and not being present for duty. This officer has previously used his positional authority and falsification of documents relating to the exceptional family member program (EFMP) to bring a dependent into Saudi Arabia for 8 months and subsequently having to send his dependent back to the United States all on government sponsored travel stemming from his falsified EFMP packet, which [REDACTED] knew of and approved before sending to EUCOM's NDSP schools coordinator [REDACTED] for allocation of government funds placing the child in local schools not readily capable of handling special needs children. Upon beginning to look into this officer, I strongly recommend speaking to [REDACTED] for further details. This officer's behavior has created a hostile work environment and adversely effected the office's mission. Additionally, he recently failed he physical fitness test and retook it outside of DIA Army Element's published standards, which resulted in his successful completion of the test with no witnesses.

How did you become aware of this Problem / Issue?: No DA 31 indicating actual pass or leave dates submitted by

[REDACTED]

What are the specific details of your complaint?: [REDACTED]

Submit: Submit

SUBJECT: (U) [Redacted] (Conduct Unbecoming of an Officer))

CASE NUMBER: 2019-5075

[Redacted]

PROJECT DESCRIPTION: (U) Referral generated from HL 2019-7324. Anonymous complainant alleges the subject has falsified documents to include unauthorized absence of greater than 4 authorized days. Allegations of falsifying documents for the Exceptional Family Member Program (EFMP). Allegations of failing the Army Physical Fitness Test (APFT) and then passing a fitness test with no supervision.

INVESTIGATIVE PLAN ACTIVITIES

Date Planned	Milestone	Date Completed
21 Aug 19	Generate Workforce Assistance	21 Aug 19
28 Aug 19	Generate Referral memo	Canceled
5 Sep 19	Referral memo signed and emailed	Canceled

SUBJECT: (U) [redacted] (Conduct Unbecoming of an Officer))
CASE NUMBER: 2019-5075
SPECIAL AGENT: [redacted]

PROJECT DESCRIPTION: (U) Referral generated from HL 2019-7324. Anonymous complainant alleges the subject has falsified documents to include unauthorized absence of greater than 4 authorized days. Allegations of falsifying documents for the Exceptional Family Member Program (EFMP). Allegations of failing the Army Physical Fitness Test (APFT) and then passing a fitness test with no supervision.

DAILY ACTIVITIES

Time/Date Agent	Activities
1032 21 Aug 19 [redacted]	Referral generated from HL 2019-7324. All documents have been moved to case file. Ready for Supervisor to approve and move forward to produce template in product center.
1029 20 Sep 19 [redacted]	As per AIGI guidance provided to HL PM on 19 Sep 19, I have referred this complaint to the Army Element Command Team for further review and action. Due to this complaint being anonymous and limited evidence available we do not require the Army Element Command to report their findings back to the OIG. No further OIG actions are required. This referral has been cancelled based upon guidance from [redacted]

BLANK PAGE

From:

[Redacted]

Sent:

Tue, 3 Sep 2019 14:24:59 -0500

To:

[Redacted]

Attachments:

[Untitled].pdf

COVER SHEET/TRANSMITTAL
E-MAIL FOR NEXT TWO
PAGES

U.S. OFFICE OF PERSONNEL MANAGEMENT

SNOW & DISMISSAL PROCEDURES STATUS ARCHIVES

- [2019](#)
- [2018](#)
- [2017](#)
- [2016](#)
- [2015](#)
- [2014](#)
- [2013](#)
- [2012](#)
- [2011](#)
- [2010](#)
- [2009](#)
- [2008](#)
- [Before 2008](#)

-

2019

- March 1, 2019
[Open with Option for Unscheduled Leave or Unscheduled Telework](#)
- February 21, 2019
[Open with Option for Unscheduled Leave or Unscheduled Telework](#)
- February 20, 2019
[Office Closure](#)
- February 11, 2019
[Open - 2 hours Delayed Arrival - With Option for Unscheduled Leave or Unscheduled Telework](#)
- January 30, 2019
[Open - 3 hours Delayed Arrival - With Option for Unscheduled Leave or Unscheduled Telework](#)
- January 29, 2019
[Early Departure - 2 hours Staggered Release](#)
- January 26, 2019
[Open](#)
- January 15, 2019
[Open - 2 hours Delayed Arrival](#)
- January 14, 2019
[Office Closure](#)

-

2018

- December 26, 2018
[Due to a lapse in appropriations, Federal Government operations vary by agency.](#)

- December 25, 2018
All federal offices and agencies are closed today in observance of the Christmas holiday. Please refer back to this site on the next official first day of work.
- December 24, 2018
Subject to the Executive Order 11582, signed by President Trump, Executive Branch, Non-Postal Federal Employees and those who cannot be excused from national security, defense, and other public need; or those who, in the judgement of the agency head, deems necessary; will be excused today from work, with pay and without charge to leave. For pay and leave purposes, December 24, 2018 will be treated as falling within the scope of statuses and Executive Orders governing holidays.
- December 23, 2018
Due to a lapse in appropriations, Federal Government operations vary by agency.
- November 15, 2018
Open with Option for Unscheduled Leave or Unscheduled Telework
- March 22, 2018
Open - 2 hours Delayed Arrival - With Option for Unscheduled Leave or Unscheduled Telework
- March 21, 2018
Federal Offices are Closed - Emergency and Telework-ready Employees Must Follow Their Agency's Policies
- March 2, 2018
Federal Offices are Closed - Emergency and Telework-ready Employees Must Follow Their Agency's Policies
- February 9, 2018
Open
- February 9, 2018
Due to a lapse in appropriations, Federal government operations vary by agency.
- February 7, 2018
Open - 2 hours Delayed Arrival - With Option for Unscheduled Leave or Unscheduled Telework
- January 23, 2018
Open
- January 20, 2018
Due to a lapse in appropriations, Federal government operations vary by agency.
- January 4, 2018
Open - 2 hours Delayed Arrival - With Option for Unscheduled Leave or Unscheduled Telework

2017

- March 15, 2017
Open
- March 14, 2017
Open - 3 hours Delayed Arrival - With Option for Unscheduled Leave or Unscheduled Telework

From:

[Redacted]

Sent:

Tue, 19 Jun 2018 16:12:12 +0000

[Redacted]

Subject:

Working IC Virtual Fair from Home

Classification: UNCLASSIFIED

=====

Hello

[Redacted]

I will be working from home 6/21/2018 doing the IC Virtual Fair and my 2 hours will be working on the STOKES SOP. [Redacted] if you need to reach me.

[Redacted]

=====
Classification: UNCLASSIFIED

From: [redacted]
Sent: Tue, 23 Apr 2019 18:34:24 +0000
To: [redacted]
Subject: FW: [redacted] Career Field Change

Classification: UNCLASSIFIED
=====

[redacted]

Please provide correct office, sponsor, reviewer and rater info.

[redacted]

From: [redacted]
Sent: Tuesday, April 23, 2019 11:05 AM
[redacted]
Subject: [redacted] - Career Field Change

Classification: UNCLASSIFIED
=====

[redacted]

Good morning. As discussed, see emails below regarding changing [redacted] from [redacted] to [redacted]. Thank you!

v/r,

[redacted]

[REDACTED]

From: [REDACTED]

Sent: Wednesday, August 8, 2018 3:10 PM

[REDACTED]

Subject: RE: Career Field Change

Classification: UNCLASSIFIED

=====

ALCON,

[REDACTED] concurs with changing the CF/CS for [REDACTED] an intern, as stipulated below.

Thanks,

[REDACTED]

Member of Global Equality (DIA's LGBTQA group) and IC Pride



From: [redacted]

Sent: Wednesday, August 08, 2018 11:53 AM

[redacted]

Subject: RE: Career Field Change

Classification: UNCLASSIFIED

[redacted]

(U) I spoke with the CDO for [redacted] Support and she supports [redacted] request to be added to the cleared hiring pool for [redacted] upon the completion of internship. As the Lead CDO for [redacted] I support the request as well. If you (as the Lead CDO for [redacted]) support it then I think this should be an easy task to accomplish.

[redacted]

(U) Assuming that the Lead CDOs from [redacted] and [redacted] are in agreement, what else do you need from us to ensure [redacted] is placed in the cleared hiring pool for the [redacted] Career Field as opposed to [redacted]

[redacted]

From: [redacted]

Sent: Friday, August 03, 2018 4:04 PM

To: [redacted]

[REDACTED]

Subject: Career Field Change

Classification: UNCLASSIFIED

Hi [REDACTED]

Thank you for talking with me earlier about changing into the DO- [REDACTED] Career field. On this email are the two contacts of the [REDACTED] CDO's I've been in contact with, from switching [REDACTED] to be put in the cleared hiring pool come May 2019 when I graduate. I'd be happy to start the conversation with OHR as well, as they require the approval of all the lead CDOs- leaving and receiving. Thank you all for your help and let me know what else I can do!

Thank you,

[REDACTED]

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Classification: UNCLASSIFIED

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Classification: UNCLASSIFIED

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Classification: UNCLASSIFIED

From:

[Redacted]

Sent:

Thu, 31 Jan 2019 12:51:53 -0500

[Redacted]

Subject:

FW: Time & Labor PPE 2 February

Importance:

High

Classification: UNCLASSIFIED//~~FOUO~~

All,

Please complete and submit your timesheets today. Thank you.

VR,

[Redacted]

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From:

[Redacted]

Sent: Thursday, January 31, 2019 11:39 AM

To:

[Redacted]

Subject: Time & Labor PPE 2 February

Classification: UNCLASSIFIED//~~FOUO~~

Good Morning Everyone,

This is a friendly reminder to submit your timesheets for the pay period ending 2 February. Supervisors, please make a concerted effort to certify your personnel's timesheets NLT **COB Friday, 1 February**.

Please be sure your timesheet is annotated with LH (MLK Holiday) for 21 January, LN (weather closing) for the OPM 2 hour early release on 29 January and LN (weather closing) for the OPM 3 hour delay on 30 January. .

If you have any questions, please feel free to contact me directly.

V/R,



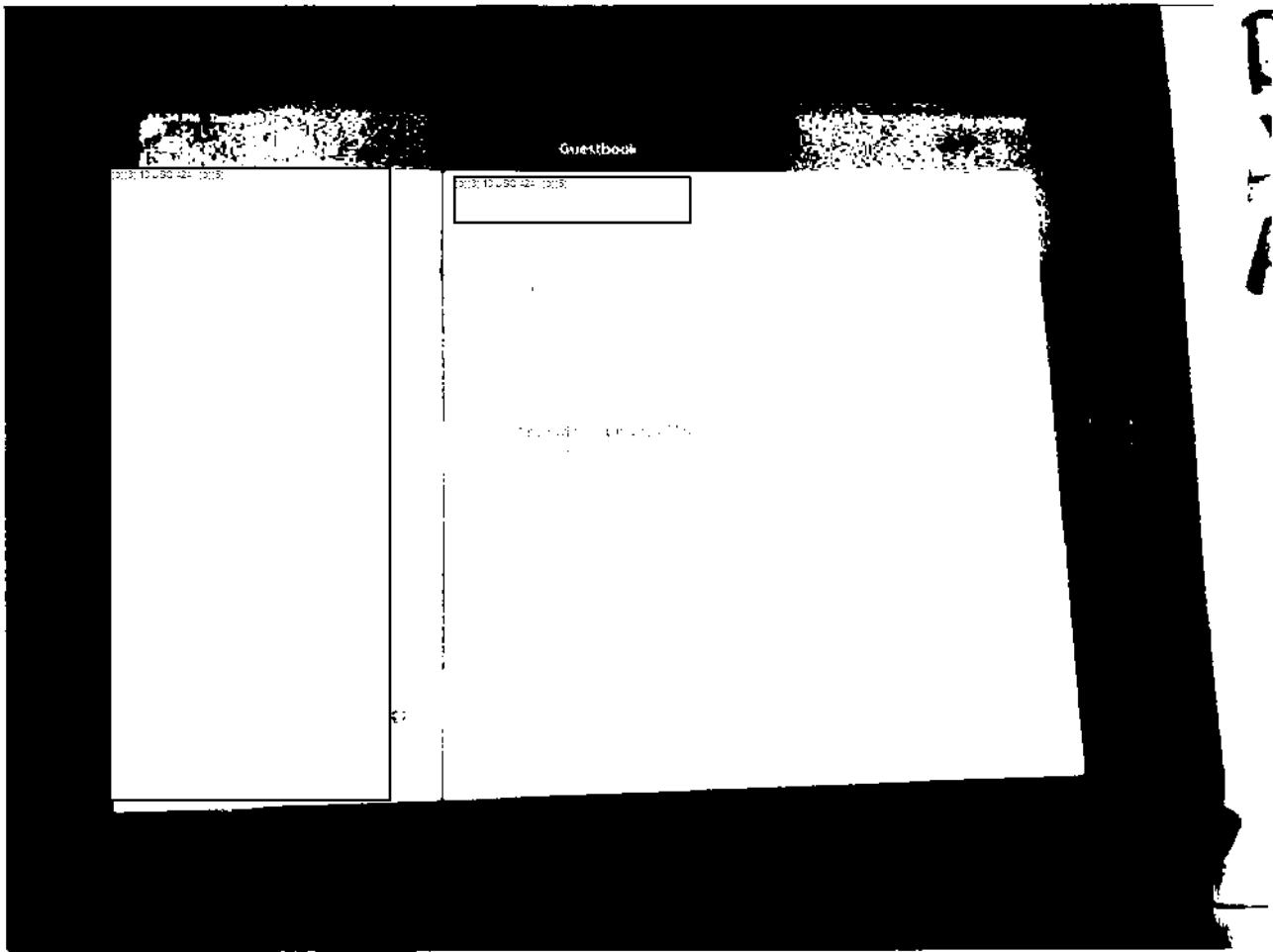
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Classification: UNCLASSIFIED//~~FOUO~~

=====
Classification: UNCLASSIFIED//~~FOUO~~

[REDACTED]

From: [REDACTED]
Sent: Tuesday, September 3, 2019 12:36 PM
To: [REDACTED]
Subject: [Non-DoD Source] Reservation Confirmation
Attachments: IMG_2536.jpg; ATT00001.txt



I was able to call the restaurant and
get a "clean shot" copy of the reservation
@ McCormick's + Schmidt's.

From: [REDACTED]
Sent: Thu, 1 Nov 2018 12:56:02 +0000
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: [REDACTED] Retirement Celebration

Classification: UNCLASSIFIED
=====

Thank you

From: [REDACTED]
Sent: Thursday, November 01, 2018 8:40 AM
[REDACTED]
Subject: RE: [REDACTED] Retirement Celebration

Classification: UNCLASSIFIED
=====

[REDACTED]

I have no problem with you attending. Please make sure [REDACTED] also aware, place it on the calendar, and adjust your timesheet accordingly.

VC
[REDACTED]

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From: [REDACTED]
Sent: Thursday, November 01, 2018 8:35 AM

To: [redacted]
Subject: FW: [redacted] Retirement Celebration

Classification: UNCLASSIFIED
=====

Hello [redacted]

With all the rush and ad-hoc, I forgot to ask you permission to attend [redacted] retirement celebration TODAY! [redacted] was my first supervisor upon entering into the agency 12 years ago.

Sincerely,

[redacted]

From: [redacted]
Sent: Monday, October 29, 2018 5:56 AM

[redacted]

[REDACTED]

Subject: RE: [REDACTED] Retirement Celebration

Classification: UNCLASSIFIED

=====

Good Morning All,

Happy Monday! I hope each of you had a wonderful weekend.

FRIENDLY REMINDER –Today is the last day to RSVP/pay for Ms. [REDACTED] retirement luncheon as we need to provide a headcount to the restaurant. Please help us to celebrate [REDACTED] 37 years of dedicated service to the federal government; and, wish her well as you starts her new journey as a retiree.

VR

[REDACTED]

From [REDACTED]
Sent: Tuesday, October 16, 2018 10:16 AM

[REDACTED]



Subject: [redacted] Retirement Celebration

Classification: UNCLASSIFIED

Good Morning All,

Please join [redacted] on **Thursday, November 1st from 12pm-2pm at Topolino Italian Cuisine & Buffet** for a Retirement Celebration honoring [redacted]'s 37 years of federal service. A buffet lunch will be available which includes a wide variety of pasta and sauces as well as carbonara, manicotti, three cheese tortellini, meatballs, mussels, soup, roasted vegetables, fresh bread, pizza, and assorted desserts.

Due to the anticipated number of attendees, please ensure you RSVP with your payment of \$22.00 for the luncheon to [redacted] Desk [redacted] by **October 29, 2018.**

v/r,



For immediate assistance, please contact HROC Customer Service.
There are four methods available to you for reaching the HROC team:

HROC Walk-Up: (b) (5), 15 U.S.C. 424

PHONE: (b) (5), 15 U.S.C. 424

(b) (5), 15 U.S.C. 424

ONLINE HR REQUEST TOOL: (b) (5), 15 U.S.C. 424

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Classification: UNCLASSIFIED

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Classification: UNCLASSIFIED

[REDACTED]

From:

[REDACTED]

Sent:

Thursday, February 21, 2019 4:59 PM

To:

[REDACTED]

Cc:

Subject:

2019 ASBC College Festival

Team,

Thank you for volunteering for this amazing event. The Alfred Street Baptist Church 2019 HBCU College Festival will be held at the Walter E. Washington Convention Center (801 Mt Vernon Place NW, Washington, DC 20001) from 8-3:30 and setup time is from 6:00-7:30 a.m. Please see the link below for parking and Metro access. Also, I will email you, your personalized barcode to check in. You are asked to print your barcode or be prepared to pull it up on your mobile device to expedite check-in. When you arrive at the East Salon check in area, please visit one of the Express Registration stations for an expedited check in. If you do not have the barcode when you arrive at the festival, please visit one of the Full-Service check-in counters.

Lunch Option: You have the option of bringing your lunch or purchasing from the vendors and local restaurants nearby.

Attendees:

[REDACTED]

<http://eventsdc.com/Venues/ConventionCenter/DirectionsAndParking.aspx>

V/r

[REDACTED]

(b)(3);10 USC 424; (b)(6)

(b)(3);10 USC 424; (b)(6)

(b)(3);10 USC 424; (b)(6)

[Redacted]

From:

[Redacted]

Sent:

Thursday, February 21, 2019 4:10 PM

To:

[Redacted]

Cc:

Subject:

[Non-DoD Source] Fwd: 17th Annual ASBC HBCU College Festival - Final Logistics and Badge Express Pick Up!

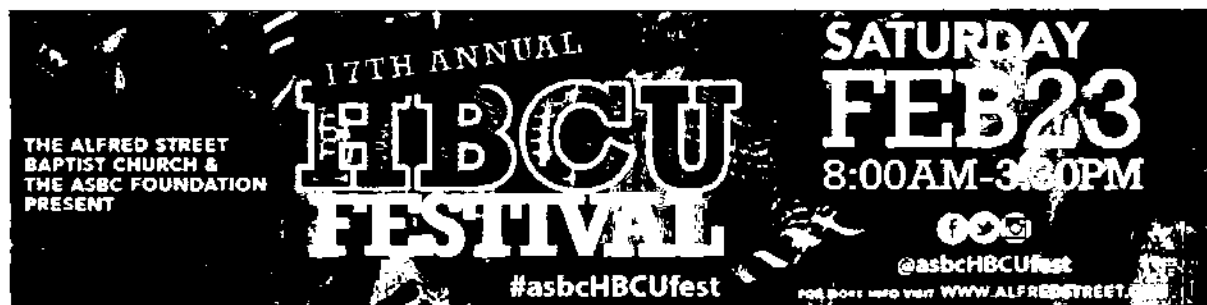
----- Forwarded message -----

From: <hbcufestival@alfredstreet.org>

Date: Thu, Feb 21, 2019 at 3:09 PM

Subject: 17th Annual ASBC HBCU College Festival - Final Logistics and Badge Express Pick Up!

To: <tisha.walford@gmail.com>



Greetings Vendors and External Organizations!

We look forward to welcoming you to the 17th Annual Alfred Street Baptist Church HBCU Festival on Saturday, February 23rd! This year's festival is being held at the Walter E. Washington Convention Center, 801 Mt. Vernon Place NW, Washington, D.C. We currently have over 12,000 guests registered for this year's festival.

Below is your personalized barcode to check in. You are asked to print your barcode or be prepared to pull it up on your mobile device to expedite check-in. When you arrive at the East Salon check in area, please visit one of the Express Registration stations for an expedited check in. If you do not receive or will not have the barcode when you arrive at the festival, please visit one of the Full-Service check-in counters.

Scan at the Express Check-In	Registration Information
-------------------------------------	---------------------------------

(b)(3);10 USC
424: (b)(6)



(b)(3);10 USC 424: (b)(6)

Department of Defense (DIA)
Washington, DC 20301

(b)(3);10 USC 424: (b)(6)

If you are having trouble viewing the above barcode image, click here to print your barcode.

(b)(3);10 USC
424: (b)(6)

In addition, here are some key updates for you as you plan your visit.

1. **Only Pre-Registered Guests will be Admitted— there will be no on-site registration for external organizations and vendors on the day of the festival.** Changes or substitutions to representatives must be made in advance. We ask that you pass this information along to those that might have planned to come, but did not register in advance. We want to avoid instances of turning your colleagues away after they travel to the Convention Center, but will not be able to gain entry.
2. **Transportation and Parking Guidance** – The Convention Center is Metro accessible (Green/Yellow) and there are over 3000 parking spaces in a three-block radius of the Convention Center. These spaces are available on a first come, first serve basis and you are encouraged to visit the website DC Convention Center website for information regarding Parking Panda to reserve nearby spaces in advance. <https://www.parkingpanda.com/washington-dc-convention-center-parking?ref=dccc>. Uber/Lyft is another transportation option.
3. **Festival Set Up - Loading and Unloading of Materials** – Due to the large number of exhibitors we highly encourage all exhibitors to setup their booth on Friday, February 22, 2019 between 6:00-8:00 p.m. As a reminder Saturday setup time is from 6:00-7:30 a.m. There are two options to drop off your items:
 - **“Dock A” Load-In/Out - If you have large and/or large quantities of items you MUST use the loading dock to off-load your items.** The entrance to the loading dock is at 775 M Street Northwest and is labeled “Loading Dock/Hall ABC” (see attached map). The Walter E. Washington Convention Center is a union facility. **Union labor is required to move all materials to and from the dock entrance and ASBC staff will be on hand to coordinate the move of your items with Freeman** (as the ASBC service contractor).
 - Freeman will have a Freight Manager and personnel on Dock A to manage all move-in/move-out, plus receipt and handling of any items shipped direct to show site on 2/22 and 2/23. Guests will check in at the labor gate, and then be directed down to the loading dock level. A map to the loading dock entrance can be found [HERE](#).
 - There are costs associated with material handling and/or cart service for items that can be moved in one trip. **The exhibitor is responsible for payment directly to Freeman on site.**
 - **“Hand Carry”** - Exhibitors are allowed to “hand carry” items using the Hand Carry entrance located at Mt. Vernon and 9th Street (on the 9th Street side) see [HERE](#).

- **Exhibitors are not allowed to park a vehicle while items are carried to Hall A.** ASBC will have volunteers to assist with the hand carried items so the individuals can drop off and park.
- Items dropped at the Hand Carry entrance must be limited in nature so as to be taken in one trip through this entrance to Hall A. Examples of acceptable hand-carry materials include boxes, suitcases or fiberboard shipping cartons, portable displays on wheels and small luggage racks. The following items are not considered hand-carry items: two-wheel dolly loads, hotel Bellman's carts, boxes or crates requiring two people to carry. A Hand Carry entrance map can be found HERE.

4. **Festival Day Arrival Time and Check-In Location** – Upon arrival or after material drop off in either the loading dock or Hand Carry area, please come to the East Salon on the Concourse

(main) level for check-in beginning at 7:30 a.m. An Escort will direct you to the festival floor (Exhibit Hall A).

- If you arrive prior to 7:30, you can proceed to the festival floor (Exhibit Hall A) to set up, but kindly return to the East Salon to complete check-in prior to the festival floor opening.
- You are asked to be ready to receive festival attendees by 8:30 a.m.

5. **Festival Wi-Fi**: The Convention Center offers public wi-fi at no charge. Connect to "FreeConventionCenterWiFi"; once selected, agree to the terms of service on the splash page and you will be connected.

6. **Lunch Time and Location**: If you have requested and paid for lunch, you will receive a lunch ticket with your printed badge upon check in. There will be a designated area to pick up their food and eat. If the lunch option was not chosen, there will be five food vendors located on the festival floor for your convenience. Lunch will be available for those with lunch tickets from 11:30 a.m. to 2:00 p.m.
7. **Printing Needs**: The Capital Business Center, located in the main lobby of the Convention Center, offers an array of business services and products, tailored to meet your needs. Please ensure that you make any necessary copies prior to arrival and if not, please plan to utilize the business center for all of your copying needs.

If you have any questions prior to the day of the festival, please feel free to reach out to Ms. Michelle Walker at mdwalkerphd@yahoo.com or (703) 307-9047 or the Festival Planning Team at hbcufestival@alfredstreet.org.

Peace and Blessings.

The Alfred Street Baptist Church HBCU Festival Planning Committee

V/r

(b)(3);10 USC 424; (b)(6); (b)(7)(C)

[Redacted]

From:

[Redacted]

Sent:

Monday, April 1, 2019 10:35 AM

To:

[Redacted]

Subject:

[Non-DoD Source] 19th Annual Diversity Employment Day Career Fair for Metro DC and VA - 2019

Attachments:

EmbassySuitesCrystalCityFactSheet_2015.pdf

Importance:

High

All,

We are looking forward to seeing you at the event:

19th Annual Diversity Employment Day Career for Metro DC and VA: Wednesday, April 3, 2019, (11:00AM to 3:00PM), Embassy Suites by Hilton, Crystal City National Airport

The hotel is located at 1300 Jefferson Davis Highway, Arlington, VA 22202 and it is close to the Crystal City METRO. The attached sheet has hotel information – pay close attention to page 3.

Since this is an IC collaborative recruitment event, you will only need your IC Element brochures and swag. We will have IC tablecloths and a banner which represents the IC. You will be given a portion of the booth for your items and have the opportunity to participate with your peers from ODNI, CIA, DIA, FBI, NGA, NRO, NGIC, and IC Pride.

I will be there between 9:00AM and 9:30AM for set-up. If you need anything during the event I can be reached on my cell (703) 967-9889.

v/r,

[Redacted]

From:

[Redacted]

Sent: Friday, February 08, 2019 6:38 PM

To:

[Redacted]

Cc:

Subject: [Redacted] here's the info and Discounted Prebook space reservation we spoke of - 19th Annual Diversity Employment Day Career Fair for Metro DC and VA - 2019

The 19th Annual Diversity Employment Day Career Fair and Roundtable for Metro DC / VA and Nationwide – 2019

Hello [REDACTED] and the DNI Recruitment Team!

[REDACTED]
It was great speaking with you.

[REDACTED]
Again we'd be honored to have DNI recruiting at the 19th Annual Diversity Employment Day Career Fair for Metro DC and taking place nationwide in 2019. Please Prebook ASAP – it always sell out.

Thanks for your efforts to build a team that truly reflects all the communities served by DNI. Many of our clients such as: FBI, State Department , CIA, National Geospatial, Homeland Security, Treasury Dept., Department of Defense, DEA, DOE, Symantec, Microsoft, Apple, and many more regularly find qualified candidates from the multicultural and diverse communities at our Annual Diversity Employment Day Career Fairs. So if you're seeking to hire entry level to experienced professional level candidates, we'll have them there for you.

Plus at the conclusion of every Annual Diversity Employment Day Career Fair we present the employers with an Annual Certification just in case of an internal/external EEO/OFCCP type audit. Our clients tell us this is excellent 2nd party documentation of their Diversity Outreach efforts.

This is an excellent opportunity to add diversity & inclusion to your 2019 Recruitment Plans. It will help your company build a workforce that truly reflects all the communities you serve. Your brand will gain a distinct business advantage over all competitors.

Here is the information you requested about the upcoming [REDACTED]
19th Annual Diversity Employment Day Career for Metro DC and VA: Wednesday, April 3, 2019, Embassy Suites by Hilton, Crystal City National Airport [REDACTED]

All shows are from 11am-3pm local time. (See Attached 2019 Schedule for more DED Career Fairs Nationwide)

With a decision to participate **before February 13, 2019** you have an opportunity to take advantage of our 2019 Pre-Book discounts and benefits! [REDACTED]

Our clients from **major corporations, government agencies and non-profit organizations** tell us that City Career Fair Productions' Diversity Employment Day Career Fair is the most proactive and cost-effective way to recruit qualified candidates while **actively supporting their**

diversity hiring initiatives. They also tell us that because of our exclusive **Search and Invite™** method, they interview and hire more candidates with the qualifications they seek than **at any** other recruitment event.

This is the only **true** Diversity Career Fair that will present you candidates from all diverse communities. If your recruiting goals include candidates from Multicultural, Bilingual, People with Disabilities, Women, Mature Workers, LGBT and Veterans communities, this is the place to do it! There will be on average **over 700 candidates in attendance most with college degrees, credentials and at least 3 years of work experience.** Many are bilingual and recent veterans.

A few clients from your industry that regularly recruit at Diversity Employment Day Career Fairs are: FBI, State Department , CIA, National Geospatial, Homeland Security, Treasury Dept., Department of Defense, DEA, DOE, Symantec, Microsoft, Apple, Air National Guard, Bay Area Rapid Transit, Bureau of Alcohol, Tobacco, Firearms & Explosives, California Department of Corrections, City of Los Angeles, EPA, IRS, King County, Lawrence Berkeley National Labs, Metro Washington Airports Authority, National Oceanic & Atmospheric, Peace Corps, Port of Seattle, San Diego Regional Airport Authority, Social Security Administration, US Air Force, US Army, US Army Corps of Engineers, US Census Bureau, US Coast Guard, US Customs & Border Protection, US Forest Service, US Marine Corps, US Navy, US Postal Service, US Secret Service and many more. Many of these employers have participated multiple times in our 30+ Annual Diversity Employment Day Career Fair events held yearly across the US.

We have over 5,000 satisfied clients!

We offer several exclusive features that keep our clients happy and coming back:

- **We are the longest-running and largest professional Career Fair event in the nation!** With eighteen solid years behind us, we have the history and experience to warrant recognition from The Mayor's and/or Governor's Office, which traditionally proclaim the day as Diversity Employment Day. The Diversity Recruiters Network Organization and City Career Fair Productions host the event along with major media and our local Co-Media sponsors from the diverse community.
- **We invite local chapters of professional and community based organizations** to join us such as the National Association of Asian American Professionals, NAACP, Urban league, The National Association of Hispanic MBAs, Society of Black MBAs, Association of Latino Professionals in Accounting and Finance, Hispanic American Bankers Association, The Society of Hispanic Engineers, American Indian Science and Engineering Society, The Women's Executive Network, National Association of Black Accountants, Black Data Processing Associates, Forty-Plus, Departments of Rehabilitation, Women in Computing

and more. These organizations in turn invite their members to the event, adding even more diverse talent to the candidate pool.

- **Our recruitment advertisement campaign is the most extensive of any national or local diversity career fair!** Here is a typical example of our partial media buy for Metro DC/VA - Baltimore Sun, Business, Washington Post, Washington Times, The Express, Employment Guide, The Express, La Nacion, Korean Times, Professional Woman's Magazine, Hispanic Network Magazine, Black EOE Magazine, Yahoo-HotJobs, Monster.com, Infinity Broadcasting and Channel 2, Crawford Broadcasting, Latino Radio Network, Career Builder, LinkedIn and much more! We have over 10,000 pre-registered candidates that will receive invitations to this event. Hundreds of TV and Radio on-air mentions and advertisements will be supporting the event. Live News usually reports holds interview and reports from the DED Career Fair Floor.
- **Our opening ceremony of the Career Fair is an exclusive event for Recruiters, Diversity Practitioners, Media and Dignitaries.** We often present the Diversity Spirit Achievement Award™ to a local corporation, community member or government official for their dedication to Diversity Recruitment. We also offer our highly successful **Diversity Practitioners Roundtable** group discussion for employers. Our panels are typically comprised of Chief Diversity Officers, local Diversity and Inclusion Practitioners, as well as Professional and Community Leaders who share insights, challenges and solutions. The EEOC and OFCCP often send a representative to update employers on best practices. A sponsored continental breakfast is included, and it's a great opportunity for networking!
- **Most importantly, we provide an Annual Certification** at the conclusion of the Career Fair along with a digital photo that provide crucial documentation of your **active** support of your diversity recruitment efforts in the event of an EEOC or OFFCP-type audit.

We value your participation and support, as a highly respected employer. The communities you serve will recognize and thank you as well. If you get a chance please visit our website: [Caution-Caution-www.citycareerfair.com](http://www.citycareerfair.com) < Caution-Caution-
[https://urldefense.proofpoint.com/v2/url?u=http-3A-
www.citycareerfair.com&d=DwMFAw&c=MIhbGy5Gh896cU9gA1kID2IXfS3IDuOmLQAAcwJ5q5s&r=9JKAR0NdUSMDmEgVgqTku-QuCmfFyb_0Aj9DoYTZEFg&m=hmbY-E-hTaakCtfXeEOxvvrMTfQ5P4qqUGRjuqxFa0A&s=3GfsxcrLTUTgWCZ9XhoklwLidXEqrRZI4i6uqLK YH5o&e=](https://urldefense.proofpoint.com/v2/url?u=http-3A-www.citycareerfair.com&d=DwMFAw&c=MIhbGy5Gh896cU9gA1kID2IXfS3IDuOmLQAAcwJ5q5s&r=9JKAR0NdUSMDmEgVgqTku-QuCmfFyb_0Aj9DoYTZEFg&m=hmbY-E-hTaakCtfXeEOxvvrMTfQ5P4qqUGRjuqxFa0A&s=3GfsxcrLTUTgWCZ9XhoklwLidXEqrRZI4i6uqLK YH5o&e=) > to see pictures and video testimonials about our events (additional pictures can be found here < Caution-Caution-[https://urldefense.proofpoint.com/v2/url?u=https-3A-
www.flickr.com/photos/98753758-40N03_&d=DwMFAw&c=MIhbGy5Gh896cU9gA1kID2IXfS3IDuOmLQAAcwJ5q5s&r=9JKAR0NdUSMDmEgVgqTku-QuCmfFyb_0Aj9DoYTZEFg&m=hmbY-E-](https://urldefense.proofpoint.com/v2/url?u=https-3A-www.flickr.com/photos/98753758-40N03_&d=DwMFAw&c=MIhbGy5Gh896cU9gA1kID2IXfS3IDuOmLQAAcwJ5q5s&r=9JKAR0NdUSMDmEgVgqTku-QuCmfFyb_0Aj9DoYTZEFg&m=hmbY-E-)

[hTaakCtfXeEOxvvrMTfQ5P4ggUGRjuqxFa0A&s=hLxFa3OedroUIkKAXhhOE7fcW-IMigb_NXeg4YveZls&e=> \).](https://www.wsj.com/2019/09/11/diversity-career-fair/) Also read in our media section [The Wall Street Journal's](#) article interviewing our clients and quoting us. We hope you will like it. Our goal is to **EXCEED YOUR EXPECTATIONS!**

The Standard Diversity Career Fair Package includes:

- A professionally decorated Exhibit Space on the Career Fair Floor.
- Invitations to the Diversity Roundtable group discussion and continental breakfast on the morning of the Career Fair.
- Posting of your logo and a link to your website for 1 year on our City Page.
- A 60 day listing of your open positions on the City Career Fair Career Board
- Diversity Career Fair Guide Listing of your contact info and up to 6 available employment positions.
- **Annual Diversity Certification.**
- Designation on our Top Employers for Diversity List.
- Digital Team Photo.
- Inclusion in our huge recruitment advertisement campaign.
- Morning refreshments and afternoon snacks.

BLANK SHEET

(b)(3); 15 USC 424; (b)(5)

From:

(b)(3); 15 USC 424; (b)(5)

Sent:

Thursday, March 28, 2019 2:51 PM

To:

(b)(3); 15 USC 424; (b)(5)

Subject:

FW: Warm Reminder - 19th Annual Diversity Employment Day Career Fair for Metro DC and VA - 2019

Importance:

High

(b)(3); 15 USC 424; (b)(6)

FYI

(b)(3); 15 USC 424; (b)(5)

[Redacted]

From:

(b)(3); 50 USC 3024; (b)(5)

Sent: Thursday, March 28, 2019 10:53 AM

(b)(3); 15 USC 424; (b)(5)

Subject: [Non-DoD Source] Warm Reminder - 19th Annual Diversity Employment Day Career Fair for Metro DC and VA - 2019

Importance: High

(b)(3); 15 USC 424; (b)(5)

Please see the below listed information. If you need assistance during the event, please call my cell at

(b)(3); 15 USC 424; (b)(5)

v/r,

(b)(3); 50 USC 3024; (b)(5)

[Redacted]

From:

(b)(3); 50 USC 3024; (b)(5)

Sent: Tuesday, March 26, 2019 12:40 PM

(b)(3); 15 USC 424; (b)(5); 50 USC 3024; (b)(5)

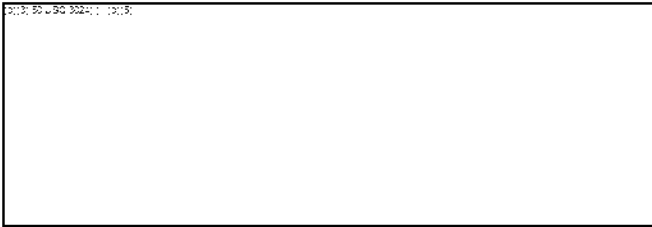
[Redacted]

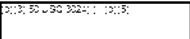
Subject: Warm Reminder - 19th Annual Diversity Employment Day Career Fair for Metro DC and VA - 2019
Importance: High

All,

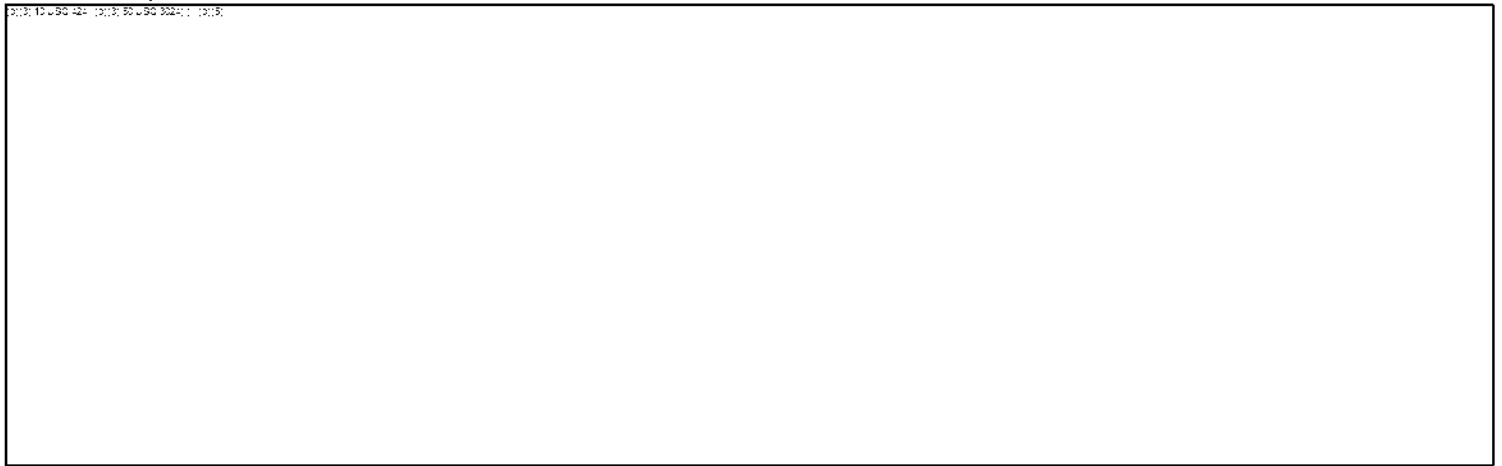
Just a reminder that I need your names.

v/r,



From: 

Sent: Friday, March 22, 2019 4:03 PM



Subject: 19th Annual Diversity Employment Day Career Fair for Metro DC and VA - 2019
Importance: High

All,

I have received the recruiter kit for the conference and need to submit the names of your recruiters. The conference POC has asked for the information by COB, 26 March 2019.

Element:

Recruiter Names:

Any Positions you want to mention in the event catalog:

v/r,



[Redacted]

From: [Redacted]

Sent: Tuesday, February 12, 2019 3:23 PM

[Redacted]

Subject: [Redacted] here's the info and Discounted Prebook space reservation we spoke of - 19th Annual Diversity Employment Day Career Fair for Metro DC and VA - 2019

Importance: High

All,

We have decided to sponsor the IC for this local diversity event and I need to know who wants to attend so I can order our booths.

Please respond as soon as possible if your agency is interested in attending:

Element:

Number of Recruiters:

Thanks much.

v/r,

[Redacted]

From: [Redacted]

Sent: Friday, February 08, 2019 6:38 PM

To: [Redacted]

Cc: [Redacted]

Subject: [Redacted] here's the info and Discounted Prebook space reservation we spoke of - 19th Annual Diversity Employment Day Career Fair for Metro DC and VA - 2019

The 19th Annual Diversity Employment Day Career Fair and Roundtable for Metro DC / VA and Nationwide – 2019

Hello [Redacted] and the DNI Recruitment Team!

It was great speaking with you.

Again we'd be honored to have DNI recruiting at the 19th Annual Diversity Employment Day Career Fair for Metro DC and taking place nationwide in 2019. Please Prebook ASAP – it always sell out.

Thanks for your efforts to build a team that truly reflects all the communities served by DNI. Many of our clients such as: FBI, State Department , CIA, National Geospatial, Homeland Security, Treasury Dept., Department of Defense, DEA, DOE, Symantec, Microsoft, Apple, and many more regularly find qualified candidates from the multicultural and diverse communities at our Annual Diversity Employment Day Career Fairs. So if you're seeking to hire entry level to experienced professional level candidates, we'll have them there for you.

Plus at the conclusion of every Annual Diversity Employment Day Career Fair we present the employers with an Annual Certification just in case of an internal/external EEO/OFCCP type audit. Our clients tell us this is excellent 2nd party documentation of their Diversity Outreach efforts.

This is an excellent opportunity to add diversity & inclusion to your 2019 Recruitment Plans. It will help your company build a workforce that truly reflects all the communities you serve. Your brand will gain a distinct business advantage over all competitors.

Here is the information you requested about the upcoming 19th Annual Diversity Employment Day Career for **Metro DC and VA: Wednesday, April 3, 2019, Embassy Suites by Hilton, Crystal City National Airport**

All shows are from 11am-3pm local time. (See Attached 2019 Schedule for more DED Career Fairs Nationwide)

With a decision to participate **before February 13, 2019** you have an opportunity to take advantage of our 2019 Pre-Book discounts and benefits!

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This is the only **true** Diversity Career Fair that will present you candidates from all diverse communities. If your recruiting goals include candidates from Multicultural, Bilingual, People with Disabilities, Women, Mature Workers, LGBT and Veterans communities, this is the place to do it! There will be on average **over 700 candidates in attendance most with college degrees, credentials and at least 3 years of work experience**. Many are bilingual and recent veterans.

A few clients from your industry that regularly recruit at Diversity Employment Day Career Fairs are: FBI, State Department, CIA, National Geospatial, Homeland Security, Treasury Dept., Department of Defense, DEA, DOE, Symantec, Microsoft, Apple, Air National Guard, Bay Area Rapid Transit, Bureau of Alcohol, Tobacco, Firearms & Explosives, California Department of Corrections, City of Los Angeles, EPA, IRS, King County, Lawrence Berkeley National Labs, Metro Washington Airports Authority, National Oceanic & Atmospheric, Peace Corps, Port of Seattle, San Diego Regional Airport Authority, Social Security Administration, US Air Force, US Army, US Army Corps of Engineers, US Census Bureau, US Coast Guard, US Customs & Border Protection, US Forest Service, US Marine Corps, US Navy, US Postal Service, US Secret Service and many more. Many of these employers have participated multiple times in our 30+ Annual Diversity Employment Day Career Fair events held yearly across the US.

We have **over 5,000 satisfied clients!**

We offer several exclusive features that keep our clients happy and coming back:

- **We are the longest-running and largest professional Career Fair event in the nation!** With eighteen solid years behind us, we have the history and experience to warrant recognition from The Mayor's and/or Governor's Office, which traditionally proclaim the day as Diversity Employment Day. The Diversity Recruiters Network Organization and City Career Fair Productions host the event along with major media and our local Co-Media sponsors from the diverse community.
- **We invite local chapters of professional and community based organizations** to join us such as the National Association of Asian American Professionals, NAACP, Urban league, The National Association of Hispanic MBAs, Society of Black MBAs, Association of Latino Professionals in Accounting and Finance, Hispanic American Bankers Association, The

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[Redacted]

From:
Sent:
To:

[Redacted]

Thursday, April 4, 2019 1:37 PM

[Redacted]

Cc:

Subject:

[Non-DoD Source] IC collaborative recruitment Opportunity - 2019 National Association of Colleges and Employers (NACE) Conference

Importance:

High

All,

I am sending this quick note to thank you for your Element's participation in the 19th Annual Diversity Employment Day Career Fair. I received numerous comments about the awesome recruiters that worked the event and wanted to thank you for sending some of your best to this event.

It would be great to know if your Agency is considering offering employment to any of the candidates we met at the event. Any information you could share would be helpful in determining the effectiveness of this event which we participated in for the first time.

v/r,

[Redacted]

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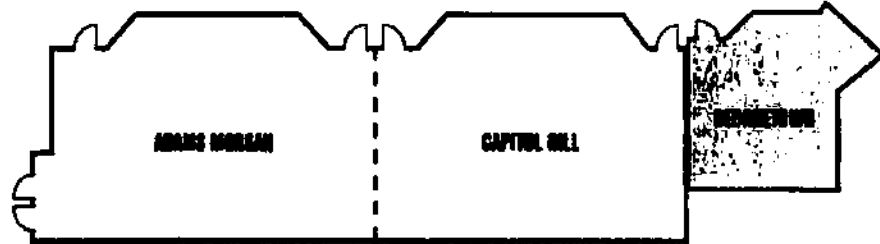
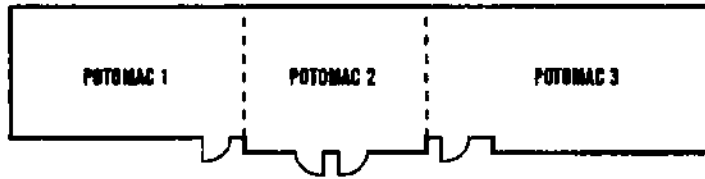
EMBASSY SUITES CRYSTAL CITY – NATIONAL AIRPORT

1300 Jefferson Davis Highway, Arlington, VA 22202
P: 703-979-9799 · F: 703-920-5947 · www.embassysuitesdcmetro.com



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MEETING SPACE FLOOR PLANS



MEETING SPACE CAPACITIES

Room	Squares Feet	Dimensions	Reception	Banquet	Theater	Class Room	U-Shape	Conference	Hollow Square
Potomac 1	418	22' x 19'	30	20	30	12	--	8	--
Potomac 2	270	15' x 18'	20	10	30	8	--	6	--
Potomac 3	494	26' x 19'	30	30	40	12	20	16	--
Potomac 1, 2 and 3	1,182	--	100	70	100	40	--	--	--
Jefferson Davis	310	--	--	--	--	--	--	12	--
Adams Morgan	1,080	27' x 40'	100	80	100	80	30	35	35
Capitol Hill	1,080	27' x 40'	100	80	100	80	30	35	35
AM / CH	2,180	54' x 40'	200	120	200	160	--	--	--
Conference Suites (5)	600	--	--	--	--	--	--	10	--

MEETING SPACE INFORMATION

- Over 6,000 square feet of flexible meeting/banquet space in nine rooms
- Largest single room capacity is 200 people
- Casual atrium seating for up to 150 people
- Full catering and audio/visual services available
- All meeting rooms equipped with high speed internet access
- All inclusive meeting packages available

SUITE CAPABILITIES

- In addition to our custom meeting space, every guest suite with its built in features and well-fit work space provides an excellent small meeting room



LOCATION

- Located off Route 1 and Interstate 385 in the heart of Crystal City
- Only 10 miles from Ronald Reagan National Airport and only 10 minutes from the Metro rail system
- Minutes from the Pentagon and the Pentagon City

TRANSPORTATION

- Complimentary shuttle transportation to and from Ronald Reagan National Airport and other Crystal City destinations

DINING AND ENTERTAINMENT

- *The Crystal Grill* offers American cuisine in our lush tropical setting
- Complimentary, Full Contact-to-Order Breakfast served 7 days a week
- Nightly, 100+ song Reception features your favorite songs!

RECREATIONAL FACILITIES

- Indoor pool, whirlpool, sauna, tennis and fitness center
- A full-service health club is available within minutes of the pool

SERVICES

- Complimentary weekday USA Today gift shop, guest laundry, ATM machine, valet service, 24-hour dining, 24-hour breakfast and wheelchair accommodations
- Marriott Rewards® Points & Miles™

LOCAL ATTRACTIONS

- Crystal City shopping and The Pentagon, three blocks
- Pentagon City Fashion Center, three blocks
- Arlington National Cemetery, one mile
- The White House, United States Capitol, Smithsonian Institute, Washington Monument, Jefferson and Lincoln Memorials, historic Old Town Alexandria and Arlington House, the War and I Memorial

SUITE FEATURES

- Private bedroom with one king or two double beds
- Separate living room with sofa bed, wet bar, sink, refrigerator, microwave, coffee maker and well lit dining area
- Two dual-line speaker phones with data ports
- Two televisions with cable, in-suite movies and video games
- Wireless Internet access (fee-based)

ACCOMMODATIONS

- 11 floors, 697 Specific Two-Room Suites including:
 - 197 one-bedroom king suites
 - 49 double-double suites
 - 2 executive suites
 - 2 presidential suites
 - 6 wheelchair accessible suites
 - 11 wheelchair accessible suites

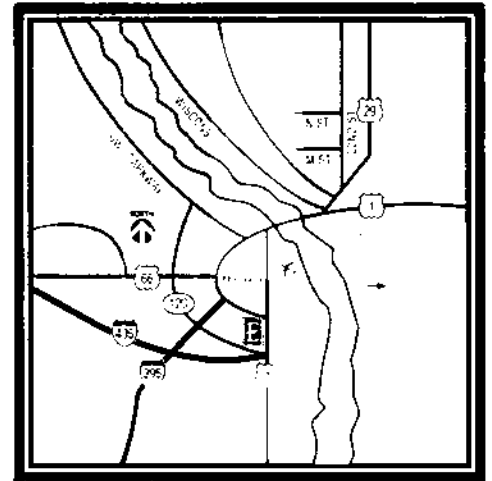


HOTEL DIRECTIONS & MAP

Directions from the Hotel Staff

FOR GPS PURPOSES USE THE HOTEL'S PHYSICAL ADDRESS:

**1402 SOUTH EADS ST
ARLINGTON, VA 22202**



From Dulles Airport (IAD):

Take the Dulles Toll Road towards Washington, D.C.

Take 66 East following directional signs

From 66 East, take exit 75 (Route 110 South. Follow 110 South to Route 1 South, Crystal City. Take the 15th Street exit. Turn Right at the 1st light onto 15th Street. Turn right onto South Eads Street. The hotel is the 3rd building on the right.

From the North:

(NY, Baltimore/Washington International Airport (BWI), Philadelphia, Delaware)

Take I-95 South towards Virginia. Cross the Woodrow Wilson Drawbridge into Virginia. Take the 1st Exit (Exit # 177B. Choose the middle ramp to Route 1 north (Alexandria). Drive approximately 8 miles to Crystal City. Take 15th Street exit. At the 1st traffic light, make a left onto 15th street. At the 2nd traffic light, make a right onto South Eads Street. The hotel is on the right.

From the West (Bethesda, Rockville, Gaithersburg)

Take the George Washington Parkway towards Washington, DC. Take the Memorial Bridge/Arlington Cemetery exit. At the 1st stop sign, make a left. Take the exit for Route 110 South. Follow 110 South to Route 1 South, Crystal City. Take the 15th Street Exit. At the 1st light, make a right onto 15th street. At the next light, make a right onto South Eads Street. The hotel is on the right.

From Downtown, Washington, DC:

Follow 395 South into Virginia. Take exit 8C, (Crystal City, National Airport, Route 1 South). Take the 15th street exit. At the 1st light, make a right onto 15th street. At the next light, make a right onto South Eads Street. The hotel is on the right.

From the South:

Take I-95 North to I-395 North towards Washington D.C. Continue on I-395 North into Arlington. Once in Arlington, take exit 8C (Crystal City, National Airport, Rt.1 S). Make a left at the 1st traffic light onto Army Navy Drive. Make a right at the 2nd light onto South Eads Street. The hotel is one block on your left.

SHUTTLE SERVICES

Reagan National Airport (DCA)

The Shuttle leaves the hotel every :05 and :35 minutes after the hour. Starting from 6:05 a.m. and the last shuttle leaves at 12:05 a.m. on a daily basis.



Pentagon City Mall & Metro

The shuttle leaves the hotel every :05 and :35 minutes after the hour. The first leaves the hotel at 6:05AM (weekdays) and 7:05 a.m. (weekends) the last shuttle leaves the hotel at 11:05 p.m. on a daily basis. The pick up/return times are :10 and :40 minutes after each hour.



Crystal City Area Courtesy Shuttle

Special shuttle request can only be made within the Crystal City area. Requests are accepted on-demand and on a first call basis. Please allow 10-20 minutes lead time as the shuttle will be in rotation throughout the day. Shuttle availability starts from 6:00 a.m. – 10:00 p.m.

DINING

Complimentary Cooked-to-Order Breakfast

Monday – Friday:

6 a.m. – 9:30 a.m.

Saturday, Sunday and Holidays:

7 a.m. – 10:30 a.m.

Complimentary Evening Reception

5:30 p.m. – 7:30 p.m.

Join us daily for lunch or dinner in our lobby restaurant, TAP twelve, from 11 a.m. – 11:30 p.m.

●Serving 12 craft beers daily●

Times are subject to change without notice Service of alcohol subject to state and local laws - must be of legal drinking age



LINKS

Embassy Suites Crystal City – National Airport:

Crystal City - Arlington County, Virginia:

Crystal City Shops:

Fashion Centre at Pentagon City:

Pentagon Row:

Washington Metro Area Transit Authority:

Ronald Reagan National Airport (DCA):

Super Shuttle:

Official Tourism Site of Washington, D.C.:

Old Town Trolley Tours:

National Park Service – Washington, D.C.:

Smithsonian Institute:

Union Station:

Group Friendly Restaurants List:

George Washington's Mt. Vernon Estate:

Virginia is for Lovers – Official Tourism Site:

Embassy Suites Crystal City Trip Advisor:

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*Great info. Note
I need the contact*

[Redacted]

From: [Redacted]
Sent: Thursday, April 4, 2019 4:03 PM
To: [Redacted] Bellot'
Subject: RE: Metro DC/VA Career Fair

Hello,

It was a pleasure meeting you, and thank you for attending.

Kind Regards,

[Redacted]

From: [Redacted]
Sent: Thursday, April 4, 2019 2:55 PM
To: [Redacted]
Subject: [Non-DoD Source] Metro DC/VA Career Fair

Dear [Redacted]

It was a pleasure meeting you at the Metro DC/VA Career Fair. Thank you for sharing best practices for securing an invitation to participate in the upcoming invitation-only career fair in July.

Again, thank you for taking the time to speak with me.

Best Regards,
[Redacted]

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Rep dashboard

From: [REDACTED]

To: [REDACTED]

Date: Tuesday, June 19, 2018 05:31 PM EDT

Hello [REDACTED]

I am testing the system at home and Im not getting the rep dashboard on either spelling of my name.

[REDACTED]

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[Redacted]

From: [Redacted]
Sent: Thursday, August 29, 2019 12:33 PM
To: [Redacted]
Subject: [Non-DoD Source] Virtual Career Fair

Analysis Career Field booth Reps can provide you a wealth of information regarding the skillsets they are looking for in internship candidates. Please visit their booth.

We have stopped taking applications for the Summer 2019 Internship Program. Plan on applying for internship positions approx. 1 year in advance of the desired start date.

Cooperative Education Program

Cooperative Education Program

if you are looking for a permanent opportunity please apply to the DIA hiring event! The VA is currently open! Apply today!https://diajobs.dia.mil/psp/recnprod/APPLICANT/HRMS/c/DI_HOME.DI_SIGNIN.USF?

please visit www.dia.mil for more information on DIA. We are a combat support Agency and provide support to the war fighter in peacetime and war. We have several positions open. Please apply today!
https://diajobs.dia.mil/psp/recnprod/APPLICANT/HRMS/c/DI_HOME.DI_SIGNIN.USF?

DIA Internship Programs: Summer Internship Program

- DIA's Summer Internship Program provides promising undergraduate and graduate students the opportunity to gain practical work experience working side-by-side with intelligence, technology, human resources, and other professionals. Students studying a variety of fields gain valuable on-the-job experience through providing direct support to DIA's mission.
- Interns are appointed for a 10-12 week period from June through August, as full-time, temporary employees.
- All interns must be granted a security clearance and successfully pass a drug screening test prior to being made a final offer.

[Click here to learn more about the Summer Intern Program.](#)

Academic Semester Internship Program

- DIA's Academic Semester Internship (ASIP) is an opportunity for promising undergraduate and graduate students enrolled full-time in degree-seeking programs at U.S. accredited universities and colleges that are located within commutable distances to DIA locations. ASIP allows students to gain practical work experience in intelligence, technology, mission services, and other professions while also enrolled in classes.
- ASIP interns support DIA's critical mission on a part-time basis. Interns in this program work a maximum of 29 hours per week.
- ASIP occurs annually for one academic semester from August-December.

[Click here to learn more about the Academic Semester Internship Program.](#)

Cooperative Education Program

- DIA's Cooperative Education (Co-op) Program provides a select number of talented undergraduate and graduate students with the opportunity to gain valuable work experience in combination with their academic studies by exchanging one academic semester for full time employment.

- This is an excellent opportunity for students seeking to serve their country to participate in the critical work of DIA through an extended work period while still attending school.
- Co-op occurs annually for one academic semester from August-December.

[Click here to learn more about the Cooperative Education Program.](#)

Louis Stokes Educational Scholarship Program

- DIA's Louis Stokes Educational Scholarship Program (STOKES) is available to a small number of high-achieving and committed secondary school seniors and /or college freshman and sophomores interested in a career in public service.
- STOKES offers tuition assistance to students enrolled at accredited colleges or universities, while also providing challenging summer work and guaranteed employment in their field of study upon graduation from this highly competitive program.
- Stokes occurs over the course of 2-4 years for 10-12 weeks each summer.

[Click here to learn more about the Louis Stokes Educational Scholarship Program.](#)

How should I submit my resume and other required materials?

Applications will only be accepted through the online application process at <http://dijobs.dia.mil>. Your resume, unofficial transcript, and cover letter should be attached to your online application. Finalists will be provided with instructions on submitting an official transcript. Applications will not be considered without all required documents. Please be sure that you include your GPA on your submitted application.

Should I submit additional material such as recommendation letters or writing samples?

No, letters of recommendation and writing samples are not required with the application.

Once I have been notified that I am a finalist or alternate, what is the next step?

DIA will ask you to complete pre-employment forms which include the SF-86 background questionnaire for a security clearance. When you return the pre-employment forms, we will request our vendor to schedule a drug screening test.

** You will not receive a final official offer letter until all required documentation has been received and a security clearance is approved **

How long will it take to get a security clearance?

It varies depending on your personal background and the volume of clearances being processed. In general, if you have significant foreign travel and/or foreign relatives or contacts, the clearance can be rather lengthy – up to 6 months or more to receive a full clearance. Individuals with limited or no overseas travel, who have not moved around much and who have no foreign relatives or contacts can usually receive a determination within 3 months. Students must be fully cleared before being able to begin work.

I have dual citizenship with another country. What are my chances of getting a security clearance?

Individuals with dual citizenship can be granted clearances.

I plan to study abroad for all or part of the academic year. Is that a problem?

Yes. While the experience of living abroad is of value to DIA, it is impossible to complete the security background investigation and the necessary drug screening test when someone is overseas.

What type of work will I do?

Intern assignments are based on entry-level professional job descriptions and will involve a great deal of independent work under the guidance of a senior level supervisor and mentor. For example, duties for intelligence analyst intern positions may involve research and drafting reports. Assignments are not clerical in nature. Particular occupational areas may include crisis management, counterintelligence, military economics, homeland security, imagery, information warfare, and arms control/proliferation.

Can I earn academic credit for my internship?

Depending on your school's requirements, academic credit may be earned. DIA will work with your institution to provide any necessary evaluation, etc. Any written product provided to your institution must be cleared by your unit's security officer.

there are definitely opportunities in DIA for someone with your educations and background. You will be able to apply for an internship opportunity next year! Our 2020 Fall programs will open Jan 2019 and 2020 summer announcements will open next Summe

We have an upcoming hiring event in August! It is invitation only and the job announcement is open now! Apply Today
https://diajobs.dia.mil/psp/recnprod/APPLICANT/HRMS/c/DI_HOME.DI_SIGNIN.USF?

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[REDACTED]

From: [REDACTED]
Sent: Thursday, August 29, 2019 1:37 PM
To: [REDACTED]
Subject: [Non-DoD Source] FW: Official SHRM Certification Score Report

----- Original Message -----

From: Certification, SHRM
Received: 2/27/2019
To: [REDACTED]
Subject: Official SHRM Certification Score Report



SHRM CERTIFICATION

SHRM-CP | SHRM-SCP

Dear [REDACTED]

Thank you for taking the SHRM certification exam during the Winter 2018 testing window. Your official score report is now available.

Please sign into your certification account at <https://portal.shrm.org> using your SHRM login email address. If you do not have a shrm.org login then please login using your existing certification email address and password. If for some reason you are unable to access your account using this email address, please **do not** create another account. Instead, contact certification@shrm.org for assistance.

Once you have successfully logged into your account, select "My Resources" then the "My Test Results" tab.

- If you **passed** the exam, this report will identify opportunities for professional development and assist you in planning recertification activities.
- If you **did not pass** the exam, the score report will identify areas most in need of further preparation.

Please let us know if you have any questions by contacting us at certification@shrm.org or by phone at 1-(800) 283-SHRM (7476), option 3 or +1 (703) 548-3440, option 3.

Thank you again for taking the SHRM certification exam and your commitment to the HR profession.

[Redacted]

From: [Redacted]
Sent: Thursday, August 29, 2019 1:34 PM
To: [Redacted]
Subject: [Non-DoD Source] FW: SHRM Certification Receipt

----- Original Message -----

From: Certification, SHRM
Received: 12/6/2018
To: [Redacted]
Subject: SHRM Certification Receipt



Dear [Redacted]

Thank you for your recent purchase with SHRM. Please find the details of your transaction below.

Account Name: [Redacted]
Invoice ID: [Redacted]
Invoice Name: [Redacted] SHRM-CP
Total Amount: \$245.00
Payments: \$4,655.00
Balance Due: \$0.00

If you have any questions, please contact us via email at shrmcertification@shrm.org or via phone (800) 283-SHRM (7476), option 3 or +1 (703) 548-3440, option 3.

Thank you,
SHRM Certification Team

**CREDENTIALS FOR HR
PROFESSIONALS**



SHRM-CP® Feedback Report

Eligibility ID:

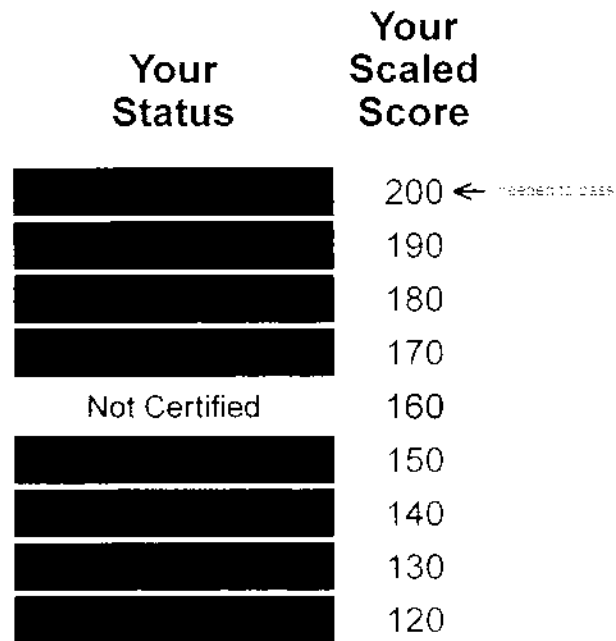
Date: 15 Feb 2019

Dear

We regret to inform you that your score on the SHRM Certified Professional (SHRM-CP) exam was not high enough to earn certification.

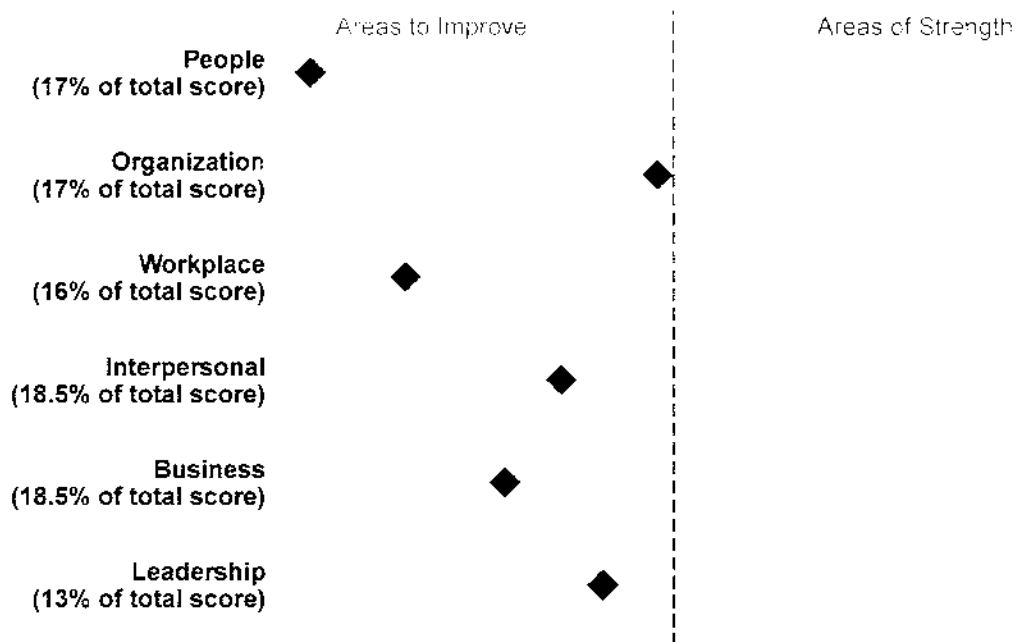
Your official score on the exam was **160**.

The passing score and all candidate results on the SHRM-CP are reported as scaled scores. The range of possible scores for the SHRM-CP exam is 120 to 200; all candidates who pass the exam receive the maximum score. The chart below shows the possible official scores, with your score in yellow.



The next chart provides you with additional information on your exam performance. We hope that you will find this information useful in selecting professional development activities to pursue, including preparing to retake the SHRM-CP exam. The dotted line represents the approximate level of performance in each of the three Knowledge Domains (People, Organization, and Workplace) and Behavioral Competency Clusters (Business, Leadership, and Interpersonal) that is consistent with a passing score on the SHRM-CP exam.

Scores within the grey zone represent test content for which your level of performance was close to that expected of a minimally competent certified HR professional, while scores within the blue zone represent areas of strength (i.e., test content for which your performance was well above that level). In comparison, scores within the yellow zone represent test content for which your performance indicates the greatest need for improvement. Note that distance from the dotted line provides an approximate measure of how far above or below the competence standard for that area your performance on the exam fell. Percentages in parentheses represent the score weighting for each subject area (i.e., how much of your total test score came from each domain).



SHRM treats our certification score and developmental feedback as confidential, and provides these to you for your own developmental purposes only. Examination scores and feedback will not be disclosed by SHRM to anyone without candidate consent, unless required by law enforcement or judicial authorities. If you would like your examination results to be released to a third party person or organization, you must provide SHRM with a written request that specifically identifies the type of information (e.g., examination date, score, pass/fail status, etc.) about the examination results that the third-party should receive.

Thank you for taking the SHRM-CP exam. We hope that you will continue to pursue your SHRM Certified Professional certification, and that this report assists you in that endeavor. If you have questions, please contact the SHRM Certification team via email at shrmcertification@shrm.org or via telephone at +1.800.283.SHRM (7476), option 3 or +1.703.548.3440, option 3.

Sincerely,



CyberCorps®: Scholarship for Service ANNUAL In-Person Job Fair

January 8-9, 2019

Gaylord National Resort & Convention Center,
201 Waterfront Street, National Harbor, MD 20745

What is the Scholarship for Service (SFS) Program?

The SFS program provides scholarships to students in cybersecurity-related degree programs in exchange for a commitment to employment with government organizations.

Why Participate?

Feel Confident in Your Hire

All students at the SFS Job Fair are attending an academic institution recognized for cybersecurity.

Find Government Minded Candidates

All SFS recipients are required to work for federal, state, local, or tribal government after graduation.

Free for Agencies to attend

Includes booth, table, two chairs, and access to event.

Hire on the Spot

SFS students qualify for Excepted Service, which means they can be hired through an expedited process.

Pre-Screen Applicants

Register as an agency official at www.SFS.OPM.gov and receive access to candidate resumes before the event even starts.

Register for the Career Fair Today!

Email the following information to sfs@opm.gov to reserve your booth

- Agency Name
- Email Address
- Main Point of Contact
- Phone Number

Space limited – Register Early

Register by www.sfs.gov



Scholarship For Service (SFS)
JOB FAIR 2019

Summary for FY2018

Date	Description	Held	Agent Notes
June 12, 2018	Maryland/Crystal City Hiring Event	Hyatt Regency Crystal City Reagan National Airport (3 rd Fl) 2799 Jefferson Davis Hwy Arlington, VA 22202	Ok for credit. TC adjusted.
June 21, 2018	8 hrs IC Virtual Career Fair	Telework from home – Approval from Supvr. [redacted] and [redacted]	Ok for credit. TC adjusted. Ensure proper documenting on TC in future as Telework Ad hoc/situational. Also needs to be on telework agreement.
June 28, 2018	3 Hrs. LN [redacted] Summer Picnic	JBAB Giesboro Park, Pavillion 4	Need verification of 3 hrs LN authorization. No credit adjustment necessary.
July 12, 2018	[redacted]	[redacted]	Ok for credit. Adjusted TC.
July 25, 2018	[redacted]	[redacted]	Ok for credit. Adjusted TC.
August 2, 2018	DoD Recruiting Training Workshop (8:30 – 4:00)	4800 Mark Center Drive Alexandria, VA	Ok for credit. Adjusted TC.
August 10	4 hrs LN DIA Annual Picnic	Giesboro Park, Pavillion 4	Need verification of LN approval. No adjustment necessary.

August 21, 2018	8 Hrs. Don't recall or have record, I might have Called in Sick	Sick LV	Did not annotate LS on TC. No credit.
September 18, 2018	8 Hrs. Don't recall or have record, I might have Called in Sick	Sick LV	Did not annotate LS on TC. No credit.
October 4, 2018	8 Hrs. Society Administrative Professional Conference – Flight Travel Delay	Kissimmee, Florida Gaylord Hotel Awardee Winner in 2017 (1 st DoD Award Winner) I paid for my own trip 8 hrs (Annual Leave)	Did not annotate LA on TC. No credit.
October 15, 2018	8 Hrs. Don't recall or have record, I might have Called in Sick	Sick LV	Did not annotate LS on TC. No credit.
October 29, 2018	3 hr Should have been Annual Leave	Late Arrival Annual Leave	Did not annotate LA on TC. No credit.
October 31, 2018	1.00 Hr. LN	59 minutes granted for Halloween from OHR	OHR Director early release; no adjustment necessary; need verification.
November 1, 2018	1.87 Hrs (2018-10-30 04:19:03) Coworker Retirement Celebration	Topolino Italian Cuisine & Buffet 6320 Old Branch Ave Camp Springs, MD 20748	Ok for credit. TC adjusted.
November 6, 2018	2 Hrs. LN	OHR Holiday Party	TC comments shows voting. No credit adjustment necessary, but verification needed.
November 9, 2018	3 Hrs. LN	Holiday Early Release Columbus Day	Ok for credit. Veterans Day (11/9/18) early release for 3 hrs. No adjustment necessary.

Summary for FY2019

Date	Description	Held	Agent Notes
January 8, 2019	CyberCorps Scholarship Program Annual Job Fair	Gaylord National Convention Center 201 Waterfront Street National Harbor, MD 20745	Ok for credit. Credit adjusted. Flyer provided.
January, 29, 2019	2 Hrs. LN	OPM 2 hrs early release	Credit adjusted for diff (.78)
January 30, 2019	OPM 3 Hr. LN	OPM 3 hrs late arrival Delay due to snow	Already accounted for in LN. Still owes 1.78
February 14, 2019	6 Hrs. LN – Testing Society for Human Resource Management (SHRM)	Testing Site Falls Church, VA	Credit adjusted. Provided proof of testing, but need supervisor ok for LN of 6 hrs.
February 23, 2019 (Saturday)	9 Hrs –Alfred Street Baptist Church HBCU College Festival Fair	Washington, DC Convention Center	Credit adjusted.
April 3, 2019 (My Birthday)	19 th Annual Diversity Employment Day Career (ODNI, DIA, FBI, CIA, NRO, NGIC)	Embassy Suites by Hilton 1300 Jefferson Davis Hwy Arlington, VA 22202	Credit adjusted.
April 11, 2019	TDY – San Bernardino University, CA IC CAE Summit Symposium –Briefing (April 11-12, 2019)	University of San Bernardino 5500 University Parkway SMSU Theater San Bernardino, CA 92407	Credit adjusted.
April 22, 2019	9 hrs	Out Sick Leave	No credit. Not annotated as LS on TC.
April 23, 2019	Email: Attached showing I was at work on April 23, 2019	Badge Reading didn't clock me checking in, only checking out	Need proof email sent @ start of day or jabber sent, etc. Claimed for 9 hrs reg & 2 hrs credit = 11.50. Last badge shows 1723. Start time around

June 12, 2019	3 Hrs. LN OHR Picnic	JBAB Pavillions 5 & 8	0553 if claiming 11.5. Adjustment not necessary. Credit adjusted.
June 13, 2019	<div data-bbox="448 375 716 411" style="border: 1px solid black; padding: 2px;">0553 if claiming 11.5</div> Coworker Farewell Luncheon	McCormicks & Schmicks 145 National Plaza National Harbor, MD 20745 (301) 567-6224	Credit adjusted.



Time and Attendance Worksheet

Badge Reader	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	SUM
Records	12/23/2018	12/24/2018	12/25/2018	12/26/2018	12/27/2018	12/28/2018	12/29/2018	12/30/2018	12/31/2018	1/1/2019	1/2/2019	1/3/2019	1/4/2019	1/5/2019	
In # 1				6:40	6:47				6:08						
Out # 1				15:32	18:10				13:31						
In # 2															
Out # 2															
In # 3															
Out # 3															
In # 4															
Out # 4															
In # 5															
Out # 5															
In # 6															
Out # 6															
In # 7															
Out # 7															
In # 8															
Out # 8															
Sum				8.86	11.38										27.62
Scheduled Policy Hours		9.00	9.00	9.00	9.00	0.00			9.00	9.00	9.00	9.00	8.00		80.00
Difference		-9.00	-9.00	-0.14	2.38	0.00			-1.62	-9.00	-9.00	-9.00	-8.00		-52.38
Lunch/Travel Adjustment				-0.50	-0.50				-0.50						-1.50
Leave Admin (LN)									3.00						3.00
Leave Holiday (LH)		9.00	9.00							9.00					27.00
Leave Annual (LA)											9.00	9.00	8.00		26.00
Leave Sick (LS)															0.00
CFP (LV)															0.00
Credit Adjustment															0.00
Absent without Leave (KC)															0.00
Leave without Pay (KA)															0.00
Comp Time Taken (CT)															0.00
Credit Hours Taken (CN)															0.00
Adjusted Time		0.00	0.00	-0.64	1.88	0.00			0.88	0.00	0.00	0.00	0.00		2.12
Overtime (OS/OU)															0.00
Comp Time Earned (CE)				1.00	2.00										3.00
Credit Hours Earned (CD)															0.00
Regular Hours Owed				-0.64											-0.64
Overtime Hours Owed															0.00
Comp Hours Owed				-1.00	-0.12										-1.12
Credit Hours Owed															0.00
AGENT'S NOTE:															



Time and Attendance Worksheet

Badge Reader	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	SUM
Records	1/6/2019	1/7/2019	1/8/2019	1/9/2019	1/10/2019	1/11/2019	1/12/2019	1/13/2019	1/14/2019	1/15/2019	1/16/2019	1/17/2019	1/18/2019	1/19/2019	
In # 1				6:44	6:40		6:27			6:25	10:32	6:17	6:03	6:39	
Out # 1				18:26	14:57		15:52			17:33	18:40	16:35	11:35	16:24	
In # 2															
Out # 2															
In # 3															
Out # 3															
In # 4															
Out # 4															
In # 5															
Out # 5															
In # 6															
Out # 6															
In # 7															
Out # 7															
In # 8															
Out # 8															
Sum				11.70			9.42			11.12		10.30		9.74	74.22
Scheduled Policy Hours		9.00	9.00	9.00	9.00	0.00			9.00	9.00	9.00	9.00	8.00		80.00
Difference		-9.00	-9.00	2.70	-0.71	0.00	9.42		-9.00	2.12	-0.87	1.30	-2.48	9.74	-5.78
Lunch/Travel Adjustment				-0.50	-0.50		-0.50			-0.50	-0.50	-0.50		-0.50	-3.50
Leave Admin (LN)									9.00				3.00		12.00
Leave Holiday (LH)															0.00
Leave Annual (LA)		9.00													9.00
Leave Sick (LS)															0.00
CFP (LV)															0.00
Credit Adjustment			9.00												9.00
Absent without Leave (KC)															0.00
Leave without Pay (KA)															0.00
Comp Time Taken (CT)															0.00
Credit Hours Taken (CN)															0.00
Adjusted Time		0.00	0.00	2.20	-1.21	0.00	8.92		0.00	1.62	-1.37	0.80	0.52	9.24	20.72
Overtime (OS/OU)															0.00
Comp Time Earned (CE)							9.00			3.00	2.00	2.00		9.00	25.00
Credit Hours Earned (CD)															0.00
Regular Hours Owed					-1.21						-1.37				-2.58
Overtime Hours Owed															0.00
Comp Hours Owed							-0.08			-1.38	-2.00	-1.20		0.24	-4.42
Credit Hours Owed															0.00

AGENT'S NOTE: 1/8/2019 Provided flyer of CyberCorp Scholarship Program Job Fair; credit adjusted



Time and Attendance Worksheet

Badge Reader	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	SUM
Records	1/20/2019	1/21/2019	1/22/2019	1/23/2019	1/24/2019	1/25/2019	1/26/2019	1/27/2019	1/28/2019	1/29/2019	1/30/2019	1/31/2019	2/1/2019	2/2/2019	
In # 1			8:36	6:18	6:05					6:10	12:07	6:06	6:19	6:32	
Out # 1			15:58	18:16	18:47					13:53	16:51	16:15	14:54	16:00	
In # 2															
Out # 2															
In # 3															
Out # 3															
In # 4															
Out # 4															
In # 5															
Out # 5															
In # 6															
Out # 6															
In # 7															
Out # 7															
In # 8															
Out # 8															
Sum				11.97	12.70							10.15	8.59	9.47	72.69
Scheduled Policy Hours		9.00	9.00	9.00	9.00	0.00			9.00	9.00	9.00	9.00	8.00		80.00
Difference		-9.00	-1.63	2.97	3.70	0.00			-9.00	-1.28	-4.28	1.15	0.59	9.47	-7.31
Lunch/Travel Adjustment			-0.50	-0.50	-0.50					-0.50	-0.50	-0.50	-0.50	-0.50	-4.00
Leave Admin (LN)										1.00	3.00				4.00
Leave Holiday (LH)		9.00													9.00
Leave Annual (LA)															0.00
Leave Sick (LS)									9.00						9.00
CFP (LV)															0.00
Credit Adjustment										0.78	0.00				0.78
Absent without Leave (KC)															0.00
Leave without Pay (KA)															0.00
Comp Time Taken (CT)															0.00
Credit Hours Taken (CN)															0.00
Adjusted Time		0.00	-2.13	2.47	3.20	0.00					-1.78	0.65	0.09	8.97	11.47
Overtime (OS/OU)															0.00
Comp Time Earned (CE)			1.00	1.00	3.00									9.00	14.00
Credit Hours Earned (CD)															0.00
Regular Hours Owed			-2.13								-1.78				-3.91
Overtime Hours Owed															0.00
Comp Hours Owed			-1.00	1.47	0.20									-0.03	0.64
Credit Hours Owed															0.00

AGENT'S NOTE: 1/29/2019 2 hours OPM early release; credit adjusted for diff (.78)

3 hrs OPM late arrival; already accounted for in LN, still short -1.78 hrs for the day since claiming 9hrs



Time and Attendance Worksheet

Badge Reader	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	SUM
Records	2/3/2019	2/4/2019	2/5/2019	2/6/2019	2/7/2019	2/8/2019	2/9/2019	2/10/2019	2/11/2019	2/12/2019	2/13/2019	2/14/2019	2/15/2019	2/16/2019	
In # 1		6:34	6:16	6:29	11:14						6:39				
Out # 1		15:43	16:03	15:43	16:56						11:52				
In # 2															
Out # 2															
In # 3															
Out # 3															
In # 4															
Out # 4															
In # 5															
Out # 5															
In # 6															
Out # 6															
In # 7															
Out # 7															
In # 8															
Out # 8															
Sum		9.16	9.79	9.22											39.07
Scheduled Policy Hours		9.00	9.00	9.00	9.00	0.00			9.00	9.00	9.00	9.00	8.00		80.00
Difference		0.16	0.79	0.22	-3.31	0.00			-9.00	-9.00	-3.79	-9.00	-8.00		-40.93
Lunch/Travel Adjustment		-0.50	-0.50	-0.50											-1.50
Leave Admin (LN)												6.00			6.00
Leave Holiday (LH)															0.00
Leave Annual (LA)									9.00	9.00					18.00
Leave Sick (LS)													8.00		8.00
CFP (LV)															0.00
Credit Adjustment															0.00
Absent without Leave (KC)															0.00
Leave without Pay (KA)															0.00
Comp Time Taken (CT)											3.00	3.00			6.00
Credit Hours Taken (CN)															0.00
Adjusted Time		-0.34	0.29	-0.28	-3.31	0.00					-0.79				-4.43
Overtime (OS/OU)															0.00
Comp Time Earned (CE)															0.00
Credit Hours Earned (CD)															0.00
Regular Hours Owed		0.34		0.28	3.31						0.79				-4.72
Overtime Hours Owed															0.00
Comp Hours Owed															0.00
Credit Hours Owed															0.00
<p>AGENT'S NOTE: 2/14/2019 6hrs LN- Testing Society for Human Resource (SHRM)-offsite; use LN per [07:33:10-09:42-10:58] Need supervisor verification of approval for LN</p>															



Time and Attendance Worksheet

Badge Reader	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	SUM
Records	2/17/2019	2/18/2019	2/19/2019	2/20/2019	2/21/2019	2/22/2019	2/23/2019	2/24/2019	2/25/2019	2/26/2019	2/27/2019	2/28/2019	3/1/2019	3/2/2019	
In # 1			7:02		6:39	12:52				6:27	6:37	6:35	6:38		
Out # 1			15:46		19:06	18:07				15:54	15:32	15:35	14:58		
In # 2															
Out # 2															
In # 3															
Out # 3															
In # 4															
Out # 4															
In # 5															
Out # 5															
In # 6															
Out # 6															
In # 7															
Out # 7															
In # 8															
Out # 8															
Sum			8.73		12.45					9.45	8.92	9.00			62.14
Scheduled Policy Hours		9.00	9.00	9.00	9.00	0.00			9.00	9.00	9.00	9.00	8.00		80.00
Difference		-9.00	-0.27	-9.00	3.45	5.26			-9.00	0.45	-0.08	0.00	0.33		-17.86
Lunch/Travel Adjustment			-0.50		-0.50					-0.50	-0.50	-0.50	-0.50		-3.00
Leave Admin (LN)				9.00											9.00
Leave Holiday (LH)		9.00													9.00
Leave Annual (LA)															0.00
Leave Sick (LS)								9.00							9.00
CFP (LV)															0.00
Credit Adjustment							9.00								9.00
Absent without Leave (KC)															0.00
Leave without Pay (KA)															0.00
Comp Time Taken (CT)															0.00
Credit Hours Taken (CN)															0.00
Adjusted Time		0.00	-0.77	0.00	2.95	5.26	9.00			-0.05	-0.58	-0.50	-0.17		15.14
Overtime (OS/OU)															0.00
Comp Time Earned (CE)						5.00	9.00			2.00	1.00				17.00
Credit Hours Earned (CD)															0.00
Regular Hours Owed			-0.77							-0.05	-0.58	-0.50	-0.17		-2.07
Overtime Hours Owed															0.00
Comp Hours Owed						0.26				-2.00	-1.00				-2.74
Credit Hours Owed															0.00

AGENT'S NOTE: 2/23/2019 HBCU College Festival Fair @ DC Concentration Center; 9 Credit Hrs Claimed- credit adjusted



Time and Attendance Worksheet

Badge Reader	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	SUM
Records	3/3/2019	3/4/2019	3/5/2019	3/6/2019	3/7/2019	3/8/2019	3/9/2019	3/10/2019	3/11/2019	3/12/2019	3/13/2019	3/14/2019	3/15/2019	3/16/2019	
In # 1		10:17	6:27	11:07	6:39										
Out # 1		15:31	15:41	17:02	20:30										
In # 2															
Out # 2															
In # 3															
Out # 3															
In # 4															
Out # 4															
In # 5															
Out # 5															
In # 6															
Out # 6															
In # 7															
Out # 7															
In # 8															
Out # 8															
Sum			9.24		13.84										34.21
Scheduled Policy Hours		9.00	9.00	9.00	9.00	0.00			9.00	9.00	9.00	9.00	8.00		80.00
Difference		-3.78	0.24	-3.09	4.84	0.00			-9.00	-9.00	-9.00	-9.00	-8.00		-45.79
Lunch/Travel Adjustment			-0.50		-0.50										-1.00
Leave Admin (LN)															0.00
Leave Holiday (LH)															0.00
Leave Annual (LA)									9.00	9.00	9.00	9.00	8.00		44.00
Leave Sick (LS)															0.00
CFP (LV)															0.00
Credit Adjustment															0.00
Absent without Leave (KC)															0.00
Leave without Pay (KA)															0.00
Comp Time Taken (CT)		4.00													4.00
Credit Hours Taken (CN)															0.00
Adjusted Time		0.22	-0.26	-3.09	4.34	0.00									1.21
Overtime (OS/OU)															0.00
Comp Time Earned (CE)			2.00		5.00										7.00
Credit Hours Earned (CD)															0.00
Regular Hours Owed			-0.26	-3.09											-3.35
Overtime Hours Owed															0.00
Comp Hours Owed			-2.00		-0.66										-2.66
Credit Hours Owed															0.00
AGENTS NOTE:															



Time and Attendance Worksheet

Badge Reader	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	SUM
Records	3/17/2019	3/18/2019	3/19/2019	3/20/2019	3/21/2019	3/22/2019	3/23/2019	3/24/2019	3/25/2019	3/26/2019	3/27/2019	3/28/2019	3/29/2019	3/30/2019	
In # 1		6:32	7:07	6:43	7:02				10:38	7:50	6:19	6:34	6:50		
Out # 1		16:25	17:03	15:46	20:23				15:46	16:17	12:25	17:29	16:26		
In # 2															
Out # 2															
In # 3															
Out # 3															
In # 4															
Out # 4															
In # 5															
Out # 5															
In # 6															
Out # 6															
In # 7															
Out # 7															
In # 8															
Out # 8															
Sum		9.89	9.93	9.04	13.35							10.91	9.60		82.40
Scheduled Policy Hours		9.00	9.00	9.00	9.00	0.00			9.00	9.00	9.00	9.00	8.00		80.00
Difference		0.89	0.93	0.04	4.35	0.00			-3.86	-0.55	-2.91	1.91	1.60		2.40
Lunch/Travel Adjustment		-0.50	-0.50	-0.50	-0.50					-0.50	-0.50	-0.50	-0.50		-4.00
Leave Admin (LN)															0.00
Leave Holiday (LH)															0.00
Leave Annual (LA)															0.00
Leave Sick (LS)															0.00
CFP (LV)															0.00
Credit Adjustment															0.00
Absent without Leave (KC)															0.00
Leave without Pay (KA)															0.00
Comp Time Taken (CT)											3.00				3.00
Credit Hours Taken (CN)															0.00
Adjusted Time		0.39	0.43	-0.46	3.85	0.00			-3.86	-1.05	-0.41	1.41	1.10		1.40
Overtime (OS/OU)															0.00
Comp Time Earned (CE)		2.00	1.00	2.00	5.00										10.00
Credit Hours Earned (CD)															0.00
Regular Hours Owed				-0.46					-3.86	-1.05	-0.41				-5.78
Overtime Hours Owed															0.00
Comp Hours Owed		-1.61	-0.57	-2.00	-1.15										-5.33
Credit Hours Owed															0.00
AGENT'S NOTE:															



Time and Attendance Worksheet

Badge Reader	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	SUM
Records	3/31/2019	4/1/2019	4/2/2019	4/3/2019	4/4/2019	4/5/2019	4/6/2019	4/7/2019	4/8/2019	4/9/2019	4/10/2019	4/11/2019	4/12/2019	4/13/2019	
In # 1		11:51	7:28		8:12					6:32	6:35				
Out # 1		16:48	12:33		18:50					16:02	16:46				
In # 2															
Out # 2															
In # 3															
Out # 3															
In # 4															
Out # 4															
In # 5															
Out # 5															
In # 6															
Out # 6															
In # 7															
Out # 7															
In # 8															
Out # 8															
Sum					10.64					9.50	10.20				40.38
Scheduled Policy Hours		9.00	9.00	9.00	9.00	0.00			9.00	9.00	9.00	9.00	8.00		80.00
Difference		-4.04	-3.92	-9.00	1.64	0.00			-9.00	0.50	1.20	-9.00	-8.00		-39.62
Lunch/Travel Adjustment		-0.50	-0.50		-0.50					-0.50	-0.50				-2.50
Leave Admin (LN)															0.00
Leave Holiday (LH)															0.00
Leave Annual (LA)															0.00
Leave Sick (LS)									9.00						9.00
CFP (LV)															0.00
Credit Adjustment				9.00								9.00	8.00		26.00
Absent without Leave (KC)															0.00
Leave without Pay (KA)															0.00
Comp Time Taken (CT)															0.00
Credit Hours Taken (CN)															0.00
Adjusted Time		-4.54	-4.42	0.00	1.14	0.00			0.00	0.00	0.70	0.00	0.00		-7.12
Overtime (OS/OU)															0.00
Comp Time Earned (CE)		2.00	1.00		2.00					1.00	2.00	1.00			9.00
Credit Hours Earned (CD)															0.00
Regular Hours Owed		-4.54	-4.42												-9.96
Overtime Hours Owed															0.00
Comp Hours Owed		-2.00	-1.00		-0.86					-1.00	-1.30	-1.00			-7.16
Credit Hours Owed															0.00
<p>AGENT'S NOTE: 4/3/2019 19th annual diversity employment day career @ Embassy Suites (Arlington, VA); credit adjusted</p> <p>4/11/2019 & 4/12/2019 TDY- Cal State U San Bernardino Recruitment Panel Participation; credit adjusted</p>															



Time and Attendance Worksheet

Badge Reader	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	SUM
Records	4/14/2019	4/15/2019	4/16/2019	4/17/2019	4/18/2019	4/19/2019	4/20/2019	4/21/2019	4/22/2019	4/23/2019	4/24/2019	4/25/2019	4/26/2019	4/27/2019	
In # 1		6:56	6:23	8:32	7:39	6:21			0:00	No Entry	6:31	6:28	8:17		
Out # 1		12:41	17:15	15:32	15:39	15:11			0:00	17:23	17:54	15:42	15:45		
In # 2															
Out # 2															
In # 3															
Out # 3															
In # 4															
Out # 4															
In # 5															
Out # 5															
In # 6															
Out # 6															
In # 7															
Out # 7															
In # 8															
Out # 8															
Sum			10.86			8.84				11.50	11.39	9.23			80.03
Scheduled Policy Hours		9.00	9.00	9.00	9.00	0.00			9.00	9.00	9.00	9.00	8.00		80.00
Difference		-3.25	1.86	-2.00	-1.00	8.84			-9.00	2.50	2.39	0.23	-0.54		0.03
Lunch/Travel Adjustment			-0.50	-0.50	-0.50	-0.50				-0.50	-0.50	-0.50	-0.50		-4.00
Leave Admin (LN)															0.00
Leave Holiday (LH)															0.00
Leave Annual (LA)															0.00
Leave Sick (LS)															0.00
CFP (LV)															0.00
Credit Adjustment									0.00						0.00
Absent without Leave (KC)															0.00
Leave without Pay (KA)															0.00
Comp Time Taken (CT)		2.00													2.00
Credit Hours Taken (CN)															0.00
Adjusted Time		-1.25	1.36	-2.50	-1.50	8.84			-9.00	2.00	1.89	-0.27	-1.04		-1.97
Overtime (OS/OU)															0.00
Comp Time Earned (CE)			1.00	2.00	1.00					2.00	3.00				9.00
Credit Hours Earned (CD)															0.00
Regular Hours Owed		-1.25		-2.50	-1.50				-9.00			-0.27	-1.04		-15.56
Overtime Hours Owed															0.00
Comp Hours Owed			0.36	-2.00	-1.00						-1.11				-3.75
Credit Hours Owed															0.00

AGENT'S NOTE: [REDACTED] 9 hrs sick leave; not annotated as LS; no credit

4/23/2019 Claimed 9 hrs regular, 2 hrs Credit= 11.5hrs for day. Last badgerecords at 1723. Need proof of 0553 start time (i.e. email sent/jabber sent, etc). Adjustment not necessary



Time and Attendance Worksheet

Badge Reader	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	SUM
Records	4/26/2019	4/29/2019	4/30/2019	5/1/2019	5/2/2019	5/3/2019	5/4/2019	5/5/2019	5/6/2019	5/7/2019	5/8/2019	5/9/2019	5/10/2019	5/11/2019	
In # 1		8:15	6:05	7:00	6:31	6:32			13:03	6:41	6:50	6:41	6:28	6:55	
Out # 1		19:45	16:21	15:40	15:35	12:18			20:03	20:00	18:20	19:50	19:57	15:38	
In # 2															
Out # 2															
In # 3															
Out # 3															
In # 4															
Out # 4															
In # 5															
Out # 5															
In # 6															
Out # 6															
In # 7															
Out # 7															
In # 8															
Out # 8															
Sum		11.50	10.28	8.68	9.07				13.32	11.50	13.15	13.48	8.70		112.46
Scheduled Policy Hours		8.00	8.00	8.00	8.00	8.00			8.00	8.00	8.00	8.00	8.00		80.00
Difference		3.50	2.28	0.68	1.07	-2.22			-1.00	5.32	3.50	5.15	5.48	8.70	32.46
Lunch/Travel Adjustment		-0.50	-0.50	-0.50	-0.50				-0.50	-0.50	-0.50	-0.50	-0.50	-0.50	-5.00
Leave Admin (LN)															0.00
Leave Holiday (LH)															0.00
Leave Annual (LA)															0.00
Leave Sick (LS)															0.00
CFP (LV)															0.00
Credit Adjustment															0.00
Absent without Leave (KC)															0.00
Leave without Pay (KA)															0.00
Comp Time Taken (CT)															0.00
Credit Hours Taken (CN)						2.00									2.00
Adjusted Time		3.00	1.78	0.18	0.57	-0.22			-1.50	4.82	3.00	4.65	4.98	8.20	29.46
Overtime (OS/OU)															0.00
Comp Time Earned (CE)												5.50	5.50	9.00	20.00
Credit Hours Earned (CD)		5.50	2.00	2.00					3.00	6.00	5.50				24.00
Regular Hours Owed						-0.22			-1.50						-1.72
Overtime Hours Owed															0.00
Comp Hours Owed												-0.85	-0.52	-0.80	-2.17
Credit Hours Owed		-2.50	-0.22	-1.82					-3.00	-1.18	-2.50				-11.22
AGENT'S NOTE:															



Time and Attendance Worksheet

Badge Reader	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	SUM
Records	5/12/2019	5/13/2019	5/14/2019	5/15/2019	5/16/2019	5/17/2019	5/18/2019	5/19/2019	5/20/2019	5/21/2019	5/22/2019	5/23/2019	5/24/2019	5/25/2019	
In # 1		11:50	6:28						7:13	8:32	6:43	6:39	6:34		
Out # 1		20:54	20:04						13:47	18:54	20:24	20:04	17:53		
In # 2															
Out # 2															
In # 3															
Out # 3															
In # 4															
Out # 4															
In # 5															
Out # 5															
In # 6															
Out # 6															
In # 7															
Out # 7															
In # 8															
Out # 8															
Sum		9.06	13.61							10.37	13.68	13.42	11.32		78.04
Scheduled Policy Hours		8.00	8.00	8.00	8.00	8.00			8.00	8.00	8.00	8.00	8.00		80.00
Difference		1.06	5.61	-8.00	-8.00	-8.00			-1.42	2.37	5.68	5.42	3.32		-1.96
Lunch/Travel Adjustment		-0.50	-0.50						-0.50	-0.50	-0.50	-0.50	-0.50		-3.50
Leave Admin (LN)															0.00
Leave Holiday (LH)															0.00
Leave Annual (LA)				8.00	8.00	8.00									24.00
Leave Sick (LS)															0.00
CFP (LV)															0.00
Credit Adjustment															0.00
Absent without Leave (KC)															0.00
Leave without Pay (KA)															0.00
Comp Time Taken (CT)															0.00
Credit Hours Taken (CN)															0.00
Adjusted Time		0.56	5.11	0.00	0.00	0.00			-1.92	1.87	5.18	4.92	2.82		18.54
Overtime (OS/OU)															0.00
Comp Time Earned (CE)													3.50		3.50
Credit Hours Earned (CD)		4.00	5.00							5.50	5.50	4.00			24.00
Regular Hours Owed									-1.92						-1.92
Overtime Hours Owed															0.00
Comp Hours Owed													-0.68		-0.68
Credit Hours Owed		-3.44	0.11							-3.63	-0.32	0.92			-6.36
AGENT'S NOTE:															



Time and Attendance Worksheet

Badge Reader	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	SUM
Records	5/26/2019	5/27/2019	5/28/2019	5/29/2019	5/30/2019	5/31/2019	6/1/2019	6/2/2019	6/3/2019	6/4/2019	6/5/2019	6/6/2019	6/7/2019	6/8/2019	
In # 1			6:41	6:28	6:25				9:31	6:23	7:03	6:55	6:54		
Out # 1			16:17	15:46	16:02				17:17	15:18	17:14	16:26	16:01		
In # 2															
Out # 2															
In # 3															
Out # 3															
In # 4															
Out # 4															
In # 5															
Out # 5															
In # 6															
Out # 6															
In # 7															
Out # 7															
In # 8															
Out # 8															
Sum			9.60	9.30	9.62				8.91	10.19	9.53	9.12			74.04
Scheduled Policy Hours		8.00	8.00	8.00	8.00	8.00			8.00	8.00	8.00	8.00	8.00		80.00
Difference		-8.00	1.60	1.30	1.62	-8.00			-0.23	0.91	2.19	1.53	1.12		-5.96
Lunch/Travel Adjustment			-0.50	-0.50	-0.50				-0.50	-0.50	-0.50	-0.50	-0.50		-4.00
Leave Admin (LN)															0.00
Leave Holiday (LH)		8.00													8.00
Leave Annual (LA)															0.00
Leave Sick (LS)															0.00
CFP (LV)															0.00
Credit Adjustment															0.00
Absent without Leave (KC)															0.00
Leave without Pay (KA)															0.00
Comp Time Taken (CT)															0.00
Credit Hours Taken (CN)						8.00									8.00
Adjusted Time		0.00	1.10	0.80	1.12	0.00			-0.73	0.41	1.69	1.03	0.62		6.04
Overtime (OS/OU)															0.00
Comp Time Earned (CE)															0.00
Credit Hours Earned (CD)			2.00								2.00				4.00
Regular Hours Owed									-0.73						-0.73
Overtime Hours Owed															0.00
Comp Hours Owed															0.00
Credit Hours Owed			0.90								0.31				-1.21
AGENT'S NOTE:															



Time and Attendance Summary Spreadsheet

Badge Reader	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	SUM
Records	6/9/2019	6/10/2019	6/11/2019	6/12/2019	6/13/2019	6/14/2019	6/15/2019	6/16/2019	6/17/2019	6/18/2019	6/19/2019	6/20/2019	6/21/2019	6/22/2019	
In # 1		6:05	7:21	10:44	6:44	6:23			7:04	7:01	6:36	7:06	6:58		
Out # 1		15:50	15:27	12:21	12:01	18:06			14:48	14:59	15:18	15:40	15:44		
In # 2															
Out # 2															
In # 3															
Out # 3															
In # 4															
Out # 4															
In # 5															
Out # 5															
In # 6															
Out # 6															
In # 7															
Out # 7															
In # 8															
Out # 8															
Sum		9.75				11.72				8.71	8.58	8.78			78.23
Scheduled Policy Hours		8.00	8.00	8.00	8.00	8.00			8.00	8.00	8.00	8.00	8.00		80.00
Difference		1.75	0.11	-6.38	-2.73	3.72			-0.28	-0.03	0.71	0.58	0.78		-1.77
Lunch/Travel Adjustment		-0.50	-0.50			-0.50			-0.50	-0.50	-0.50	-0.50	-0.50		-4.00
Leave Admin (LN)				2.00											2.00
Leave Holiday (LH)															0.00
Leave Annual (LA)															0.00
Leave Sick (LS)															0.00
CFP (LV)				0.38	2.73										3.11
Credit Adjustment															0.00
Absent without Leave (KC)															0.00
Leave without Pay (KA)															0.00
Comp Time Taken (CT)															0.00
Credit Hours Taken (CN)				4.00											4.00
Adjusted Time		1.25	-0.39	0.00	0.00	3.22			-0.78	-0.53	0.21	0.08	0.28		3.34
Overtime (OS/OU)															0.00
Comp Time Earned (CE)															0.00
Credit Hours Earned (CD)						3.00									3.00
Regular Hours Owed			-0.39						-0.78	-0.53					-1.70
Overtime Hours Owed															0.00
Comp Hours Owed															0.00
Credit Hours Owed						0.22									0.22
AGENT'S NOTE: 6/12/2019 OHR Picnic (3hrs); approved for LN. Credit adjusted to reflect .38 difference															
6/13/2019 Coworker farewell luncheon; screenshot provided of reservation confirmation; credit adjusted for difference (2.73)															



2019
Time and Attendance Summary Spreadsheet

Pay Period	Regular	Comp	Credit
	Owed	Owed	Owed
	Hours	Hours	Hours
1	-0.64	-1.12	
2	-2.58	-4.42	
3	-3.91	0.64	
4	-4.72		
5	-2.07	-2.74	
6	-3.35	-2.66	
7	-5.78	-5.33	
8	-8.96	-7.16	
9	-15.56	-3.75	
10	-1.72	-2.17	-11.22
11	-1.92	-0.68	-6.36
12	-0.73		-1.21
13	-1.70		0.22
14			
15			
16			
17			
18			
19			
20			
21			
22			
23			
24			
25			
26			
TOTAL:	-53.64	-29.39	-18.57

CY2018				
Date Rcvd	Document Name	Day	Mitigation Date	Agent Notes
9/3/2018	MD/Crystal City Hiring Event Info & Resources	Tues	6/12/2018	Hiring Event Tues.12- Fri. 15JUN18 (4 days)
8/29/2018	IC Virtual Career Fair 2018	Fri	6/21/2018	IC Virtual Career Fair (SIP 2018)
9/4/2018	Working IC Virtual Fair from Home	Thurs	6/21/2018	IC Virtual Fair 2018 (6/21/18) working from Home
9/3/2018	NGA Student Programs Overview Aug 18	Thurs	7/12/2018	NGA Site Visit Slides for 7/12/18
9/3/2018	2018 Summer IC Event	Thurs	7/12/2018	NGA Site Visit (7/12/18)
9/3/2018	Items of Interest	Fri	8/10/2018	Email from Chief, DIA picnic Fri 10AUG18
9/4/2018	[REDACTED] Retirement	Thurs	11/1/2018	Email to supervisor for permission to attend retirement; claimed 7 hrs worked & 2 hrs credit taken. BRR shows in bldg for 5.13hrs (38min). Short 1.87 hr. (Credit adjusted 1.87 due to supervisor approval)
CY2019				

Date Rcvd	Document Name	Day	Mitigation Date	Agent Notes
8/29/2019	CyberCorp Job Fair	Tues	1/8/2019	Flyer showing job fair (CyberCorps Scholarship Program Annual Job Fair)
8/29/2019	SHRM Thank you for taking SHRM	Thurs.	2/14/2019	SHRM Exam (Feb 2019)
8/29/2019	17th Annual ASBC HBCU College Festival	Sat	2/23/2019	2019 ASBC College Festival @ Conventer Center
8/29/2019	19th Annual diversity EmbassySuites Crystal City Fact Sheet	Wed	4/3/2019	2019 Diversity Recuritment
8/29/2019	19th Annual Diversity Employment Day Career	Wed	4/3/2019	2019 Diversity Recuritment
8/29/2019	IC Collaborative Diversity Recruitment Opportunity	Wed	4/3/2019	2019 Diversity Employment Day Career Fair (Thank you note provided)
9/3/2019	Welcome to the OHR Service Week Ahead, 22April	Thurs. Fri	4/11/2019 4/12/2019	Cal State University San Bernardino recruitment panel participation (TDY 2 days)
9/4/2019	(b)(3);(10 USC 424; (b)(6)) Career Field Change	Tues	4/23/2019	Email receipt only showing reponse at 1434; employee claimed 9 hours worked & 2 hrs Comp time earned. Badge entry date has error, but exit is at 1723. Need proof of being in bldg at 0553.
9/3/2019	Welcome to the Work Week Ahead May 14	Wed	6/12/2019	OHR Picnic Save the date (12JUN19)
9/3/2019	OHR Picnic- New Date!!!	Wed	6/12/2019	OHR Picnic New Date moved to 6/12/19
9/3/2019	Chat with (b)(3);(10 USC 424; (b)(6))	Wed	6/12/2019	Jabber chat for OHR Picnic date: (12JUN19)
9/3/2019	OHR Picnic and Leave & Attendance	Wed	6/12/2019	Instrution for Admin Leave for picnic (12JUN19)
9/4/2019	(b)(3);(10 USC 424; (b)(6)) Luncheon 13JUN19	Thurs	6/13/2019	Screenshot of reservation confirmation for luncheon at McCormicks Schmicks
9/4/2019	CY2018_ markings SW			Timesheet mitigation notes for CY18
9/4/2019	CY2019_ markings SW			Timesheet mitigation notes for CY19
9/4/2019	Untitled			OPM Updates for snow; delay, dismassal
9/4/2019	Time & Labor PPE 2 February			PP2 2019 Timesheet annotation instructions only
9/4/2019	Summary for FY2019			Timesheet mitigation notes for CY19
9/4/2019	Summary for FY 2018			Timesheet mitigation notes for CY19

1/4/18	OPM 2 Hr Delay - Unsched TW or LV	2
1/12/18	DR 3 Hr Early Release (Martin Luther King Day)	3
2/7/18	OPM 2 Hr Delay - Unsched TW or LV	2
2/16/18	DR 3 Hr Early Release (President's Day)	3
3/2/18	OPM Fed Govt Closed Weather	
3/21/18	OPM Fed Govt Closed Weather	
3/22/18	OPM 2 Hr Delay - Unsched TW or LV	2
5/25/2018	DR 3 Hr Early Release (Memorial Day)	3
7/3/2018	DR 3 Hr Early Release (4th July)	3
8/31/2018	DR 3 Hr Early Release (Labor Day)	3
10/5/2018	DR 3 Hr Early Release (Columbus Day)	3
11/9/2018	DR 3 Hr Early Release (Veteran's Day)	3
11/21/2018	DR 3 Hr Early Release (Thanksgiving)	3
12/24/2018	Presidential EXORD Govt Closed (Christmas)	



2018
Time and Attendance Summary Spreadsheet

Pay Period	Regular	Credit
	Owed	Owed
	Hours	Hours
1		
2		
3		
4		
5		
6		
7		
8		
9		
10		
11		
12	-1.21	-0.69
13	-3.81	-1.42
14	-2.28	-1.44
15	-0.24	
16	-7.22	-1.98
17	-2.91	
18	-9.11	-1.00
19	-1.45	
20	-8.00	-0.41
21	-8.80	
22	-9.44	
23	-4.59	
24	-2.08	
25	-3.83	-0.75
26	-1.26	
TOTAL:	-66.23	-7.69



2019
Time and Attendance Summary Spreadsheet

Pay Period	Regular	Comp	Credit
	Owed	Owed	Owed
	Hours	Hours	Hours
1	-0.14	-0.62	
2	-1.58	-2.42	
3	-2.91	2.14	
4	-4.10		
5	-0.35	-11.29	
6	-3.09	-1.92	
7	-4.41	-3.79	
8	-7.96	-5.66	
9	-13.79	-2.75	
10	-1.72	-2.17	-11.22
11	-1.92	-0.68	-6.36
12	-0.73		-1.21
13	-1.70		0.22
14			
15			
16			
17			
18			
19			
20			
21			
22			
23			
24			
25			
26			
TOTAL:	-44.40	-29.16	-18.57

[Redacted]

From:

[Redacted]

Sent:

Wednesday, June 3, 2020 7:26 AM

To:

[Redacted]

Cc:

Subject:

RE: [Redacted] RESPONSE: Supplemental Report of Investigation, Case 2019-5065-OI With Enclosure

Classification: UNCLASSIFIED//~~FOUO~~

Upon removal of attachments, this document is UNCLASSIFIED

=====

Tasker closed.

From:

[Redacted]

Sent: Thursday, May 28, 2020 4:00 PM

[Redacted]

Subject: RE: [Redacted] RESPONSE: Supplemental Report of Investigation, Case 2019-5065-OI With Enclosure

Classification: UNCLASSIFIED//~~FOUO~~

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=====

Thank

[Redacted]

And you are correct! Please prepare the file for closure in SharePoint.

[Redacted]

please close the tasker.

Thanks all!

[Redacted]

"There is a difference between being a **leader** and being a **boss**. Both are based on authority. A boss demands **blind obedience**; a leader earns their authority through **understanding and trust**." - Klaus Balkenhol



~~(U) INSPECTOR GENERAL SENSITIVE INFORMATION - FOR OFFICIAL USE ONLY. The information contained in this e-mail and any accompanying attachments may contain Inspector General sensitive information, which is protected from mandatory disclosure under the Freedom of Information Act (FOIA), 5 U.S.C. 552. It should not be disclosed to unauthorized persons. If you are not the intended recipient of this information, you may not disseminate, copy, distribute, or the taking of any action in reliance on this information. If you have received this e-mail in error, please notify us immediately by return e-mail or by calling 202-251-1811.~~

From: [Redacted]
Sent: Thursday, May 28, 2020 1:27 PM
To: [Redacted]
Subject: FW: CFO RESPONSE: Supplemental Report of Investigation, Case 2019-5065-OI With Enclosure

Classification: UNCLASSIFIED//~~FOUO~~

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=====

[Redacted]

I have reviewed this and this is okay. I updated the daily activities as well with the attachments. If you're okay with this, we can close out.

v/r,

[Redacted]

From: [Redacted]
Sent: Thursday, May 28, 2020 11:58 AM
[Redacted]

Subject: FW: [Redacted] RESPONSE: Supplemental Report of Investigation, Case 2019-5065-OI With Enclosure

Classification: UNCLASSIFIED//~~FOUO~~

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=====

Please review response.

From: [Redacted]
Sent: Tuesday, May 26, 2020 2:02 PM
[Redacted]

Subject: [Redacted] RESPONSE: Supplemental Report of Investigation, Case 2019-5065-OI With Enclosure

Classification: UNCLASSIFIED//~~FOUO~~

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=====

Greetings,

Attached is CFO response to ROI – 2019-5065

v/r



=====

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UNCLASSIFIED

Time and Labor Fraud Investigation, Case 2019-5065-OI

We substantiated allegations of time and labor fraud, false official statements, false claims, theft of Government funds by a DIA employee. We determined the employee prepared, signed, and submitted fraudulent time and labor records between May 27, 2018, and June 22, 2019, totaling 110.13 regular hours that they did not work. Additionally, the employee claimed 18.34 compensatory hours and 29.31 credit hours that were unaccounted for. The estimated loss to the Government was \$8,156.99. The full investigative report is UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~.

UNCLASSIFIED

SUBJECT: (U) [Redacted]
CASE NUMBER: 2019-5065-OI
 [Redacted]

PROJECT DESCRIPTION: (U//FOUO) The DIA IG received a complaint wherein it was alleged the Subject committed time and labor fraud. In comparing the badge reader records and timesheet submitted, there were 69.5 hours short within five pay periods.

DAILY ACTIVITIES

Time/Date Agent	Activities
1500/12 Jul 19 [Redacted]	(U) Initiated this investigation from HL 2019-7273 [Redacted] OHR, DIA notified this office that after a cursory review of [Redacted] badge reader records, he determined that she was short 69.5 hours from 17 Mar19-12 May19 within five pay periods.
0900/15 Jul 19 Bur	(U) Files from HL documents 2019-7273 could not be loaded in case documents folder; inputted them in ROI Exhibits folder.
0957/15 Jul 19 [Redacted]	(U) Pulled up myHR records for employee to obtain the following: <ul style="list-style-type: none"> • Grade/steps and effective dates • Employee's duty locations and effective dates • Employee's rating chain- supervisors, raters, and reviewers and effective dates
1455/15 Jul 19 [Redacted]	(U) Sent email to complainant, [Redacted] Deputy Chief, [Redacted] to schedule interview time. Provided availability for the following date/time range: <ul style="list-style-type: none"> • Tues 11 Jul 9 (10-2pm) • Wed 12 Jul 19 (11-2pm) • Thurs 13 Jul 19 (8-12pm) • Friday 14 Jul 19 (8am-2pm)
	(U) Additionally, asked [Redacted] to provide additional information for [Redacted] to include: <ul style="list-style-type: none"> • The work schedule that [Redacted] is on? • CFP Participant? • Authorized duty location(s)? • Does [Redacted] have to travel for any meetings?
1000/16 Jul 19 [Redacted]	(U) Requested Master Time History and LES from [Redacted] for employee. Scope requested is approximately one year (<i>received complaint 10JUN19</i>) <ul style="list-style-type: none"> o 27 May 18- 6 Jul 19
1100/16 Jul 19	(U) Received requested data and documents from NSA. Uploaded in case

[Redacted]

documents. Created LES folder in case documents. Converted master time history report received from NSA. Broken down by calendar year.

0936/17 Jul 19

(U) Sent email to [Redacted] for documents in ROI folder not being able to be moved to Case Documents folder and that I receive an error message.

[Redacted]

0954/17 Jul 19

(U) Email received from [Redacted] that files were not checked in so I could not see them. [Redacted] fixed the error and I could now see it in the Case Documents folder.

[Redacted]

0954/17 Jul 19

(U) Case review requested to be moved from Planning to Fieldwork.

Bur

1100/17 Jul 19

(U) Ticket submitted with Service Central to add "Time & Labor" option in myHR. Ticket INC0337446. I don't have access to pull timesheet and work schedules in myHR. Asked [Redacted] to pull the records in the meantime. Awaiting documents.

[Redacted]

(U) Pulled pertinent information from myHR on subject and uploaded into Case Documents folder.

1243/17 Jul 19

(U) Received 4 documents from [Redacted] on work schedules. Uploaded documents to Case Documents folder within the created folder called Work Schedules.

[Redacted]

- 12 May 19 [Redacted] Work Schedule
- 28 Apr 19 [Redacted] Work Schedule
- 14 Oct 18 [Redacted] Work Schedule
- 2 Sept 18 [Redacted] Work Schedule

(U) Will receive timesheets from [Redacted] by COB 18 Jul 19. I also have not heard back from [Redacted] but will follow-up by noon on 18 Jul 19.

1330/17 Jul 19

(U) Tried to rerun TA_Civilian spreadsheet records for 2018 and 2019 again. Notified [Redacted] of error message received. He will look into this and get back tomorrow 18 Jul 19 on the issue as he is encountering the same problems.

[Redacted]

1500/17 Jul 19

(U) Received calendar invite email from [Redacted] for interview.

[Redacted]

- Date: 18 Jul 19
- Location: B4-163 [Redacted] office)
- Time: 0900-1000

1909/17 Jul 19

(U) IGC in brief conducted and authorized to proceed.

[Redacted]

0947/18 Jul 19

(U) Conducted interview with complainant [Redacted] Division Chief, [Redacted] was also present in the interview. Writing IR.

[Redacted]

1000/18 Jul 19

(U) Badge Reader Data working today per [Redacted] Will rerun BRR.

[Redacted]

1045, 18 Jul 19

(U) Case review.

[Redacted]

- Make sure you conduct records checks in [Redacted] myHR, Scattered Castles, CAMS, and DDEX.
- Good job with the IP

2019-5065-OI

- Have one of the GC investigators accompany you with your interviews.
- Make sure you reach out to me or your fellow investigators if you have questions.

1220, 18 Jul 19
[REDACTED]

(U) [REDACTED] provided [REDACTED] a copy of subject's work schedules and timesheets for timeframe under investigation (28 May 16- 6 Jul 19).

1250, 18 Jul 19
[REDACTED]

(U) [REDACTED] conducted a DDEX check of subject. The following was disclosed.

(U) Subject was arrested for simple assault in August 1999. Subject was arrested in December 1998 for assault & battery of a family member.

1325, 18 Jul 19
[REDACTED]

(U) [REDACTED] conducted check in CAMS. Subject not in protect status. Scattered Castles check conducted identifying no issues. Subject has active clearance as of 27 Mar 19. [REDACTED] check conducted with no issues. Emailed [REDACTED] to request for assistance in user access with DDEX.

0826, 19 Jul 19
[REDACTED]

(U) Uploaded rerun of TA_Civilian Timesheet for 2018 and 2019. No badge reader data for full PP14 as data is available only until 28 Jun 19. Will use scope until PP13 (10 Jun 19- 22 Jun 19) to account for a full PP. -.50 (30min) for lunch was utilized in spreadsheet if employee claimed to work for more than or equal to 6 hours. Spreadsheet ready to proceed.

(U) The following summary are provided:

- For CY18
 - PP12 (27 May 18- 8 Jun 18) through PP 26 (9 Dec 18- 22 Dec 18)
 - Total Owed Hours = -111.51
 - Total Owed Dollars = -\$5,828.63
- For CY 2019
 - PP1 (23 Dec 18- 5 Jan 19) through PP13 (9 Jun 19- 22 Jun 19)
 - Total Owed Hours= -165.81
 - Total Owed Dollars= -\$8,666.90
- Grand Totals: - **277.32 Hours** amounting to -**\$14,495.53**
- SCOPE: 27 May 18- 22 Jun 19

1140, 19 Jul 19
[REDACTED]

(U) Asked DAIGI if management in brief should be conducted with [REDACTED] Director [REDACTED] or MS Director [REDACTED] as subject is [REDACTED] DAIGI relayed approval to [REDACTED] as long as he notified [REDACTED] Sending email to [REDACTED] for management in brief for today or starting next Tuesday 23 Jul 19.

0718, 23 Jul 19
[REDACTED]

(U) On leave 22 Jul 19. Attempted to contact [REDACTED] at 0713 and left a voice message. Also sent email to discuss availability this week for in-brief. Awaiting response.

1121, 23 Jul 19

[Redacted]

(U) Readjusted CY18-CY19 Spreadsheet accordingly:

- Added hours for leave taken or credit/comp taken to the scheduled policy hours to ensure it adds up to 80 schedule policy hours.
- Corrected row 34 in all tabs to read "credit adjustment" as this pertains to civilian employee.

The following new summary is provided after making adjustments to scheduled policy hours:

- For CY18
 - PP12 (27 May 18- 8 Jun 18) through PP 26 (9 Dec 18- 22 Dec 18)
 - Total Owed Hours = -117.39
 - Total Owed Dollars = -\$6,135.98
- For CY 2019
 - PP1 (23 Dec 18- 5 Jan 19) through PP13 (9 Jun 19- 22 Jun 19)
 - Total Owed Hours= -173.42
 - Total Owed Dollars= -\$9,064.67
- Grand Totals: **- 290.81 Hours** amounting to **-\$15,200.65**
- SCOPE: 27 May 18- 22 Jun 19

0905, 24 Jul 19

[Redacted]

(U) Uploaded IR to case file. Awaiting review of excel spreadsheets and IR from project supervisor.

1100, 26 Jul 19

(U) Worked on other cases 25 and 26 Jul 19.

1330, 29 Jul 19

[Redacted]

(U) Spreadsheets reviewed by project supervisor with comments. Will double check spreadsheet and provide days where internal BRR data is needed to [Redacted] May request CIO pull to include: calendar, jabber messages and email for time range in question. Also may conduct splunk search. Awaiting [Redacted] coordination to brief MS directorate as there are several OIG cases. Also reviewing comments and making changes after project supervisor's review for Arquieta's IR.

1000, 30 Jul 19

[Redacted]

(U) IR approved by project supervisor. Will leave as word document per recommendation as this will not be in Exhibit.

1000, 31 Jul 19

[Redacted]

(U) Management in brief conducted to MS directorate [Redacted]

1316, 31 Jul 19

[Redacted]

(U) Sent [Redacted] BRR data for CY2018 and CY2019 for days in question where badging records did not exist. Awaiting review/comments. New adjustments below from spreadsheet.

- 110.89 (CY18) + 93.03 (CY19) = 203.92 Total Hours Short
- \$5,667.57 (CY18) + \$4,862.67 (CY19)= \$10,530.24 Total Cost Owed

1032, 6 Aug 19

[Redacted]

(U) [Redacted] verified all missing data does not exist in main repository for BRR data (CY2018 and CY2019); suggested checking other sources (Splunk with digital artifact e.g. logons, user actions, or email pulls). Contacting subject's certifier of

timesheet/rater: [REDACTED] for interview.

1144, 6 Aug 19

[REDACTED]

(U) Interview scheduled with [REDACTED] for 13 Aug 19 at 0900.

1518, 6 Aug 19

[REDACTED]

(U) Contacted subject via email for initial interview. Awaiting subject's availability for interview.

1551, 6 Aug 19

[REDACTED]

(U) Initial subject interview scheduled for Thurs. 8 Aug 19 at 1330.

1050, 16 Aug 19

[REDACTED]

(U) Subject interview conducted 8 Aug 19. Provided Garrity and recorded interview. Need to write IR and transfer recording. Meeting with subject on 22 Aug 19 for first round of mitigation. Interview conducted with Subject's supervisor on 13 Aug 19. Need to write IR. No Garrity provided or recorded. I had no reason to believe supervisor was derelicting his duties and interview confirmed supervisor has been counseling Subject. Will finish both IRs by COB Monday. Working on other case (5030) for AUSA requests.

1000, 21 Aug 19

[REDACTED]

(U) Case review. [REDACTED] discussed investigative procedures, investigative plan, and spreadsheet. [REDACTED] related that she will be interviewing the Subject on August 22. I advised her that to have a GC investigator with her for the interview. Good job, continue with IP.

1500, 22 Aug 19

[REDACTED]

(U) Subject interviewed conducted with [REDACTED] Subject was recorded and Garrity Warning provided (copy in case file). We went over CY2018 documents. Subject provided certain mitigating documents, and stated it was only 60% complete. I asked subject if it was feasible to provide the rest of documents to mitigate for CY2018 when we would meet again in 2 weeks as well as all the documents for CY2019. Subject was given examples verbally for proof of acceptance (i.e. if going to approved retirement party off campus, calendar is not enough, please provide proof of receipt such as through payment of food or parking, etc.). Subject agreed to provide the rest of mitigating documents for CY2018 and CY2019. Interview 3 has been set up on 5 Sept 19 at 10am. Invites already sent via outlook calendar. I invited [REDACTED] as well in interview. IR on this interview to be done as well as transfer of recording to case file. I've also uploaded IR from subject's supervisor interview that was conducted on 13 Aug 19.

1500, 4 Sep 19

[REDACTED]

(U) Third interview rescheduled to Thurs. 9/12/19 at 1000 to allow for review of documents for mitigation submitted by subject.

1300, 12 Sep 19

[REDACTED]

(U) Third interview conducted today at 9/12/19 1000. We went over timesheets for CY18 and CY19 with notes where credit was given, credit was not given, credit given, but need to verify with supervisor. Copy of affidavit in case files. Subject to look through new copies of CY2018 and CY2019 after adjustments were made. Subject will look for days where claiming working full hours plus credit hours earned, but badge records for hours worked is less. If subject is able to provide proof, we can revisit and adjust where necessary. Subject will be out of office next whole week.

(U) Need to set up interview with supervisor to verify for credits that are given. Interview will have to be the week of 23 Sep 19 as I will be out of office next week for training.

0930, 20 Sep 19

[REDACTED]

(U) Out of office 16 Sep 19- 19 Sep 19 for CFE Training. 20 Sep 19, OIG Picnic. No activity on case.

1300, 24 Sep 19

[REDACTED]

(U) Emailed supervisor to set up interview. Awaiting response. Also emailed subject to provide electronic format of documents after mitigation. Extended offer for subject to include last min documents for consideration of credit. These are to be turned in by NLT COB Thur. 10 Oct 19.

1055, 26 Sept 19

[REDACTED]

(U) Emailed [REDACTED] to discuss follow-up meeting for [REDACTED] mitigation.

1030, 1 Oct 19

[REDACTED]

(U) Contacted [REDACTED] telephonically to set up interview. [REDACTED] is available to meet at 1300 today.

1331, 1 Oct 19

[REDACTED]

(U) Met with [REDACTED] to go over [REDACTED] spreadsheet. [REDACTED] was also provided a hard copy and electronic copy of the documents and he relayed he would provide confirmation/comments by COB Fri. 4 Oct 19. [REDACTED] was also informed that I have given [REDACTED] until COB Thurs. 10 Oct 19 to provide any last minute documents where she wants to mitigate. IR in case file.

1000, 3 Oct 19

[REDACTED]

(U) Case review.

1553, 9 Oct 19

[REDACTED]

(U) Sent reminder email to [REDACTED] if she wants to provide additional mitigation documents. Deadline is set for COB 10 Oct 19.

0824, 10 Oct 19

[REDACTED]

(U) Received email from [REDACTED] No documents provided to change overall numbers. Sent email to [REDACTED] for follow-up feedback. Awaiting his email.

1701, 16 Oct 19

[REDACTED]

(U) Sent follow-up email to [REDACTED] on status. Still awaiting his email.

1140, 18 Oct 19

[REDACTED]

(U) Received email from [REDACTED] regarding changes on spreadsheet. [REDACTED] has no changes and can proceed with spreadsheet.

- CY2018 [5/27/18 to 12/22/18]
 - 74.15 (Regular Hours Owed)
 - 2.00 (Comp Hours Owed)
 - 9.83 (Credit Hours Owed)

= 85.98 Total Hours Owed [S4,394.45]

- CY2019 [12/23/18 to 6/22/19]
 - 53.64 (Regular Hours Owed)
 - 38.39 (Comp Hours Owed)
 - 18.57 (Credit Hours Owed)

= 110.6 Total Hours Owed [S5,781.06]

- CY18 & CY19 [5/27/18- 6/22/19]= **196.58 Total Hours Owed / \$10,175.51**

1300, 24 Oct 19

2019 10 24 13:00

(U) Adjustments made on CY2018 and CY 2019 spreadsheet to reflect correct numbers for work schedule (took off -.50 for lunch) where applicable (27 May 18 through 27 Apr 19). New data as below. Draft ROI updated (MASKED and UNMASKED).

- CY2018 [5/27/18 to 12/22/18]
 - 60.42 (Regular Hours Owed)
 - 1.38 (Comp Hours Owed)
 - 4.69 (Credit Hours Owed)
 - = 66.49 Total Hours Owed [\$3,398.29]
- CY2019 [12/23/18 to 6/22/19]
 - 44.40 (Regular Hours Owed)
 - 29.16 (Comp Hours Owed)
 - 18.57 (Credit Hours Owed)
 - = 92.13 Total Hours Owed [\$5,780.40]
- CY18 & CY19 [5/27/18- 6/22/19]= **158.62 Total Hours Owed / \$8,213.93**

Timeframe	Status/ Hourly Rate	Regular Hours Owed	Comp Hours Owed	Credit Hours Owed	Amount Owed
27 May 18- 22 Dec 18	GG-13-3 \$51.11	60.42 \$3,088.06	1.38 \$70.53	4.69 \$239.70	66.49 \$3,398.29
23 Dec 18- 22 Jun 19	GG-13-3 \$52.27	44.40 \$2,320.79	29.16 \$1,524.19	18.57 \$970.66	92.13 \$5,780.40
Total Hours Owed		104.82	30.54	23.26	<u>158.62</u>
Total Amount Owed		\$5,408.85	\$1,594.72	\$1,210.36	\$8,213.93

1500, 25 Oct 19

2019 10 25 13:00

(U) Case changed from Fieldwork to Final Report.

(U) Legal opinion received and corrected in Draft ROI.

(U) Draft ROI (MASKED) and (UNMASKED) in Draft Reports folder. Also completed in Product Center (UNMASKED). In addition, included the Undisclosed Identity chart in Draft Reports folder and SAR document and Transmittal email document created.

(U) Next steps:

2019-5065-OI

- Coordinate with AUSA (DC AUSA main line: 202-252-7566) for case acceptance/denial.
- Send ROI for review

1142, 1 Nov 19

[REDACTED]

(U) Received inquiry of case from Subject's supervisor or what can be shared with management as subject is to transfer. In looking through myHR records, [REDACTED] [REDACTED] set to be reassigned to [REDACTED] Reston, VA effective 11/10/19 as security specialist. I relayed that the following message:

(U) Normally we do not provide updates until the investigation has been completed, which is when management is provided with an out brief. Our findings still needs to be reviewed, approved, and report distributed out of our office. I don't expect that to happen before [REDACTED] new reassignment. However; once the report is distributed, several offices are provided with tasker actions and usually has below days to report back to our office that they have completed it.

- Disciplinary (SEC (coordination with MS): 100 calendar days;
- Collection (CFO): 90 calendar days
- Recommendations (EMR): 60 calendar days
- Titan entries (SEC): 60 calendar days

(U) Since there is interest due to her upcoming reassignment, once the report is distributed, it looks like her new organization (SEC) will most likely be tasked with the disciplinary action, perhaps in coordination/recommendation from your office.

(U) Sent ROI in product center for TC review.

1335, 4 Nov 19

[REDACTED]

(U) Contacted Duty AUSA line [REDACTED] and left message for case consideration. Will follow-up by end of week.

1235, 6 Nov 19

[REDACTED]

(U) Voicemail left by Duty ASUSA: [REDACTED] Contacted [REDACTED] and he provided his email [REDACTED] on case brief. He stated his office would most likely decline for criminal prosecution, but send email anyways.

(U) Email sent to [REDACTED] with the case brief. Awaiting confirmation or acceptance or declination.

0900, 20 Nov 19

[REDACTED]

(U) Email received 8 Nov 19 from AUSA's office: [REDACTED] The office is declining prosecution. Email saved in case files.

(U) Re-reviewing excel spreadsheet and ROI and records. myHR identified [REDACTED] [REDACTED] has since been reassigned from [REDACTED] to [REDACTED] (Reston, VA), effective 10 Nov 19.

1535, 22 Nov 19

[Redacted]

(U) Reviewed spreadsheets again and adjusted. Final Spreadsheets in Case Documents → SUBJECT INTERVIEWS → FINAL (USE).

(U) ROI adjusted. Checked folders to ensure necessary docs are included. Ready for review with TC. Requested review in SharePoint.

(U) Need to schedule management out-brief [Redacted]

1000, 18 Dec 19

[Redacted]

(U) TC approved case summary to be posted on [Redacted] and [Redacted]

(U) ROI distributed to respective offices by IG on Tues. 17 Dec 19 at 1508. Copies in case files under ROI Exhibits. Approved Case Summary for OIG site in Case Documents folder.

(U) Management out-brief scheduled for 20 Dec 19 at 1330.

1400, 19 Dec 19

[Redacted]

(U) Provided updates of POCs for tasker to [Redacted] for [Redacted] Tasker List as shown below.

Date Report Sent	Tasker No.	Case No.	Subject	Allegation	Action Office	Suspense	Action Officer	OIG 4 Agent POC	Mgmt Action	Pending value of recovery (recommendation)
12/17/2019	19-0259	2-019-4165-01	[Redacted]	Tour & Labor Fraud	[Redacted]	2/15/2020 3/16/2020 6/24/2020	[Redacted]	Bur	Recoup funds	\$2,157,000

1400, 20 Dec 19

[Redacted]

(U) Conducted management out-brief with [Redacted]

1215, 17 Jan 20

[Redacted]

(U) Received correspondence # from HQ for supplemental memo.

(U) Supplemental memo and ROI in case files under “ROI Exhibits” → “For Supplemental.”

(U) Sending to TC for review and approval.

0900, 21 Jan 20

[Redacted]

(U) Supplemental sent to TC for review and approval.

1200, 27 Jan 20

Bur

(U) TC approved supplemental. Forwarded to Deputy for review/approval.

1100, 3 Feb 20

[Redacted]

(U) Received inquiry about status of supplement from EMR [Redacted] Notified [Redacted] that management was out last week due to illness and training but will be distributed this week. Sent email to Deputy for reminder to approve supplemental when possible.

- 0830, 5 Feb 20 (U) Email sent by TC to AIGI that Supplemental report changes are completed and ready for AIGI signature.
[redacted]
- 0800, 12 Feb 20 (U) Supplemental report approved by editors.
[redacted]
- 1530, 13 Feb 20 (U) Supplemental report sent out by AIGI.
[redacted]
New suspense for CFO only. Dates as below:
- MS (Security) -> 2/15/2020 (Tasker: 19-08077)
 - CFP (Collection) -> 5/16/2020 (Tasker: 20-00864) (POC: [redacted])
 - MS (Disciplinary) -> 3/26/2020 (Tasker: 19-08077) (POC: [redacted])
- 0902, 18 Feb 20 (U) Supplemental report also provided to EMR POC [redacted]
[redacted]
- 0753, 21 Feb 20 (U) Approached by [redacted] that [redacted] POC [redacted] requested a copy of the supplemental ROI on 20 Feb 20. I responded to [redacted] that [redacted] had a copy from 18 Dec 19 email to IG confirming he had a copy and provided email. No further action needed.
- 0853, 16 Mar 20 (U) Received notification from [redacted] on 13 Mar 20 1059. [redacted] provided that letter of debt collection for SUBJECT has been established in the accounting system. CFO debt collection letter in case files.
- 1158, 28 May 20 (U) Received email forwarded from [redacted] to review response. On 26 May 20 [redacted] Staff Officer, CFO provided CFO response to ROI 2019-5065. Attachments (5 files) are saved in case files.
- 1327, 28 May 20 (U) Sent email to [redacted] that I have reviewed the response and do not see any issues. Awaiting approval to close out.
- 0830, 4 Jun 20 (U) Approved for close out per [redacted] on 3 Jun 20; file prepared for closure in sharepoint. Tasker closed per OIG front office. Copy of email in case files.

SUBJECT: (U) [Redacted]

CASE NUMBER: 2019-5065-OI

[Redacted]

PROJECT DESCRIPTION: (U//~~FOUO~~) The DIA IG received a complaint wherein it was alleged the Subject committed time and labor fraud. In comparing the badge reader records and timesheet submitted, there were 69.5 hours short within five pay periods.

INVESTIGATIVE PLAN ACTIVITIES

Date Planned	Milestone	Date Completed
12 Jul 19	(U) Initiated case	12 Jul 19
19 Jul 19	(U) BRR Analysis	19 Jul 19
16 Jul 19	(U) Coordinate with NSA for master time history & LES	16 Jul 19
18 Jul 19	(U) Review myHR TA records and obtain timesheets	18 Jul 19
19 Jul 19	(U) IGC in brief	17 Jul 19
24 Jul 19	(U) Interview Complainant [Redacted]	18 Jul 19
26 Jul 19	(U) Management in brief [Redacted] Director, MS)	31 Jul 19
14 Aug 19	(U) Interview Supervisor: [Redacted]	13 Aug 19
22 Aug 19	(U) Subject Interview (initial data review of unaccounted hours) <ul style="list-style-type: none"> • Provide Garrity Warning & 1-2 weeks to mitigate (Thurs. 22 Aug 19) (2nd interview- go over CY 2018 docs) • (Thurs. 5 Sep 19) (3rd interview- go over CY2019 docs) 	8 Aug 19
6 Sep 19	(U) Conduct additional interviews as needed	1 Oct 19
12 Sep 19	(U) Conduct 2 nd Subject Interview (Adjudicate T&A worksheet) <ul style="list-style-type: none"> • Provide Garrity & Obtain Affidavit 	22 Aug 19
13 Dec 19	(U) Complete draft final ROI	22 Nov 19

16 Dec 19	(U) Final IGC coordination and Team Chief	22 Nov 19
16 Dec 19	(U) Management out brief	10 Jan 20
17 Dec 19	(U) AUSA coordination	8 Nov 19
10 Jan 20 30 Jun 20	(U) Complete all area in Sharepoint for closure; after action taken	4 Jun 20
16 Jan 20 30 Jun 20	(U) Request closure	4 Jun 20
17 Jan 20 30 Jun 20	(U) Close in Sharepoint	4 Jun 20

[Redacted]

From:

[Redacted]

Sent:

Friday, June 21, 2019 6:23 AM

To:

[Redacted]

Cc:

Subject:

Attachments:

[Redacted] NOV25 18- May25 19.pdf

Classification: ~~CONFIDENTIAL//NOFORN~~

[Redacted]

[Redacted]

Please see the below request for a review of the employee's time. I included [Redacted] in the email if you have any questions or need assistance. Let's document the request in a HL.

Thanks!

[Redacted]

"Before you are a leader, success is all about growing **YOURSELF**. When you **become** a leader, success is all about growing **OTHERS**"



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From:

[Redacted]

Sent: Thursday, June 20, 2019 5:28 PM

[Redacted]

Subject: FW: [Redacted] Time Sheets vs Badge Swipes

Classification: ~~CONFIDENTIAL//NOFORN~~

[Redacted]

Good afternoon [Redacted]

Just checking back. Is there any further information you would like for us to provide?

Thank you.

v/r,

[Redacted]

From: [Redacted]

Sent: Monday, June 10, 2019 9:54 AM

[Redacted]

Subject: FW: [Redacted] Time Sheets vs Badge Swipes

Classification: ~~CONFIDENTIAL//NOFORN~~

[Redacted]

Good morning [Redacted]

We were provided your name as a POC in regards to assessing badge swipe vs time sheet times. In this case, it appears the hours worked may be considerably less than the hours claimed.

Thank you.

v/r,

[Redacted]

From: [Redacted]

Sent: Friday, June 07, 2019 2:55 PM

[Redacted]

Subject: [Redacted] Time Sheets vs Badge Swipes

Classification: ~~CONFIDENTIAL//NOFORN~~

[Redacted]

[Redacted]

Just conducted a quick evaluation of [redacted]s time sheets vs badge swipe hours for pay periods starting 17 March through 12 May. Below are the results. In only five pay periods, there seems to be a difference of 69.5 in hours claimed vs worked. [redacted] is checking the calendar to determine what days she may have been out of the office on official business - he expects it will be only one to two times, however the time discrepancies are a pattern across many days in each pay period. Due to the fact that that the discrepancies appear to be a trend, it is likely that upon further evaluation of additional pay periods prior to 17 March, more discrepancies will be found.

Pay Period Start Date	Claimed Hours	Badge Swipe Hours
17-Mar-19	87	82.5
31-Mar-19	80	40.25
14-Apr-19	87	78
28-Apr-19	122	111.25
12-May-19	83.5	78
	459.5	390

v/r,

[redacted signature box]

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Classification: ~~CONFIDENTIAL//NOFORN~~

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Classification: ~~CONFIDENTIAL//NOFORN~~

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Classification: ~~CONFIDENTIAL//NOFORN~~

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Classification: ~~CONFIDENTIAL//NOFORN~~

From: [REDACTED]

Sent: Friday, November 8, 2019 9:32 AM

[REDACTED]

Subject: [Non-DoD Source] RE: DIA-OIG Case_2019-5065-OI_Case Inquiry Interest

[REDACTED]

Thank you for taking the time to write the summary. Our office is declining prosecution. Please let me know if you have any additional questions.

[REDACTED]

[REDACTED]

Subject: DIA-OIG Case_2019-5065-OI_Case Inquiry Interest

Good Afternoon Sir:

Following up on our phone conversation, I am sending an email if your office would be interested in pursuing this case for criminal prosecution.

Case#: 2019-5065-OI

The DIA OIG received a complaint wherein it was alleged the SUBJECT, an HR Specialist and a DIA government employee, committed the offenses of time and labor fraud when she prepared, signed, and submitted fraudulent timesheets and claimed for hours that the employee did not work. Badge reader records were compared against the employee's submitted timesheets from May 27, 2018 through June 22, 2019 resulting in approximately 158 unaccounted hours. The loss to the government is estimated at \$8,200. Our investigation concluded that the DIA employee failed to follow DIA time and labor issuances and committed the offenses of false statements, false claims and theft of public funds and in violation of 18 U.S.C § 1001, 18 U.S.C § 287, 18 U.S.C. § 641.

If your office declines, we can pursue administratively. Please let me know if you have any questions/concerns. Thank you for your time~

v/r,



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From: [Redacted]

To: [Redacted]

Subject: [Redacted]

Date: Wednesday, September 4, 2019 2:46:18 PM

Attachments: RE: [Redacted] Retirement Celebration .msg
Untitled.msg

[Redacted]

Working IC Virtual Fair from Home.msg
Summary for FY2019.docx
Summary for FY2018.docx

=====
Classification: UNCLASSIFIED
=====

Hello [Redacted]

I have researched and combed through all I could find. Several of my emails I've had to delete because my inbox is full and I've tried searching my vault for back dated correspondences. I never realized how much I need to make sure to keep notes of every outside functions/activity. I value my reputation, dignity and the trust that is bestow on me to try and intentionally misrepresent the agency in any kind of way.

Thank you and [Redacted]

[Redacted]

=====
Classification: UNCLASSIFIED
=====

From: [Redacted]
Sent: Thu, 1 Nov 2018 12:56:02 +0000
To: [Redacted]
Cc: [Redacted]
Subject: RE: [Redacted] Retirement Celebration

Classification: UNCLASSIFIED
=====

Thank you

From: [Redacted]
Sent: Thursday, November 01, 2018 8:40 AM
[Redacted]
Subject: RE: [Redacted] Retirement Celebration

Classification: UNCLASSIFIED
=====

[Redacted]

I have no problem with you attending. Please make sure Marie is also aware, place it on the calendar, and adjust your timesheet accordingly.

vr
[Redacted]

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From: [Redacted]
Sent: Thursday, November 01, 2018 8:35 AM

To: [REDACTED]
Subject: FW: [REDACTED] Retirement Celebration

Classification: UNCLASSIFIED

Hello [REDACTED]

With all the rush and ad-hoc, I forgot to ask you permission to attend [REDACTED] retirement celebration TODAY! [REDACTED] was my first supervisor upon entering into the agency 12 years ago.

Sincerely,

[REDACTED]

From: [REDACTED]
Sent: Monday, October 29, 2018 5:56 AM

[REDACTED]

[REDACTED]

Subject: RE: [REDACTED] Retirement Celebration

Classification: UNCLASSIFIED

=====

Good Morning All,

Happy Monday! I hope each of you had a wonderful weekend.

FRIENDLY REMINDER –Today is the last day to RSVP/pay for [redacted] retirement luncheon as we need to provide a headcount to the restaurant. Please help us to celebrate [redacted] 37 years of dedicated service to the federal government; and, wish her well as you starts her new journey as a retiree.

VR

[redacted]

Sent: Tuesday, October 16, 2018 10:16 AM

[redacted]

[REDACTED]

Subject: [REDACTED] Retirement Celebration

Classification: UNCLASSIFIED

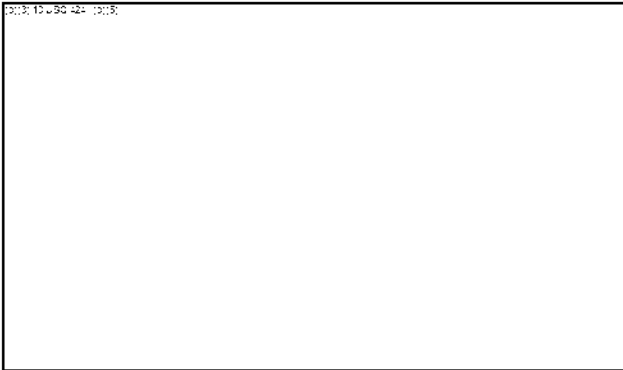
=====

Good Morning All,

Please join [REDACTED] on **Thursday, November 1st from 12pm-2pm at Topolino Italian Cuisine & Buffet** for a Retirement Celebration honoring [REDACTED] 37 years of federal service. A buffet lunch will be available which includes a wide variety of pasta and sauces as well as carbonara, manicotti, three cheese tortellini, meatballs, mussels, soup, roasted vegetables, fresh bread, pizza, and assorted desserts.

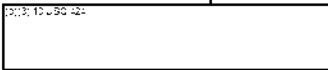
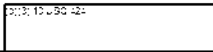
Due to the anticipated number of attendees, please ensure you RSVP with your payment of \$22.00 for the luncheon to [REDACTED] (Desk [REDACTED]) by **October 29, 2018**.

v/r,

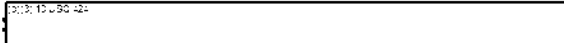


For immediate assistance, please contact HROC Customer Service.
There are four methods available to you for reaching the HROC team:

HROC Walk-Up:



ONLINE HR REQUEST TOOL:



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Classification: UNCLASSIFIED

From:

[Redacted]

Sent:

Tue, 3 Sep 2019 14:24:59 -0500

To:

[Redacted]

Attachments:

[Untitled].pdf

(b)(3):10 USC
424: (b)(6):
(b)(7)(C)

U.S. OFFICE OF PERSONNEL MANAGEMENT

SNOW & DISMISSAL PROCEDURES STATUS ARCHIVES

- [2019](#)
- [2018](#)
- [2017](#)
- [2016](#)
- [2015](#)
- [2014](#)
- [2013](#)
- [2012](#)
- [2011](#)
- [2010](#)
- [2009](#)
- [2008](#)
- [Before 2008](#)

-

2019

- March 1, 2019
[Open with Option for Unscheduled Leave or Unscheduled Telework](#)
- February 21, 2019
[Open with Option for Unscheduled Leave or Unscheduled Telework](#)
- February 20, 2019
[Office Closure](#)
- February 11, 2019
[Open - 2 hours Delayed Arrival - With Option for Unscheduled Leave or Unscheduled Telework](#)
- January 30, 2019
[Open - 3 hours Delayed Arrival - With Option for Unscheduled Leave or Unscheduled Telework](#)
- January 29, 2019
[Early Departure - 2 hours Staggered Release](#)
- January 26, 2019
[Open](#)
- January 15, 2019
[Open - 2 hours Delayed Arrival](#)
- January 14, 2019
[Office Closure](#)

-

2018

- December 26, 2018
[Due to a lapse in appropriations, Federal Government operations vary by agency.](#)

- December 25, 2018
All federal offices and agencies are closed today in observance of the Christmas holiday. Please refer back to this site on the next official first day of work.
- December 24, 2018
Subject to the Executive Order 11582, signed by President Trump, Executive Branch, Non-Postal Federal Employees and those who cannot be excused from national security, defense, and other public need; or those who, in the judgement of the agency head, deems necessary; will be excused today from work, with pay and without charge to leave. For pay and leave purposes, December 24, 2018 will be treated as falling within the scope of statuses and Executive Orders governing holidays.
- December 23, 2018
Due to a lapse in appropriations, Federal Government operations vary by agency.
- November 15, 2018
Open with Option for Unscheduled Leave or Unscheduled Telework
- March 22, 2018
Open - 2 hours Delayed Arrival - With Option for Unscheduled Leave or Unscheduled Telework
- March 21, 2018
Federal Offices are Closed - Emergency and Telework-ready Employees Must Follow Their Agency's Policies
- March 2, 2018
Federal Offices are Closed - Emergency and Telework-ready Employees Must Follow Their Agency's Policies
- February 9, 2018
Open
- February 9, 2018
Due to a lapse in appropriations, Federal government operations vary by agency.
- February 7, 2018
Open - 2 hours Delayed Arrival - With Option for Unscheduled Leave or Unscheduled Telework
- January 23, 2018
Open
- January 20, 2018
Due to a lapse in appropriations, Federal government operations vary by agency.
- January 4, 2018
Open - 2 hours Delayed Arrival - With Option for Unscheduled Leave or Unscheduled Telework

2017

- March 15, 2017
Open
- March 14, 2017
Open - 3 hours Delayed Arrival - With Option for Unscheduled Leave or Unscheduled Telework

[Redacted]

From:

[Redacted]

Sent:

Tuesday, September 3, 2019 12:36 PM

To:

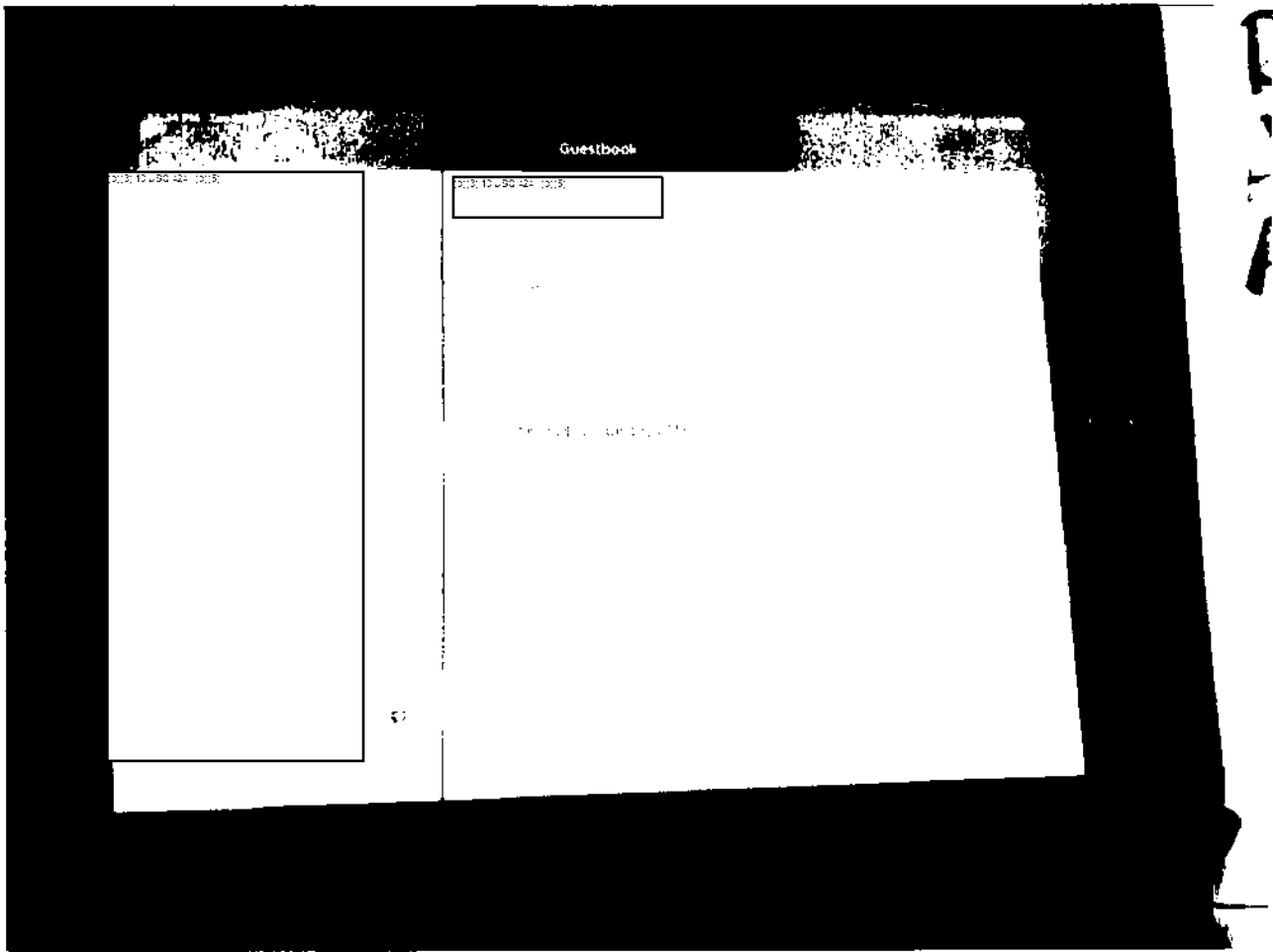
[Redacted]

Subject:

[Non-DoD Source] Reservation Confirmation

Attachments:

IMG_2536.jpg; ATT00001.txt



I was able to call the restaurant and
get a screenshot copy of the reservation
@ McCormick's + Schmidt's.

8/8/2019

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CY 2019

Time and Attendance Worksheet

Badge Reader	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	SUM
Records	1/6/2019	1/7/2019	1/8/2019	1/9/2019	1/10/2019	1/11/2019	1/12/2019	1/13/2019	1/14/2019	1/15/2019	1/16/2019	1/17/2019	1/18/2019	1/19/2019	
In # 1				6:44	6:40		6:27			6:25	10:32	6:17	6:03	6:39	
Out # 1				18:26	14:57		18:52			17:33	18:40	16:35	11:35	16:24	
In # 2															
Out # 2															
In # 3															
Out # 3															
In # 4															
Out # 4															
In # 5															
Out # 5															
In # 6															
Out # 6															
In # 7															
Out # 7															
In # 8															
Out # 8															
Sum				11.70			9.42			11.12		10.30		9.74	74.22
Scheduled Policy Hours		9.00	9.00	9.00	9.00	0.00			9.00	9.00	9.00	9.00	6.00		80.00
Difference		-9.00	-9.00	2.70	-0.71	0.00	9.42		-9.00	2.12	-0.87	1.30	-2.48	9.74	-5.78
Lunch/Travel Adjustment				-0.50	-0.50		-0.50			-0.50	-0.50	-0.50		-0.50	-3.50
Leave Admin (LN)									9.00				3.00		12.00
Leave Holiday (LH)															0.00
Leave Annual (LA)		9.00													9.00
Leave Sick (LS)															0.00
CFP (LV)															0.00
Credit Adjustment															0.00
Absent without Leave (KC)															0.00
Leave without Pay (KA)															0.00
Comp Time Taken (CT)															0.00
Credit Hours Taken (CN)															0.00
Adjusted Time		0.00	0.00	2.20	1.21	0.00	8.92		0.00	1.62	1.42	0.80	0.52	9.24	11.72
Overtime (OS/OU)															0.00
Comp Time Earned (CE)							9.00			3.00	2.00	2.00		9.00	25.00
Credit Hours Earned (CD)															0.00
Regular Hours Owed															-11.58
Overtime Hours Owed															0.00
Comp Hours Owed							-0.08							0.24	-4.42
Credit Hours Owed															0.00
AGENT'S NOTE:															

*HP
EVE
PDA*

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(Signature)



Time and Attendance Worksheet

Badge Reader	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	SUM
Records	1/20/2019	1/21/2019	1/22/2019	1/23/2019	1/24/2019	1/25/2019	1/26/2019	1/27/2019	1/28/2019	1/29/2019	1/30/2019	1/31/2019	2/1/2019	2/2/2019	
In # 1			8:36	6:18	6:05					6:10	12:07	6:06	6:19	6:32	
Out # 1			16:58	18:16	18:47					13:53	16:51	16:15	14:54	16:00	
In # 2															
Out # 2															
In # 3															
Out # 3															
In # 4															
Out # 4															
In # 5															
Out # 5															
In # 6															
Out # 6															
In # 7															
Out # 7															
In # 8															
Out # 8															
Sum				11.97	12.70							10.15	8.59	9.47	72.69
Scheduled Policy Hours		9.00	9.00	9.00	9.00	0.00			9.00	9.00	9.00	9.00	8.00		80.00
Difference		-9.00	-1.63	2.97	3.70	0.00			-9.00	-1.28	-4.28	1.15	0.59	9.47	-7.31
Lunch/Travel Adjustment			-0.50	-0.50	-0.50					-0.50	-0.50	-0.50	-0.50	-0.50	-4.00
Leave Admin (LN)										1.00	3.00				4.00
Leave Holiday (LH)		9.00													9.00
Leave Annual (LA)															0.00
Leave Sick (LS)									9.00						9.00
CFP (LV)															0.00
Credit Adjustment															0.00
Absent without Leave (KC)															0.00
Leave without Pay (KA)															0.00
Comp Time Taken (CT)															0.00
Credit Hours Taken (CN)															0.00
Adjusted Time		0.00	1.13	2.47	3.20	0.00				0.74	1.74	0.95	0.00	8.97	10.69
Overtime (OS/OU)															0.00
Comp Time Earned (CE)			1.00	1.00	3.00									9.00	14.00
Credit Hours Earned (CD)															0.00
Regular Hours Owed															-4.69
Overtime Hours Owed															0.00
Comp Hours Owed				1.47	0.20									-0.03	0.64
Credit Hours Owed															0.00
AGENT'S NOTE:															

*3 Hr
Deduction
1 PM*



Time and Attendance Worksheet

Badge Reader	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	SUM
Records	2/3/2019	2/4/2019	2/5/2019	2/6/2019	2/7/2019	2/8/2019	2/9/2019	2/10/2019	2/11/2019	2/12/2019	2/13/2019	2/14/2019	2/15/2019	2/18/2019	
In # 1		6:34	6:16	6:29	11:14						6:39				
Out # 1		15:43	16:03	15:43	16:56						11:52				
In # 2															
Out # 2															
In # 3															
Out # 3															
In # 4															
Out # 4															
In # 5															
Out # 5															
In # 6															
Out # 6															
In # 7															
Out # 7															
In # 8															
Out # 8															
Sum		9.16	9.79	9.22											39.07
Scheduled Policy Hours		9.00	9.00	9.00	9.00	0.00			9.00	9.00	9.00	9.00	8.00		80.00
Difference		0.16	0.79	0.22	-3.31	0.00			-9.00	-9.00	-3.79	-9.00	-8.00		-40.93
Lunch/Travel Adjustment		-0.50	-0.50	-0.50											-1.50
Leave Admin (LN)												6.00			6.00
Leave Holiday (LH)															0.00
Leave Annual (LA)									9.00	9.00					18.00
Leave Sick (LS)													8.00		8.00
CFP (LV)															0.00
Credit Adjustment															0.00
Absent without Leave (KC)															0.00
Leave without Pay (KA)															0.00
Comp Time Taken (CT)											1.00	3.00			6.00
Credit Hours Taken (CN)															0.00
Adjusted Time		0.16	0.79	0.22	-3.31	0.00					0.29				-4.43
Overtime (OS/OU)															0.00
Comp Time Earned (CE)															0.00
Credit Hours Earned (CD)															0.00
Regular Hours Owed															4.72
Overtime Hours Owed															0.00
Comp Hours Owed															0.00
Credit Hours Owed															0.00
AGENT'S NOTE:															

Handwritten note:
 3/12/19
 10:45 AM



Time and Attendance Worksheet

Badge Reader	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	SUM
Records	2/17/2019	2/18/2019	2/19/2019	2/20/2019	2/21/2019	2/22/2019	2/23/2019	2/24/2019	2/25/2019	2/26/2019	2/27/2019	2/28/2019	3/1/2019	3/2/2019	
In # 1			7:02		6:39	12:52				6:27	6:37	6:35	6:38		
Out # 1			15:46		19:06	18:07				15:54	15:32	15:35	14:58		
In # 2															
Out # 2															
In # 3															
Out # 3															
In # 4															
Out # 4															
In # 5															
Out # 5															
In # 6															
Out # 6															
In # 7															
Out # 7															
In # 8															
Out # 8															
Sum			8.73		12.45					9.45	8.92	9.00			62.14
Scheduled Policy Hours		9.00	9.00	9.00	9.00	0.00			9.00	9.00	9.00	9.00	8.00		80.00
Difference		-9.00	-0.27	-9.00	3.45	5.26			-9.00	0.45	-0.08	0.00	0.33		-17.66
Lunch/Travel Adjustment			-0.50		-0.50					-0.50	-0.50	-0.50	-0.50		-3.00
Leave Admin (LN)				9.00											9.00
Leave Holiday (LH)		9.00													9.00
Leave Annual (LA)															0.00
Leave Sick (LS)									9.00						9.00
CFP (LV)															0.00
Credit Adjustment															0.00
Absent without Leave (KC)															0.00
Leave without Pay (KA)															0.00
Comp Time Taken (CT)															0.00
Credit Hours Taken (CN)															0.00
Adjusted Time		9.00	0.77	0.00	2.95	5.26				8.95	8.53	8.50	8.17		61.14
Overtime (OS/OU)															0.00
Comp Time Earned (CE)						9.00	9.00			2.00	1.00				17.00
Credit Hours Earned (CD)															0.00
Regular Hours Owed															2.07
Overtime Hours Owed															0.00
Comp Hours Owed						0.26	-9.00								11.74
Credit Hours Owed															0.00
AGENT'S NOTE:	<p>APR 21 Event 8:40 DC</p>														



Time and Attendance Worksheet

Badge Reader	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	SUM
Records	3/3/2019	3/4/2019	3/6/2019	3/6/2019	3/7/2019	3/8/2019	3/9/2019	3/10/2019	3/11/2019	3/12/2019	3/13/2019	3/14/2019	3/15/2019	3/16/2019	
In # 1		10.17	6.27	11.07	6.39										
Out # 1		15.31	15.41	17.02	20.30										
In # 2															
Out # 2															
In # 3															
Out # 3															
In # 4															
Out # 4															
In # 5															
Out # 5															
In # 6															
Out # 6															
In # 7															
Out # 7															
In # 8															
Out # 8															
Sum			9.24		13.84										34.21
Scheduled Policy Hours		9.00	9.00	9.00	9.00	9.00			9.00	9.00	9.00	9.00	8.00	8.00	80.00
Difference		-3.78	0.24	-3.09	4.84	0.00			-9.00	-9.00	-9.00	-9.00	0.00	0.00	-45.79
Lunch/Travel Adjustment			-0.50		-0.50										-1.00
Leave Admin (LA)															0.00
Leave Holiday (LH)															0.00
Leave Annual (LA)									0.00	0.00	0.00	0.00	0.00	0.00	44.00
Leave Sick (LS)															0.00
CFR (LV)															0.00
Credit Adjustment															0.00
Absent without Leave (KC)															0.00
Leave without pay (w/o)															0.00
Comp Leave Taken (CL)		4.00													4.00
Credit Hours Taken (CN)		9.24	0.24	3.09	4.84	0.00									17.41
Adjusted Time															1.21
Overtime (OS/OU)															0.00
Comp Time Earned (CE)			7.00		5.00										12.00
Credit Hours Earned (CD)															0.00
Regular Hours Owed															3.15
Overtime Hours Owed															0.00
Comp Hours Owed															7.00
Credit Hours Owed															0.00

AGENT'S NOTE:

Time and Attendance Worksheet



Badge Reader	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	SUM
Records	3/17/2019	3/18/2019	3/19/2019	3/20/2019	3/21/2019	3/22/2019	3/23/2019	3/24/2019	3/25/2019	3/26/2019	3/27/2019	3/28/2019	3/29/2019	3/30/2019	
In # 1	6:32	6:32	7:07	6:43	7:02				10:38	7:50	6:19	6:34	6:50		
Out # 1	16:25	16:25	17:03	15:46	20:23				15:46	16:17	12:25	17:29	16:26		
In # 2															
Out # 2															
In # 3															
Out # 3															
In # 4															
Out # 4															
In # 5															
Out # 5															
In # 6															
Out # 6															
In # 7															
Out # 7															
In # 8															
Out # 8															
Sum	9.89	9.89	9.93	9.04	13.35				9.00	9.20	9.22	10.91	9.60		82.40
Scheduled Policy Hours	9.00	9.00	9.00	9.00	9.00	0.00			9.00	9.00	9.00	5.00	8.00		80.00
Difference	0.89	0.89	0.93	0.04	4.35	0.00			-3.86	-0.55	-2.91	1.91	1.60		2.40
Lunch/Travel Adjustment	-0.50	-0.50	-0.50	-0.50	-0.50					-0.50	-0.50	-0.50	-0.50		-4.00
Leave Admin (LN)															0.00
Leave Holiday (LH)															0.00
Leave Annual (LA)															0.00
Leave Sick (LS)															0.00
CHP (LV)															0.00
Credit Adjustment															0.00
Absent without Leave (KO)															0.00
Leave without Pay (KA)															0.00
Camp Time Taken (CT)											3.00				3.00
Credit Hours Taken (CN)															0.00
Adjusted Time	4.39	4.39	4.43	4.36	4.85	0.00			3.86	3.95	3.41	4.41	4.10		1.40
Overtime (OS/OU)															0.00
Comp Time Earned (CE)		2.00	1.00	2.00	5.00										10.00
Credit Hours Earned (CD)															0.00
Regular Hours Owed															-5.78
Overtime Hours Owed															0.00
Comp Hours Owed															5.33
Credit Hours Owed															0.00
AGENT'S NOTE:															

Time and Attendance Worksheet



Badge Reader Records	Sun 3/31/2019	Mon 4/1/2019	Tue 4/2/2019	Wed 4/3/2019	Thu 4/4/2019	Fri 4/5/2019	Sat 4/6/2019	Sun 4/7/2019	Mon 4/8/2019	Tue 4/9/2019	Wed 4/10/2019	Thu 4/11/2019	Fri 4/12/2019	Sat 4/13/2019	SUM
In # 1		4:11:51	7:28		8:12					6:32	6:35				
Out # 1		16:48	12:33		18:50					16:02	16:46				
In # 2															
Out # 2															
In # 3															
Out # 3															
In # 4															
Out # 4															
In # 5															
Out # 5															
In # 6															
Out # 6															
In # 7															
Out # 7															
In # 8															
Out # 8															
Sum					10.54						10.20				
Scheduled Policy Hours	5:00	9:00	9:00	9:00	9:00	0:00			9:00	9:00	9:00	9:00	8:00	8:00	46:38
Difference	-4:04	-3:92	-9:00	1:84	0:00				-9:00	0:50	1:20	-9:00	-8:00		-39:62
Lunch/Tavel Adjustment					0:50										-2:50
Leave Admin (LN)															0:00
Leave Holiday (LH)															0:00
Leave Annual (LA)															0:00
Leave Sick (LS)									9:00						9:00
CFP (LV)															0:00
Credit Adjustment															0:00
Absent without Leave (AWOL)															0:00
Camp Time Taken (CT)															0:00
Credit Hours Taken (CH)															0:00
Adjusted Time	4:54	3:49	9:00	1:14	0:00			0:00	0:00	8:50	9:20	9:00	8:00		-33:12
Overtime (OS/OU)															0:00
Camp Time Earned (CE)		2:00	1:00		2:00					1:00	2:00	1:00			9:00
Credit Hours Earned (CO)															0:00
Regular Hours Owed															34:96
Overtime Hours Owed															16:08
Camp Hours Owed															7:16
Credit Hours Owed															0:00

AGENTS NOTE:

Handwritten notes:
 1st 15 days
 1st 15 days
 1st 15 days

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Time and Attendance Worksheet



Badge Reader	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	SUM
Records	4/14/2018	4/15/2018	4/16/2018	4/17/2018	4/18/2018	4/19/2018	4/20/2018	4/21/2018	4/22/2018	4/23/2018	4/24/2018	4/25/2018	4/26/2018	4/27/2018	
In # 1		6:56	6:23	8:32	7:39	6:21				No Entry	6:31	6:28			
Out # 1		12:41	17:15	15:32	15:39	15:11				17:23	17:54	15:42	15:45		
In # 2															
Out # 2															
In # 3															
Out # 3															
In # 4															
Out # 4															
In # 5															
Out # 5															
In # 6															
Out # 6															
In # 7															
Out # 7															
In # 8															
Out # 8															
Sum			10.86		8.84					11.50	11.39	9.23			80.03
Scheduled Policy Hours		9:00	9:00	9:00	9:00	0:00			9:00	9:00	9:00	9:00	8:00		80.00
Difference		-3.25	1.86	-2.00	-1.00	8.84			-9.00	2.50	2.39	0.23	-0.54		0.03
Lunch/Travel Adjustment			-0.50	-0.50	-0.50	-0.50				-0.50	-0.50	-0.50	-0.50		-4.00
Leave Admin (LN)															0.00
Leave Holiday (LH)															0.00
Leave Annual (LA)															0.00
Leave Sick (LS)															0.00
CF P (LV)															0.00
Goodr Adjustment															0.00
Absent without Pay (KA)															0.00
Leave without Pay (KA)															0.00
Comp Time Taken (CI)															0.00
Credit Hours Taken (CN)															0.00
Adjusted Time			1.86	2.50	3.34	8.34			9.00	2.00	1.89	8.73	1.55		8.92
Overtime (OS/OU)															0.00
Comp Time Earned (CE)				7.00	1.00					7.00	1.00				9.00
Credit Hours Earned (CD)															0.00
Regular Hours Owed															15.58
Overtime Hours Owed															4.00
Comp Hours Owed															3.75
Credit Hours Owed															0.00

AGENTS NOTE:

Time and Attendance Worksheet



Badge Reader	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	SUM
Records	4/28/2019	4/29/2019	4/30/2019	5/1/2019	5/2/2019	5/3/2019	5/4/2019	5/6/2019	5/6/2019	5/7/2019	5/8/2019	5/9/2019	5/10/2019	5/11/2019	
In # 1		8:16	6:05	7:00	6:31	6:32			13:03	6:41	6:50	6:41	6:28	6:55	
Out # 1		19:45	18:21	15:40	15:35	12:18			20:03	20:00	18:20	19:50	19:57	18:38	
In # 2															
Out # 2															
In # 3															
Out # 3															
In # 4															
Out # 4															
In # 5															
Out # 5															
In # 6															
Out # 6															
In # 7															
Out # 7															
In # 8															
Out # 8															
Sum		11.50	10.28	8.88	9.07					13.32	11.50	13.15	13.48	8.70	112.46
Scheduled Policy Hours		8.00	8.00	8.00	8.00	8.00			8.00	8.00	8.00	8.00	8.00	8.00	80.00
Difference		3.50	2.28	0.88	1.07	-2.22			-1.00	5.32	3.50	5.15	5.48	0.70	32.46
Lunch/Travel Adjustment			-0.50	-0.50	-0.50				-0.50	-0.50	-0.50	-0.50	-0.50	-0.50	-5.00
Leave Admin (LN)															0.00
Leave Holiday (LH)															0.00
Leave Annual (LA)															0.00
Leave Sick (LS)															0.00
CFR (LV)															0.00
Credit Adjustment															0.00
Absent without Leave (KC)															0.00
Leave without Pay (KA)															0.00
Comp Time Taken (CT)															0.00
Credit Hours Taken (CN)															2.00
Adjusted Time		3.00	1.78	0.18	0.57	-0.22			1.50	4.82	3.00	4.65	4.98	8.20	29.46
Overtime (OS/OU)															0.00
Comp Time Earned (CE)															20.00
Credit Hours Earned (CD)		5.50	2.00	2.00					3.00	6.00	5.50	5.50	5.50	8.00	24.00
Regular Hours Owed															-1.72
Overtime Hours Owed															0.00
Comp Hours Owed															-2.17
Credit Hours Owed															-11.22
AGENT'S NOTE:															

Time and Attendance Worksheet



Badge Reader	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	SUM
Records	5/12/2019	5/13/2019	5/14/2019	5/15/2019	5/16/2019	5/17/2019	5/18/2019	5/19/2019	5/20/2019	5/21/2019	5/22/2019	5/23/2019	5/24/2019	5/25/2019	
In # 1		11:50	8:28						7:13	8:32	6:43	6:39	6:34		
Out # 1		20:54	20:04						13:47	18:54	20:24	20:04	17:53		
In # 2															
Out # 2															
In # 3															
Out # 3															
In # 4															
Out # 4															
In # 5															
Out # 5															
In # 6															
Out # 6															
In # 7															
Out # 7															
In # 8															
Out # 8															
Sum		9.06	13.61							10.37	13.68	13.42	11.32		78.04
Scheduled Policy Hours		8.00	8.00	8.00	8.00	8.00			8.00	8.00	8.00	8.00	8.00		80.00
Difference		1.06	5.61	-8.00	-8.00	-8.00			-1.42	2.37	5.68	5.42	3.32		-1.96
Lunch/Travel Adjustment		-0.50	-0.50						-0.50	-0.50	-0.50	-0.50	-0.50		-3.50
Leave Admin (LN)															0.00
Leave Holiday (LH)															0.00
Leave Annual (LA)				8.00	8.00	8.00									24.00
Leave Sick (LS)															0.00
CFP (LV)															0.00
Credit Adjustment															0.00
Absent without Leave (KCI)															0.00
Leave without Pay (KX)															0.00
Comp Time Taken (CT)															0.00
Credit Hours Taken (CN)															0.00
Adjusted Time		0.56	5.11	0.00	0.00	0.00			1.92	1.87	5.18	4.92	2.82		18.54
Overtime (OS/OU)															0.00
Comp Time Earned (CE)															3.50
Credit Hours Earned (CD)		4.00	5.00							5.50	5.50	4.00	3.50		24.00
Regular Hours Owed															-1.92
Overtime Hours Owed															0.00
Camp Hours Owed															-0.68
Credit Hours Owed			0.11									0.92			-6.36
AGENT'S NOTE:															

Time and Attendance Worksheet



Badge Reader	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	SUM
Records	5/28/2019	5/27/2019	5/28/2019	5/29/2019	5/30/2019	5/31/2019	6/1/2019	6/2/2019	6/3/2019	6/4/2019	6/5/2019	6/6/2019	6/7/2019	6/8/2019	
In # 1			6:41	6:28	6:25				9:31	6:23	7:03	6:55	6:54		
Out # 1			16:17	15:46	16:02				17:17	15:18	17:14	16:26	16:01		
In # 2															
Out # 2															
In # 3															
Out # 3															
In # 4															
Out # 4															
In # 5															
Out # 5															
In # 6															
Out # 6															
In # 7															
Out # 7															
In # 8															
Out # 8															
Sum			9.60	9.30	9.62				8.00	8.91	10.19	9.53	9.12		74.04
Scheduled Policy Hours		8:00	8:00	8:00	8:00	8:00			8:00	8:00	8:00	8:00	8:00		80.00
Difference		-8:00	1.80	1.30	1.62	-8:00			-0:24	0.91	2.19	1.53	1.12		-5.96
Leave/Travel Adjustment															
Leave Admin (LN)			-0:50	-0:50	-0:50				-0:50	-0:50	-0:50	-0:50	-0:50		-4.00
Leave Holiday (LH)			8:30												8.00
Leave Annual (LA)															0.00
Leave Sick (LS)															0.00
CFR (LV)															0.00
Credit Adjustments:															
Absent without Leave (KO)															0.00
Leave without Pay (KA)															0.00
Comp Time Taken (CT)															0.00
Credit Hours Taken (CN)															0.00
Adjusted Time		0:30	1:10	0:80	1:12	0:00			0:73	3:41	1:59	1:03	0:02		5:04
Overtime (OS/OU)															0.00
Comp Time Earned (CE)															0.00
Credit Hours Earned (CD)															4.00
Regular Hours Owed															-0.73
Overtime Hours Owed															3.00
Comp Hours Owed															0.00
Credit Hours Owed															-1.21
AGENT'S NOTE:															

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Time and Attendance Summary Spreadsheet



Badge Reader	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	SUM
Records	6/9/2019	6/10/2019	6/11/2019	6/12/2019	6/13/2019	6/14/2019	6/15/2019	6/16/2019	6/17/2019	6/18/2019	6/19/2019	6/20/2019	6/21/2019	6/22/2019	
In # 1		6:05	7:21	10:44	6:44	6:23			7:04	7:01	6:36	7:06	6:58		
Out # 1		15:50	15:27	12:21	12:01	18:06			14:48	14:50	15:18	15:40	15:44		
Out # 2															
In # 2															
Out # 3															
In # 3															
Out # 4															
In # 4															
Out # 5															
In # 5															
Out # 6															
In # 6															
Out # 7															
In # 7															
Out # 8															
In # 8															
Out # 8															
Sum		9.75				11.72					8.71	8.58	8.78		78.23
Scheduled Policy Hours		8.00	8.00	8.00	8.00	8.00			8.00	8.00	8.71	8.00	8.00		80.00
Difference		1.75	0.11	-6.38	-2.73	3.72			-0.28	-0.03	0.71	0.58	0.78		-1.77
Lunch/Travel Adjustment		-0.50	-0.50			-0.50			-0.50	-0.50	-0.50	-0.50	-0.50		-4.00
Leave Admin (LN)				2.00											2.00
Leave Holiday (LH)															0.00
Leave Annual (LA)															0.00
Leave Sick (LS)															0.00
CFP (LV)															0.00
Credit Adjustment															0.00
Absent without Leave (KC)															0.00
Leave without Pay (KA)															0.00
Comp Time Laker (CL)				4.00											4.00
Credit Hours Taken (CM)		1.25	0.19	0.20	2.73	3.22			0.28	0.51	0.21	0.28	0.28		4.00
Adjusted Time															0.23
Overtime (OS/OU)															0.00
Comp Time Earned (CE)															0.00
Credit Hours Earned (CD)						3.00									3.00
Regular Hours Owed															-4.81
Overtime Hours Owed															0.00
Comp Hours Owed															0.00
Credit Hours Owed						0.22									0.22

AGENT'S NOTE:

[Redacted Box]



Time and Attendance Worksheet

07/2019

Badge Reader	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	SUM
Records	5/27/2018	5/28/2018	5/29/2018	5/30/2018	5/31/2018	6/1/2018	6/2/2018	6/3/2018	6/4/2018	6/5/2018	6/6/2018	6/7/2018	6/8/2018	6/8/2018	
In # 1			6:10	6:05	6:25					6:49	6:27	6:20			
Out # 1			15:26	15:01	16:01					14:31	14:32	15:51			
In # 2															
Out # 2															
In # 3															
Out # 3															
In # 4															
Out # 4															
In # 5															
Out # 5															
In # 6															
Out # 6															
In # 7															
Out # 7															
In # 8															
Out # 8															
Sum			9.27	8.94	9.60							9.52			53.12
Scheduled Policy Hours		8.00	8.00	8.00	8.00	8.00			8.00	8.00	8.00	8.00	8.00		80.00
Difference		-8.00	1.27	0.94	1.60	-8.00			-8.00	-0.30	0.09	1.52	8.00		-26.88
Lunch/Travel Adjustment			-0.50	-0.50	0.50					-0.50	-0.50	-0.50			3.00
Leave Admin (LN)															0.00
Leave Holiday (LH)		8.00													8.00
Leave Annual (LA)						8.00			8.00				8.00		24.00
Leave Sick (LS)															0.00
CFP (LV)															0.00
Credit Adjustment															0.00
Absent without Leave (KC)															0.00
Leave without Pay (KA)															0.00
Comp Time Taken (CT)															0.00
Credit Hours Taken (CN)															0.00
Adjusted Time		0.00	8.77	8.44	9.10	0.00			0.00	7.99	7.41	7.52	8.00		2.12
OverTime (OS/OU)															0.00
Comp Time Earned (CE)															0.00
Credit Hours Earned (CO)			1.00	1.00	1.00										3.00
Regular Hours Owed															-1.21
OverTime Hours Owed															0.00
Comp Hours Owed															0.00
Credit Hours Owed					0.10										0.69
AGENT'S NOTE:															

(15) pgs.

Time and Attendance Worksheet



Badge Reader Records	Sun 6/10/2018	Mon 6/11/2018	Tue 6/12/2018	Wed 6/13/2018	Thu 6/14/2018	Fri 6/15/2018	Sat 6/16/2018	Sun 6/17/2018	Mon 6/18/2018	Tue 6/19/2018	Wed 6/20/2018	Thu 6/21/2018	Fri 6/22/2018	Sat 6/23/2018	SUM
In # 1		6:29		7:13	6:42	7:21			6:26	6:26	5:36		6:18		
Out # 1		15:34		14:45	15:05	15:40			15:18	14:40	12:47		15:41		
In # 2															
Out # 2															
In # 3															
Out # 3															
In # 4															
Out # 4															
In # 5															
Out # 5															
In # 6															
Out # 6															
In # 7															
Out # 7															
In # 8															
Out # 8															
Sum		9.08							8.87				9.38		66.02
Scheduled Policy Hours		8:00		8:00	8:00	8:00			8:00	8:00	8:00	8:00	8:00		80.00
Difference		1.08		-8.00	-0.45	0.38			0.87	0.24	-1.81	-8.00	1.38		-13.98
Lunch/Travel Adjustment		-0.50		-0.50	-0.50	0.50			-0.50	-0.50	-0.50		-0.50		-4.00
Leave Admin (LM)															0.00
Leave Holiday (LH)															0.00
Leave Annual (LA)															0.00
Leave Sick (LS)															0.00
CFP (LV)															0.00
Credit Adjustment															0.00
Absent without Leave (KC)															0.00
Leave without Pay (KA)															0.00
Comp Time Taken (CT)															0.00
Credit Hours Taken (CN)															0.00
Adjusted Time		9.08		-8.00	-0.45	0.38			0.87	0.24	-1.81	-8.00	1.38		17.98
Overtime (OS/OU)															4.00
Comp Time Earned (CE)															0.00
Credit Hours Earned (CD)															2.00
Regular Hours Owed															19.81
Overtime Hours Owed															4.00
Comp Hour's Owed															0.00
Credit Hours Owed															1.42

AGENT'S NOTE:

*Call of Duty
Tomb Raider
Events*

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Time and Attendance Worksheet

Badge Reader	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	SUM
Records	8/24/2018	8/25/2018	8/26/2018	8/27/2018	8/28/2018	8/29/2018	8/30/2018	7/1/2018	7/2/2018	7/3/2018	7/4/2018	7/5/2018	7/6/2018	7/7/2018	
In # 1		6:21	6:25	6:26	7:01	6:26						6:41			
Out # 1		15:24	14:59	15:03	11:13	13:29						7:38			
In # 2															
Out # 2															
In # 3															
Out # 3															
In # 4															
Out # 4															
In # 5															
Out # 5															
In # 6															
Out # 6															
In # 7															
Out # 7															
In # 8															
Out # 8															
Sum		9.06	8.57	8.63											38.48
Scheduled Policy Hours		8.00	8.00	8.00	8.00	8.00			8.00	8.00	8.00	8.00	8.00		80.00
Difference		1.06	0.57	0.63	-3.80	-0.93			-8.00	-8.00	-8.00	-7.05	-8.00		-41.52
Lunch/Travel Adjustment		-0.50	-0.50	-0.50		-0.50									-2.00
Leave Admin (LN)					3.00										3.00
Leave Holiday (LH)										8.00					8.00
Leave Annual (LA)															0.00
Leave Sick (LS)									8.00	8.00		7.00	8.00		31.00
CFP (LV)															0.00
Credit Adjustment															0.00
Absent without Leave (KC)															0.00
Leave without Pay (KA)															0.00
Comp Time Taken (CT)															0.00
Credit Hours Taken (CN)															0.00
Adjusted Time		0.56	0.07	8.13	0.00	-0.43			0.00	0.00	0.00	-0.05	0.00		1.52
Overtime (OS/OU)															0.00
Comp Time Earned (CE)															0.00
Credit Hours Earned (CD)		2.00													2.00
Regular Hours Owed					0.00	1.41									-2.28
Overtime Hours Owed															0.00
Comp Hours Owed															0.00
Credit Hours Owed															1.44
AGENT'S NOTE:															

Time and Attendance Worksheet



Badge Reader	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	SUM
Records	7/22/2018	7/23/2018	7/24/2018	7/25/2018	7/26/2018	7/27/2018	7/28/2018	7/29/2018	7/30/2018	7/31/2018	8/1/2018	8/2/2018	8/3/2018	8/4/2018	
In # 1		6:43	7:07	7:02					7:23	6:36	6:29		6:22		
Out # 1		15:22	15:10	11:03	15:06				8:37	15:30	15:20		14:56		
In # 2															
Out # 2															
In # 3															
Out # 3															
In # 4															
Out # 4															
In # 5															
Out # 5															
In # 6															
Out # 6															
In # 7															
Out # 7															
In # 8															
Out # 8															
Sum		8.65			8.52					8.91	8.86		8.57		56.78
Scheduled Policy Hours		8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	80.00
Difference		0.65	0.05	-4.00	0.52	-8.00			-6.77	0.91	0.86	-8.00	0.57		-23.22
Travel Adjustment					0.50										-3.00
Leave Admin (LN)															0.00
Leave Holiday (LH)															0.00
Leave Annual (LA)															0.00
Leave Sick (LS)								8.00							8.00
CFP (LV)															0.00
Credit Adjustment															0.00
Assent without Leave (KC)															0.00
Leave without Pay (KA)															0.00
Comp Time Taken (CT)															0.00
Credit Hours Taken (CN)															0.00
Adjusted Time		0.76	0.43	4.99	0.12	0.00			0.77	0.47	0.76	0.66	0.07		18.72
Overtime (OS/OU)															0.00
Comp Time Earned (CE)															0.00
Credit Hours Earned (CD)															2.00
Regular Hours Owed															19.22
Overtime Hours Owed															0.00
Comp Hours Owed															0.00
Credit Hours Owed															1.98
AGENT'S NOTE:															

Time and Attendance Worksheet



Badge Number	Records	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	SUM
In # 1			6:29	6:01	6:18	6:09	6:29			6:29	6:14		6:37			
Out # 1			11:35	15:20	15:18	15:08	11:07			15:09	15:12		12:49			
In # 2																
Out # 2																
In # 3																
Out # 3																
In # 4																
Out # 4																
In # 5																
Out # 5																
In # 6																
Out # 6																
In # 7																
Out # 7																
In # 8																
Out # 8																
Sum				9.32	9.01	9.01				8.73	8.62					80.67
Scheduled Policy Hours			8.00	8.00	8.00	8.00	8.00			8.00	8.00	8.00	8.00	8.00		80.00
Difference			-2.91	-1.92	-1.01	-1.01	-3.37			0.73	0.62	-8.00	-1.80	-8.00		-19.39
Lunch/Travel Adjustment				-0.50	0.50	-0.50	4.00			-0.50	-0.50		-0.50			-3.00
Leave Admin (LH)																4.00
Leave Holiday (LH)																0.00
Leave Annual (LA)													3.00			3.00
Leave Sick (LS)												8.00				8.00
CFR (CV)																0.00
COVID Adjustment:																0.00
Absent without Leave (KC)																0.00
Leave without Pay (KA)																0.00
Comp Time Taken (CT)																0.00
Credit Hours Taken (CN)																0.00
Adjusted Time																6.51
Overtime (OS/OU)																0.00
Comp Time Earned (CE)																0.00
Credit Hours Earned (CD)																0.00
Regular Hours Owed																-2.91
Overtime Hours Owed																0.00
Comp Hours Owed																0.00
Credit Hours Owed																0.00
AGENT'S NOTE:																

Handwritten notes:
 8/10/2018
 8/11/2018
 8/12/2018
 8/13/2018
 8/14/2018
 8/15/2018
 8/16/2018
 8/17/2018
 8/18/2018



Time and Attendance Worksheet

Badge Reader	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	SUM
Records	8/19/2018	8/20/2018	8/21/2018	8/22/2018	8/23/2018	8/24/2018	8/25/2018	8/26/2018	8/27/2018	8/28/2018	8/29/2018	8/30/2018	8/31/2018	9/1/2018	
In # 1				6:33	6:09	6:21			6:19	6:33	10:20	6:29	6:21		
Out # 1				16:24	14:52	14:51			16:28	13:17	18:14	15:19	11:49		
In # 2															
Out # 2															
In # 3															
Out # 3															
In # 4															
Out # 4															
In # 5															
Out # 5															
In # 6															
Out # 6															
In # 7															
Out # 7															
In # 8															
Out # 8															
Sum				8.87	8.72				10.16			8.82			65.17
Scheduled Policy Hours		8.00	8.00	8.00	8.00	8.00			8.00	8.00	8.00	8.00	8.00		80.00
Difference		-8.00	-8.00	0.87	0.72	0.49			2.16	-1.26	-0.10	0.82	-2.53		-4.63
Lunch/Travel Adjustment			-0.50	-0.50	-0.50	-0.50			-0.50	-0.50	-0.50	-0.50			-4.00
Leave Admin (LN)													3.00		3.00
Leave Holiday (LH)															0.00
Leave Annual (LA)		8.00								2.00					10.00
Leave Sick (LS)															0.00
CFP (LV)															0.00
Credit Adjustment															0.00
Absent without Leave (KC)															0.00
Leave without Pay (KA)															0.00
Comp Time Taken (CT)															0.00
Credit Hours Taken (CN)															0.00
Adjusted Time		0.00	8.50	0.37	0.22	0.01			1.66	0.24	0.50	0.32	0.47		5.83
Overtime (OS/OU)															0.00
Comp Time Earned (CE)															0.00
Credit Hours Earned (CD)			1.00												1.00
Regular Hours Owed															0.11
Overtime Hours Owed															0.00
Comp Hours Owed															0.00
Credit Hours Owed															-1.00
AGENT'S NOTE:															

Time and Attendance Worksheet



Badge Reader	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	SUM
Records	9/2/2018	9/3/2018	9/4/2018	9/5/2018	9/6/2018	9/7/2018	9/8/2018	9/9/2018	9/10/2018	9/11/2018	9/12/2018	9/13/2018	9/14/2018	9/15/2018	
In # 1			7:16	6:31	6:29	6:34			6:27	6:15	6:19	6:20	6:19		
Out # 1			15:04	15:10	14:58	14:28			15:16	14:56	15:07	15:01	15:06		
In # 2															
Out # 2															
In # 3															
Out # 3															
In # 4															
Out # 4															
In # 5															
Out # 5															
In # 6															
Out # 6															
In # 7															
Out # 7															
In # 8															
Out # 8															
Sum				8:54				8:82			8:81	8:69	8:79		76.38
Scheduled Policy Hours		8:00	8:00	8:00	8:00	8:00		8:00	8:00	8:00	8:00	8:00	8:00		60.00
Difference		-8:00	-0:21	0:54	0:49	-0:09		0:82		0:36	0:81	0:69	0:79		-3.70
Undertime Adjustment			-0:50	-0:54	-0:59	-0:50		-0:50	-0:56	-0:50	-0:50	-0:50	-0:50		-4.50
Leave Admin (LN)															0.00
Leave Holiday (LH)			8:50												8.50
Leave Annual (LA)															0.00
Leave Sick (LS)															0.00
CFP (LV)															0.00
Credit Adjustment															0.00
Absent without Pay (KA)															0.00
Leave without Pay (KA)															0.00
Camp Time Taken (CT)															0.00
Credit Hours Taken (CT)															0.00
Adjusted Time		0:53	0:21	0:14	0:01	0:58		0:52	0:34	0:81	0:79	0:79	0:79		-0:78
Overtime (OS/OU)															0.00
Camp Time Earned (CE)															0.00
Credit Hours Earned (CD)															0.00
Regular Hours Owed															1.45
Camp Hours Owed															0.00
Credit Hours Owed															0.00
Overtime Hours Owed															0.00
AGENT'S NOTE:															

Time and Attendance Worksheet



Badge Reader	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	SUM
Records	9/30/2018	10/1/2018	10/2/2018	10/3/2018	10/4/2018	10/5/2018	10/6/2018	10/7/2018	10/8/2018	10/9/2018	10/10/2018	10/11/2018	10/12/2018	10/13/2018	
In # 1						6:58				7:16	8:30	6:23	8:56		
Out # 1						11:31				15:08	14:48	14:46	14:45		
In # 2															
Out # 2															
In # 3															
Out # 3															
In # 4															
Out # 4															
In # 5															
Out # 5															
In # 6															
Out # 6															
In # 7															
Out # 7															
In # 8															
Out # 8															
Sum															36.84
Scheduled Policy Hours		8:00	8:00	8:00	8:00	8:00			8:00	8:00	8:00	8:00	8:00		80.00
Difference		-8:00	-8:00	-8:00	-8:00	-3:46			-8:00	-0:14	0:29	0:35	-0:20		-43.16
Lunch/Travel Adjustment															
Leave Admin (LV)						3:00			3:00				0:50		-2.00
Leave Holiday (LH)															3.00
Leave Annual (LA)			8:30	8:30											8.00
Leave Sick (LS)															24.00
CFP (LV)															3.00
Credit Adjustment															0.00
Absent without Pay (KA)															0.00
Leave without Pay (KA)															0.00
Comp Time Taken (CT)															0.00
Credit Hours Taken (CH)															0.00
Adjusted Time		0.00	0.00	0.00	0.00	0.46			0.00	0.64	0:27	0:15	0:30		16.18
Overtime (OS/OU)															0.00
Comp Time Earned (CE)															0.00
Credit Hours Earned (CD)															0.00
Regular Hours Owed															18.16
Overtime Hours Owed															0.00
Comp Hours Owed															0.00
Credit Hours Owed															0.00

AGENTS NOTE:

UVF
VF



Time and Attendance Worksheet

Badge Reader	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	SUM
Records	10/14/2018	10/15/2018	10/16/2018	10/17/2018	10/18/2018	10/19/2018	10/20/2018	10/21/2018	10/22/2018	10/23/2018	10/24/2018	10/25/2018	10/26/2018	10/27/2018	
In # 1			6:19	6:17	7:41	6:10			6:42	6:13					
Out # 1			14:43	14:35	12:14	14:52			14:49	15:04					
In # 2															
Out # 2															
In # 3															
Out # 3															
In # 4															
Out # 4															
In # 5															
Out # 5															
In # 6															
Out # 6															
In # 7															
Out # 7															
In # 8															
Out # 8															
Sum						8.78			8.86						46.94
Scheduled Policy Hours		8.00	8.00	8.00	8.00	8.00			8.00	8.00	8.00	8.00	8.00		80.00
Difference		-8.00	0.40	0.30	-3.44	0.70			0.12	0.86	-8.00	-8.00	-8.00		-33.06
Lunch/Travel Adjustment			0.50	-0.50		-0.50			-0.50	-0.50					-2.50
Leave Admin (LN)															0.00
Leave Holiday (LH)															0.00
Leave Annual (LA)											8.00	8.00	8.00		24.00
Leave Sick (LS)															0.00
CFP (LV)															0.00
Credit Adjustment															0.00
Absent without Leave (KC)															0.00
Leave without Pay (KA)															0.00
Comp Time Taken (CT)															0.00
Credit Hours Taken (CN)					2.00										2.00
Adjusted Time		8.00	8.40	7.20	4.44	7.20			7.38	7.46	0.00	0.00	0.00		46.46
Overtime (OS/OU)															0.00
Comp Time Earned (CE)															0.00
Credit Hours Earned (CD)															0.00
Regular Hours Owed					4.44										10.12
Overtime Hours Owed															0.00
Comp Hours Owed															0.00
Credit Hours Owed															0.00
AGENT'S NOTE:															



Time and Attendance Worksheet

Badge Reader Records	Sun 10/28/2018	Mon 10/29/2018	Tue 10/30/2018	Wed 10/31/2018	Thu 11/01/2018	Fri 11/02/2018	Sat 11/03/2018	Sun 11/04/2018	Mon 11/05/2018	Tue 11/06/2018	Wed 11/07/2018	Thu 11/08/2018	Fri 11/09/2018	Sat 11/10/2018	SUM
In # 1		10:48	6:19	6:31	6:33				6:27	6:31	6:14	6:24	6:56		
Out # 1		15:50	15:42	15:03	11:40				15:40	14:10	15:50	15:51	11:19		
In # 2															
Out # 2															
In # 3															
Out # 3															
In # 4															
Out # 4															
In # 5															
Out # 5															
In # 6															
Out # 6															
In # 7															
Out # 7															
In # 8															
Out # 8															
Sum			9.40	8.54					9.22		9.60	9.46			68.42
Scheduled Policy Hours		8:00	9:00	9:00	9:00	0:00			9:00	0:00	9:00	9:00	8:00		80:00
Difference		-3:36	0:40	-0:46	-3:87	0:00			0:22	-1:34	0:50	0:46	-3:63		-11:58
Lunch/Travel Adjustment			-0:50	0:50					-0:50	-0:50	-0:50	-0:50			-3:00
Leave Admin (LN)				1:00						2:00			3:00		6:00
Leave Holiday (LH)															0:00
Leave Annual (LA)															0:00
Leave Sick (LS)															0:00
CFP (LV)															3:00
Credit Adjustment															0:00
Absent without Leave (K0)															0:00
Leave without Pay (KA)															0:00
Comp Time Taken (CT)															0:00
Credit Hours Taken (CN)															2:00
Adjusted Time		1:36	0:00	0:04	-3:87	0:00			0:28	-1:34	0:00	0:00	0:00		6:08
Overtime (OS/OU)															3:00
Comp Time Earned (CE)															3:00
Credit Hours Earned (CD)															0:00
Regular Hours Owed															6:58
Overtime Hours Owed															0:00
Comp Hours Owed															0:00
Credit Hours Owed															0:00

AGENT'S NOTE: [Redacted]

Approved for [Redacted]
10/28/2018

Approved for [Redacted]
11/01/2018

(b)(3);10 USC 424; (b)(6); (b)(7)(C)

UNCLASSIFIED//FOR OFFICIAL USE ONLY



Time and Attendance Worksheet

Badge Reader	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	SUM
Records	11/11/2018	11/12/2018	11/13/2018	11/14/2018	11/15/2018	11/16/2018	11/17/2018	11/18/2018	11/19/2018	11/20/2018	11/21/2018	11/22/2018	11/23/2018	11/24/2018	
In # 1			6:22	6:23	7:06				6:05	6:20					
Out # 1			15:51	16:04	16:20				16:29	14:50					
In # 2															
Out # 2															
In # 3															
Out # 3															
In # 4															
Out # 4															
In # 5															
Out # 5															
In # 6															
Out # 6															
In # 7															
Out # 7															
In # 8															
Out # 8															
Sum			9.47	9.69	9.23				10.39	8.50					47.28
Scheduled Policy Hours		8.00	9.00	10.00	10.00	0.00			9.50	9.50	8.00	8.00	8.00		80.00
Difference		-8.00	0.47	-0.31	-0.77	0.00			0.89	-1.00	-8.00	-8.00	-8.00		-32.72
Lunch/Travel Adjustment			-0.50	-0.50	-0.50				-0.50	-0.50					-2.50
Leave Admin (LN)															0.00
Leave Holiday (LH)		8.00										8.00			16.00
Leave Annual (LA)											8.00		8.00		16.00
Leave Sick (LS)															0.00
CFP (LV)															0.00
Credit Adjustment															0.00
Absent without Leave (KC)															0.00
Leave without Pay (KA)															0.00
Comp Time Taken (CT)															0.00
Credit Hours Taken (CN)															0.00
Adjusted Time		0.00	-0.03	0.81	1.27	0.00			0.39	1.50	0.00	0.00	0.00		3.22
Overtime (OS/OU)															0.00
Comp Time Earned (CE)															0.00
Credit Hours Earned (CD)															0.00
Regular Hours Owed					1.27										-3.61
Overtime Hours Owed															0.00
Comp Hours Owed															0.00
Credit Hours Owed															0.00
AGENT'S NOTE:															

UNCLASSIFIED//FOR OFFICIAL USE ONLY

Time and Attendance Worksheet



Badge Reader Records	Sun 11/25/2018	Mon 11/26/2018	Tue 11/27/2018	Wed 11/28/2018	Thu 11/29/2018	Fri 11/30/2018	Sat 12/1/2018	Sun 12/2/2018	Mon 12/3/2018	Tue 12/4/2018	Wed 12/5/2018	Thu 12/6/2018	Fri 12/7/2018	Sat 12/8/2018	SUM
In # 1				6:45	6:22					8:25		6:23	6:25		
Out # 1				13:49	17:37					16:33		15:53	15:25		
In # 2															
Out # 2															
In # 3															
Out # 3															
In # 4															
Out # 4															
In # 5															
Out # 5															
In # 6															
Out # 6															
In # 7															
Out # 7															
In # 8															
Out # 8															
Sum					11.25							9.49	8.99		44.90
Scheduled Policy Hours		9.00	9.00	9.00	9.00	0.00			9.00	10.00	9.00	9.00	8.00		80.00
Difference		-9.00	-9.00	-1.95	2.25	0.00			-9.00	-1.97	-8.00	0.49	0.99		-35.10
Lunch/Travel Adjustment				-0.50	-0.50					-0.50		-0.50			-2.50
Leave Admin (LN)															0.00
Leave Holiday (LH)															0.00
Leave Annual (LA)		9.00	9.00								8.00				18.00
Leave Sick (LS)									9.00						9.00
CFE (LV)															0.00
Credit Adjustment															0.00
Absent without Leave (KC)															0.00
Leave without Pay (KA)															0.00
Camp Time Taken (CT)															0.00
Credit Hours Taken (CN)		0.00	0.00	2.46	1.25	0.00		0.00		2.17	0.00	0.00	0.46		3.07
Adjusted Time															-2.60
Overtime (OS/OU)															0.00
Comp Time Earned (CE)															0.00
Credit Hours Earned (CD)					1.00										3.00
Regular Hours Owed															-4.84
Overtime Hours Owed															0.00
Comp Hours Owed															0.00
Credit Hours Owed															-1.25

AGENT'S NOTE:

Time and Attendance Worksheet



Badge Reader	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	SUM
Records	12/9/2018	12/10/2018	12/11/2018	12/12/2018	12/13/2018	12/14/2018	12/15/2018	12/16/2018	12/17/2018	12/18/2018	12/19/2018	12/20/2018	12/21/2018	12/22/2018	
In # 1		6:33	6:34	7:11	6:11				6:13	6:08	6:07	6:59	6:19		
Out # 1		15:57	15:48	15:51	16:13				14:34	11:14	15:53	15:42	14:39		
In # 2															
Out # 2															
In # 3															
Out # 3															
In # 4															
Out # 4															
In # 5															
Out # 5															
In # 6															
Out # 6															
In # 7															
Out # 7															
In # 8															
Out # 8															
Sum		9.39	9.23	8.66	10.03	0.00	0.00	9.00	9.00	9.00	9.76	8.72	9.00	0.33	77.58
Scheduled Policy Hours		9.00	9.00	9.00	9.00	0.00	0.00	9.00	9.00	9.00	9.00	9.00	9.00	9.00	80.00
Difference		0.39	0.23	-0.34	1.03	0.00	0.00	0.04	-0.04	-0.90	0.76	-0.28	0.33	0.33	-2.42
Lunch/Travel Adjustment		-0.50	-0.50	-0.50	-0.50			-0.50			-0.50	-0.50	-0.50		-4.00
Leave Admin (LN)															0.00
Leave Holiday (LH)															0.00
Leave Annual (LA)										4.00					4.00
Leave Sick (LS)															0.00
CFP (LV)															0.00
Credit Adjustment															0.00
Absent without Pay (KA)															0.00
Leave without Pay (KA)															0.00
Camp Time Taken (CT)															0.00
Credit Hours Taken (CN)															0.00
Adjusted Time		8.89	8.73	8.16	9.53	0.00	0.00	8.50	8.96	8.10	9.26	8.22	8.67	0.33	73.42
Overtime (OS/OU)															0.00
Camp Time Earned (CE)															2.00
Credit Hours Earned (CD)															0.00
Regular Hours Owed															3.41
Overtime Hours Owed															0.00
Camp Hours Owed															2.00
Credit Hours Owed															0.00

AGENTS NOTE:

*Change to 10
A-1005
Rel. 1-10-19-1-1000000*

*10/20/18
10/20/18
10/20/18*

*10/20/18
10/20/18
10/20/18*

Time and Attendance Worksheet



Badge Reader	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	SUM
Records	12/23/2018	12/24/2018	12/25/2018	12/26/2018	12/27/2018	12/28/2018	12/29/2018	12/30/2018	12/31/2018	1/1/2019	1/2/2019	1/3/2019	1/4/2019	1/5/2019	
In # 1				6.40	6.47				6.08						
Out # 1				15.32	18.10				13.31						
In # 2															
Out # 2															
In # 3															
Out # 3															
In # 4															
Out # 4															
In # 5															
Out # 5															
In # 6															
Out # 6															
In # 7															
Out # 7															
In # 8															
Out # 8															
Sum				8.86	11.38										27.62
Scheduled Policy Hours		9.00	9.00	9.00	9.00	9.00	9.00	9.00	9.00	9.00	9.00	9.00	9.00	9.00	80.00
Difference		-9.00	-9.00	-9.00	-0.14	2.38	0.00	0.00	-1.62	-9.00	-9.00	-9.00	-9.00	-9.00	-52.38
Lunch/Travel Adjustment				-0.50	0.50				-0.50						-1.50
Leave Admin (LN)									3.00						3.00
Leave Holiday (LH)		9.00	9.00						9.00						27.00
Leave Annual (LA)															26.00
Leave Sick (LS)															0.00
GFP (LV)															0.00
Credit Adjustment															0.00
Absent without Pay (KA)															0.00
Leave without Pay (KA)															0.00
Camp Time Taken (CT)															0.00
Credit Hours Taken (CN)															0.00
Adjusted Time		0.00	0.00	0.00	1.86	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.12
Overtime (OS/OU)															6.00
Camp Time Earned (CE)				1.00	2.00										3.00
Credit Hours Earned (CD)															0.00
Regular Hours Owed															-0.64
Overtime Hours Owed															0.00
Camp Hours Owed															-1.12
Credit Hours Owed															0.00
AGENTS NOTE:															

From:

[Redacted]

Sent:

Tue, 23 Apr 2019 18:34:24 +0000

To:

[Redacted]

Subject:

FW: [Redacted] Career Field Change

Classification: UNCLASSIFIED

=====

[Redacted]

Please provide correct office, sponsor, reviewer and rater info.

[Redacted]

From:

[Redacted]

Sent: Tuesday, April 23, 2019 11:05 AM

[Redacted]

Subject: [Redacted] Career Field Change

Classification: UNCLASSIFIED

=====

[Redacted]

Good morning. As discussed, see emails below regarding changing [Redacted] to

[Redacted] Thank you!

v/r,

[Redacted]

[REDACTED]

From [REDACTED]

Sent: Wednesday, August 8, 2018 3:10 PM

[REDACTED]

Subject: RE: Career Field Change

Classification: UNCLASSIFIED

=====

ALCON,

OMI concurs with changing the CF/CS for [REDACTED], an intern, as stipulated below.

Thanks,

[REDACTED]

Member of Global Equality (DIA's LGBTQA group) and IC Pride



From: [redacted]
Sent: Wednesday, August 08, 2018 11:53 AM

[redacted]

Subject: RE: Career Field Change

Classification: UNCLASSIFIED

[redacted]

(U) I spoke with the CDO for [redacted] and she supports [redacted] request to be added to the cleared hiring pool for [redacted] upon the completion of internship. As the Lead CDO for [redacted] support he request as well. If you (as the Lead CDO for OMI) support it then I think this should be an easy task to accomplish.

[redacted]

(U) Assuming that the Lead CDOs from [redacted] and [redacted] are in agreement, what else do you need from us to ensure [redacted] is placed in the cleared hiring pool for the [redacted] Career Field as opposed to OMI?

[redacted]

From: [redacted]
Sent: Friday, August 03, 2018 4:04 PM
To: [redacted]

(b) (5) - DPP, (b) (5) - ACP, (b) (5) - AWP

Subject: Career Field Change

Classification: UNCLASSIFIED

=====

Hi (b) (5) - DPP, (b) (5) - ACP, (b) (5) - AWP

Thank you for talking with me earlier about changing into the (b) (5) - DPP, (b) (5) - ACP, (b) (5) - AWP Career field. On this email are the two contacts of the (b) (5) - DPP, (b) (5) - ACP, (b) (5) - AWP CDO's I've been in contact with, from switching (b) (5) - DPP, (b) (5) - ACP, (b) (5) - AWP to be put in the cleared hiring pool come May 2019 when I graduate. I'd be happy to start the conversation with OHR as well, as they require the approval of all the lead CDOs- leaving and receiving. Thank you all for your help and let me know what else I can do!

Thank you,

(b) (5) - DPP, (b) (5) - ACP, (b) (5) - AWP

=====
Classification: UNCLASSIFIED

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Classification: UNCLASSIFIED

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Classification: UNCLASSIFIED

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Classification: UNCLASSIFIED

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Classification: UNCLASSIFIED

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Classification: UNCLASSIFIED

=====

Classification: UNCLASSIFIED

From:

[Redacted]

Sent:

Thu, 31 Jan 2019 12:51:53 -0500

[Redacted]

Subject:

FW: Time & Labor PPE 2 February

Importance:

High

Classification: UNCLASSIFIED//~~FOUO~~

All,

Please complete and submit your timesheets today. Thank you.

VR,

[Redacted]

~~Confidentiality Note: This email is intended only for the persons to which it is addressed and may contain information that is primarily confidential and/or otherwise protected from disclosure. Dissemination, distribution, copying, or copying of this email or the information herein by anyone other than the intended recipient is prohibited. If you are not the intended recipient, or believe you have received this communication in error, do not reproduce, retransmit, disseminate, or otherwise use this information. This email is For Official Use Only (FOUO), which must be protected under the Privacy Act of 1976, as amended. Unauthorized disclosure or misuse of this PERSONAL INFORMATION may result in criminal and/or civil penalties.~~

From:

[Redacted]

Sent: Thursday, January 31, 2019 11:39 AM

[Redacted]

Subject: Time & Labor PPE 2 February

Classification: UNCLASSIFIED//~~FOUO~~

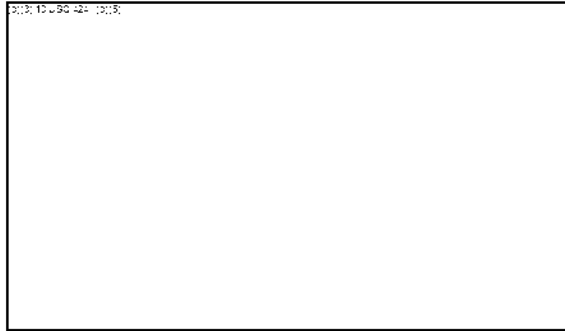
Good Morning Everyone,

This is a friendly reminder to submit your timesheets for the pay period ending 2 February. Supervisors, please make a concerted effort to certify your personnel's timesheets NLT **COB Friday, 1 February**.

Please be sure your timesheet is annotated with LH (MLK Holiday) for 21 January, LN (weather closing) for the OPM 2 hour early release on 29 January and LN (weather closing) for the OPM 3 hour delay on 30 January. .

If you have any questions, please feel free to contact me directly.

V/R,



~~PRIVACY ACT - 1974 (AS AMENDED) applies. This email and/or attachments may contain information which must be protected IAW DoD 5400.11-R and it is for Official Use Only (FOUO).~~

=====
Classification: UNCLASSIFIED//~~FOUO~~

=====
Classification: UNCLASSIFIED//~~FOUO~~

From:

[REDACTED]

Sent:

Tue, 19 Jun 2018 16:12:12 +0000

[REDACTED]

[REDACTED]

Subject:

Working IC Virtual Fair from Home

Classification: UNCLASSIFIED

=====

Hello

[REDACTED]

I will be working from home 6/21/2018 doing the IC Virtual Fair and my 2 hours will be working on the STOKES SOP. My cell is [REDACTED] you need to reach me.

[REDACTED]

[REDACTED]

=====

Classification: UNCLASSIFIED

Summary for FY2019

Date	Description	Held
January 8, 2019	CyberCorps Scholarship Program Annual Job Fair	Gaylord National Convention Center 201 Waterfront Street National Harbor, MD 20745
January, 29, 2019	2 Hrs. LN	OPM 2 hrs early release
January 30, 2019	OPM 3 Hr. LN	OPM 3 hrs late arrival Delay due to snow
February 14, 2019	6 Hrs. LN – Testing Society for Human Resource Management (SHRM)	Testing Site Falls Church, VA
February 23, 2019 (Saturday)	9 Hrs – Alfred Street Baptist Church HBCU College Festival Fair	Washington, DC Convention Center
April 3, 2019 (My Birthday)	19 th Annual Diversity Employment Day Career (ODNI, DIA, FBI, CIA, NRO, NGIC)	Embassy Suites by Hilton 1300 Jefferson Davis Hwy Arlington, VA 22202
April 11, 2019	TDY – San Bernardino University, CA IC CAE Summit Symposium – Briefing (April 11-12, 2019)	University of San Bernardino 5500 University Parkway SMSU Theater San Bernardino, CA 92407
April 22, 2019	9 hrs	Out Sick Leave
April 23, 2019	Email: Attached showing I was at work on April 23, 2019	Badge Reading didn't clock me checking in, only checking out
June 12, 2019	3 Hrs. LN OHR Picnic	JBAB Pavillions 5 & 8
June 13, 2019	 Coworker Farewell Luncheon	McCormicks & Schmicks 145 National Plaza National Harbor, MD 20745 (301) 567-6224

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Summary for FY2018

Date	Description	Held
June 12, 2018	Maryland/Crystal City Hiring Event	Hyatt Regency Crystal City Reagan National Airport (3 rd Fl) 2799 Jefferson Davis Hwy Arlington, VA 22202
June 21, 2018	8 hrs IC Virtual Career Fair	Telework from home – Approval from Supvr. [Redacted] and OHR
June 28, 2018	3 Hrs. LN OHR Summer Picnic	JBAB Giesboro Park, Pavillion 4
July 12, 2018	NGA Intern Site Visit Driver: [Redacted]	NSA Springfield POC [Redacted] Student Program Manger [Redacted]
July 25, 2018	4 hrs. CIA Intern Field Trip, McLean, VA Escorts: [Redacted]	Set up by [Redacted] Processor of Intern Program Contacted: Office of Public Affairs [Redacted]
August 2, 2018	DoD Recruiting Training Workshop (8:30 – 4:00)	4800 Mark Center Drive Alexandria, VA
August 10	4 hrs LN DIA Annual Picnic	Giesboro Park, Pavillion 4
August 21, 2018	8 Hrs. Don't recall or have record, I might have Called in Sick	Sick LV
September 18, 2018	8 Hrs. Don't recall or have record, I might have Called in Sick	Sick LV
October 4, 2018	8 Hrs. Society Administrative Professional Conference – Flight Travel Delay	Kissimmee, Florida Gaylord Hotel Awardee Winner in 2017 (1 st DoD Award Winner) I paid for my own trip 8 hrs (Annual Leave)

October 15, 2018	8 Hrs. Don't recall or have record, I might have Called in Sick	Sick LV
October 29, 2018	3 hr Should have been Annual Leave	Late Arrival Annual Leave
October 31, 2018	1.00 Hr. LN	59 minutes granted for Halloween from OHR
November 1, 2018	1.87 Hrs <input type="text" value="11/01/2018 12:00:00 AM - 12:00:00 PM"/> Coworker Retirement Celebration	Topolino Italian Cuisine & Buffet 6320 Old Branch Ave Camp Springs, MD 20748
November 6, 2018	2 Hrs. LN	OHR Holiday Party
November 9, 2018	3 Hrs. LN	Holiday Early Release Columbus Day

From: [Redacted]
To: [Redacted]
Subject: [Redacted]
Date: Thursday, August 29, 2019 3:10:30 PM
Attachments: 19th Annual Diversity EmbassySuites Crystal City Fact Sheet.pdf
19th Annual Diversity Employment Day Career.pdf
SHRM Thank you for taking SHRM Cert.pdf
IC Collaborative Diversity Recruitment Opportunity.pdf
IC Virtual Career Fair 2018.pdf
17th Annual ASBC HBCU College Festival.pdf
CyberCorp Job Fair.pdf

Classification: UNCLASSIFIED
=====

Hello,

I'm still trying to track down a few more dates, and go into my notes, to cover some of the LN days. Please forgive me to pieces but I wanted to capture what I could get my hands on because some of my emails are deleted due to the capacity of emails, but I'm down from 1515 emails to 1312 now.

[Redacted]

=====
Classification: UNCLASSIFIED

[Redacted]

From:

[Redacted]

Sent:

Monday, April 1, 2019 10:35 AM

To:

[Redacted]

Subject:

[Non-DoD Source] 19th Annual Diversity Employment Day Career Fair for Metro DC and VA - 2019

Attachments:

EmbassySuitesCrystalCityFactSheet_2015.pdf

Importance:

High

All,

We are looking forward to seeing you at the event:

19th Annual Diversity Employment Day Career for Metro DC and VA: Wednesday, April 3, 2019, (11:00AM to 3:00PM), Embassy Suites by Hilton, Crystal City National Airport

The hotel is located at 1300 Jefferson Davis Highway, Arlington, VA 22202 and it is close to the Crystal City METRO. The attached sheet has hotel information – pay close attention to page 3.

Since this is an IC collaborative recruitment event, you will only need your IC Element brochures and swag. We will have IC tablecloths and a banner which represents the IC. You will be given a portion of the booth for your items and have the opportunity to participate with your peers from ODNI, CIA, DIA, FBI, NGA, NRO, NGIC, and IC Pride.

I will be there between 9:00AM and 9:30AM for set-up. If you need anything during the event I can be reached on my cell (703) 967-9889.

v/r,

[Redacted Signature]

From:

[Redacted]

Sent: Friday, February 08, 2019 6:38 PM

[Redacted]

Subject:

[Redacted] here's the info and Discounted Prebook space reservation we spoke of - 19th Annual Diversity Employment Day Career Fair for Metro DC and VA - 2019

The 19th Annual Diversity Employment Day Career Fair and Roundtable for Metro DC / VA and Nationwide – 2019

Hello [REDACTED] and the DNI Recruitment Team!

It was great speaking with you.

Again we'd be honored to have DNI recruiting at the 19th Annual Diversity Employment Day Career Fair for Metro DC and taking place nationwide in 2019. Please Prebook ASAP – it always sell out.

Thanks for your efforts to build a team that truly reflects all the communities served by DNI. Many of our clients such as: FBI, State Department , CIA, National Geospatial, Homeland Security, Treasury Dept., Department of Defense, DEA, DOE, Symantec, Microsoft, Apple, and many more regularly find qualified candidates from the multicultural and diverse communities at our Annual Diversity Employment Day Career Fairs. So if you're seeking to hire entry level to experienced professional level candidates, we'll have them there for you.

Plus at the conclusion of every Annual Diversity Employment Day Career Fair we present the employers with an Annual Certification just in case of an internal/external EEO/OFCCP type audit. Our clients tell us this is excellent 2nd party documentation of their Diversity Outreach efforts.

This is an excellent opportunity to add diversity & inclusion to your 2019 Recruitment Plans. It will help your company build a workforce that truly reflects all the communities you serve. Your brand will gain a distinct business advantage over all competitors.

Here is the information you requested about the upcoming
19th Annual Diversity Employment Day Career for Metro DC and VA: Wednesday, April 3, 2019, Embassy Suites by Hilton, Crystal City National Airport

All shows are from 11am-3pm local time. (See Attached 2019 Schedule for more DED Career Fairs Nationwide)

With a decision to participate **before February 13, 2019** you have an opportunity to take advantage of our 2019 Pre-Book discounts and benefits!

Our clients from **major corporations, government agencies and non-profit organizations** tell us that City Career Fair Productions' Diversity Employment Day Career Fair is the most proactive and cost-effective way to recruit qualified candidates while **actively supporting their**

diversity hiring initiatives. They also tell us that because of our exclusive **Search and Invite™** method, they interview and hire more candidates with the qualifications they seek than **at any** other recruitment event.

This is the only **true** Diversity Career Fair that will present you candidates from all diverse communities. If your recruiting goals include candidates from Multicultural, Bilingual, People with Disabilities, Women, Mature Workers, LGBT and Veterans communities, this is the place to do it! There will be on average **over 700 candidates in attendance most with college degrees, credentials and at least 3 years of work experience.** Many are bilingual and recent veterans.

A few clients from your industry that regularly recruit at Diversity Employment Day Career Fairs are: FBI, State Department , CIA, National Geospatial, Homeland Security, Treasury Dept., Department of Defense, DEA, DOE, Symantec, Microsoft, Apple, Air National Guard, Bay Area Rapid Transit, Bureau of Alcohol, Tobacco, Firearms & Explosives, California Department of Corrections, City of Los Angeles, EPA, IRS, King County, Lawrence Berkeley National Labs, Metro Washington Airports Authority, National Oceanic & Atmospheric, Peace Corps, Port of Seattle, San Diego Regional Airport Authority, Social Security Administration, US Air Force, US Army, US Army Corps of Engineers, US Census Bureau, US Coast Guard, US Customs & Border Protection, US Forest Service, US Marine Corps, US Navy, US Postal Service, US Secret Service and many more. Many of these employers have participated multiple times in our 30+ Annual Diversity Employment Day Career Fair events held yearly across the US.

We have over 5,000 satisfied clients!

We offer several exclusive features that keep our clients happy and coming back:

- **We are the longest-running and largest professional Career Fair event in the nation!** With eighteen solid years behind us, we have the history and experience to warrant recognition from The Mayor's and/or Governor's Office, which traditionally proclaim the day as Diversity Employment Day. The Diversity Recruiters Network Organization and City Career Fair Productions host the event along with major media and our local Co-Media sponsors from the diverse community.
- **We invite local chapters of professional and community based organizations** to join us such as the National Association of Asian American Professionals, NAACP, Urban league, The National Association of Hispanic MBAs, Society of Black MBAs, Association of Latino Professionals in Accounting and Finance, Hispanic American Bankers Association, The Society of Hispanic Engineers, American Indian Science and Engineering Society, The Women's Executive Network, National Association of Black Accountants, Black Data Processing Associates, Forty-Plus, Departments of Rehabilitation, Women in Computing

and more. These organizations in turn invite their members to the event, adding even more diverse talent to the candidate pool.

- **Our recruitment advertisement campaign is the most extensive of any national or local diversity career fair!** Here is a typical example of our partial media buy for Metro DC/VA - Baltimore Sun, Business, Washington Post, Washington Times, The Express, Employment Guide, The Express, La Nacion, Korean Times, Professional Woman's Magazine, Hispanic Network Magazine, Black EOE Magazine, Yahoo-HotJobs, Monster.com, Infinity Broadcasting and Channel 2, Crawford Broadcasting, Latino Radio Network, Career Builder, LinkedIn and much more! We have over 10,000 pre-registered candidates that will receive invitations to this event. Hundreds of TV and Radio on-air mentions and advertisements will be supporting the event. Live News usually reports holds interview and reports from the DED Career Fair Floor.
- **Our opening ceremony of the Career Fair is an exclusive event for Recruiters, Diversity Practitioners, Media and Dignitaries.** We often present the Diversity Spirit Achievement Award™ to a local corporation, community member or government official for their dedication to Diversity Recruitment. We also offer our highly successful **Diversity Practitioners Roundtable** group discussion for employers. Our panels are typically comprised of Chief Diversity Officers, local Diversity and Inclusion Practitioners, as well as Professional and Community Leaders who share insights, challenges and solutions. The EEOC and OFCCP often send a representative to update employers on best practices. A sponsored continental breakfast is included, and it's a great opportunity for networking!
- **Most importantly, we provide an Annual Certification** at the conclusion of the Career Fair along with a digital photo that provide crucial documentation of your **active** support of your diversity recruitment efforts in the event of an EEOC or OFFCP-type audit.

We value your participation and support, as a highly respected employer. The communities you serve will recognize and thank you as well. If you get a chance please visit our website: [Caution-Caution-www.citycareerfair.com](http://www.citycareerfair.com) < Caution-Caution-
[https://urldefense.proofpoint.com/v2/url?u=http-3A-
www.citycareerfair.com&d=DwMFAw&c=MIhbGy5Gh896cU9gA1kID2IXfS3IDuOmLQAAcwJ5q5s&r=9JKAR0NdUSMDmEgVgqTku-QuCmfFyb_0Aj9DoYTZEFg&m=hmbY-E-hTaakCtfXeEOxvvrMTfQ5P4qqUGRjuqxFa0A&s=3GfsxcrLTUTgWCZ9XhoklwLidXEqrRZi4i6uqLK YH5o&e=](https://urldefense.proofpoint.com/v2/url?u=http-3A-www.citycareerfair.com&d=DwMFAw&c=MIhbGy5Gh896cU9gA1kID2IXfS3IDuOmLQAAcwJ5q5s&r=9JKAR0NdUSMDmEgVgqTku-QuCmfFyb_0Aj9DoYTZEFg&m=hmbY-E-hTaakCtfXeEOxvvrMTfQ5P4qqUGRjuqxFa0A&s=3GfsxcrLTUTgWCZ9XhoklwLidXEqrRZi4i6uqLK YH5o&e=) > to see pictures and video testimonials about our events (additional pictures can be found here < Caution-Caution-[https://urldefense.proofpoint.com/v2/url?u=https-3A-
www.flickr.com/photos/98753758-40N03_&d=DwMFAw&c=MIhbGy5Gh896cU9gA1kID2IXfS3IDuOmLQAAcwJ5q5s&r=9JKAR0NdUSMDmEgVgqTku-QuCmfFyb_0Aj9DoYTZEFg&m=hmbY-E-](https://urldefense.proofpoint.com/v2/url?u=https-3A-www.flickr.com/photos/98753758-40N03_&d=DwMFAw&c=MIhbGy5Gh896cU9gA1kID2IXfS3IDuOmLQAAcwJ5q5s&r=9JKAR0NdUSMDmEgVgqTku-QuCmfFyb_0Aj9DoYTZEFg&m=hmbY-E-)

[hTaakCtfXeEOxvvrMTfQ5P4ggUGRjuqxFa0A&s=hLxFa3OedroUIkKAXhhOE7fcW-IMigb_NXeg4YveZls&e=> \).](https://www.wsj.com/article/2020/09/01/diversity-career-fair/) Also read in our media section [The Wall Street Journal's](#) article interviewing our clients and quoting us. We hope you will like it. Our goal is to **EXCEED YOUR EXPECTATIONS!**

The Standard Diversity Career Fair Package includes:

- A professionally decorated Exhibit Space on the Career Fair Floor.
- Invitations to the Diversity Roundtable group discussion and continental breakfast on the morning of the Career Fair.
- Posting of your logo and a link to your website for 1 year on our City Page.
- A 60 day listing of your open positions on the City Career Fair Career Board
- Diversity Career Fair Guide Listing of your contact info and up to 6 available employment positions.
- **Annual Diversity Certification.**
- Designation on our Top Employers for Diversity List.
- Digital Team Photo.
- Inclusion in our huge recruitment advertisement campaign.
- Morning refreshments and afternoon snacks.

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[Redacted]

From:

[Redacted]

Sent:

Thursday, March 28, 2019 2:51 PM

To:

[Redacted]

Subject:

FW: Warm Reminder - 19th Annual Diversity Employment Day Career Fair for Metro DC and VA - 2019

Importance:

High

FYI

[Redacted]

[Redacted]

From:

[Redacted]

Sent: Thursday, March 28, 2019 10:53 AM

[Redacted]

Subject: [Non-DoD Source] Warm Reminder - 19th Annual Diversity Employment Day Career Fair for Metro DC and VA - 2019

Importance: High

[Redacted]

Please see the below listed information. If you need assistance during the event, please call my cell at [Redacted]

v/r,

[Redacted]

From:

[Redacted]

Sent: Tuesday, March 26, 2019 12:40 PM

[Redacted]

Subject: Warm Reminder - 19th Annual Diversity Employment Day Career Fair for Metro DC and VA - 2019

Importance: High

All,

Just a reminder that I need your names.

v/r,

(b)(3); 50 USC 3024(i) (1)(B)

(b)(3); 50 USC 3024(i) (1)(B)

From:

(b)(3); 50 USC 3024(i) (1)(B)

Sent: Friday, March 22, 2019 4:03 PM

(b)(3); 17 USC 424; (b)(3); 50 USC 3024(i) (1)(B)

Subject: 19th Annual Diversity Employment Day Career Fair for Metro DC and VA - 2019

Importance: High

All,

I have received the recruiter kit for the conference and need to submit the names of your recruiters. The conference POC has asked for the information by COB, 26 March 2019.

Element:

Recruiter Names:

Any Positions you want to mention in the event catalog:

v/r,

(b)(3); 50 USC 3024(i) (1)(B)

(b)(3); 50 USC 3024(i) (1)(B)

[REDACTED]

From: [REDACTED]

Sent: Tuesday, February 12, 2019 3:23 PM

[REDACTED]

Subject: [REDACTED] here's the info and Discounted Prebook space reservation we spoke of - 19th Annual Diversity Employment Day Career Fair for Metro DC and VA - 2019
Importance: High

All,

We have decided to sponsor the IC for this local diversity event and I need to know who wants to attend so I can order our booths.

Please respond as soon as possible if your agency is interested in attending:

Element:

Number of Recruiters:

Thanks much.

v/r,

[REDACTED]

From: [REDACTED]

Sent: Friday, February 08, 2019 6:38 PM

To: [REDACTED]

Cc: [REDACTED]

Subject: [REDACTED] here's the info and Discounted Prebook space reservation we spoke of - 19th Annual Diversity Employment Day Career Fair for Metro DC and VA - 2019

The 19th Annual Diversity Employment Day Career Fair and Roundtable for Metro DC / VA and Nationwide – 2019

Hello [REDACTED] and the DNI Recruitment Team!

It was great speaking with you.

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Thanks for your efforts to build a team that truly reflects all the communities served by DNI. Many of our clients such as: FBI, State Department , CIA, National Geospatial, Homeland Security, Treasury Dept., Department of Defense, DEA, DOE, Symantec, Microsoft, Apple, and many more regularly find qualified candidates from the multicultural and diverse communities at our Annual Diversity Employment Day Career Fairs. So if you're seeking to hire entry level to experienced professional level candidates, we'll have them there for you.

Plus at the conclusion of every Annual Diversity Employment Day Career Fair we present the employers with an Annual Certification just in case of an internal/external EEO/OFCCP type audit. Our clients tell us this is excellent 2nd party documentation of their Diversity Outreach efforts.

This is an excellent opportunity to add diversity & inclusion to your 2019 Recruitment Plans. It will help your company build a workforce that truly reflects all the communities you serve. Your brand will gain a distinct business advantage over all competitors.

Here is the information you requested about the upcoming 19th Annual Diversity Employment Day Career for **Metro DC and VA: Wednesday, April 3, 2019**, Embassy Suites by Hilton, Crystal City National Airport

All shows are from 11am-3pm local time. (See Attached 2019 Schedule for more DED Career Fairs Nationwide)

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Our clients from **major corporations, government agencies and non-profit organizations** tell us that City Career Fair Productions' Diversity Employment Day Career Fair is the most proactive and cost-effective way to recruit qualified candidates while **actively supporting their diversity hiring initiatives**. They also tell us that because of our exclusive **Search and Invite™** method, they interview and hire more candidates with the qualifications they seek than at any other recruitment event.

This is the only **true** Diversity Career Fair that will present you candidates from all diverse communities. If your recruiting goals include candidates from Multicultural, Bilingual, People with Disabilities, Women, Mature Workers, LGBT and Veterans communities, this is the place to do it! There will be on average **over 700 candidates in attendance most with college degrees, credentials and at least 3 years of work experience**. Many are bilingual and recent veterans.

A few clients from your industry that regularly recruit at Diversity Employment Day Career Fairs are: FBI, State Department , CIA, National Geospatial, Homeland Security, Treasury Dept., Department of Defense, DEA, DOE, Symantec, Microsoft, Apple, Air National Guard, Bay Area Rapid Transit, Bureau of Alcohol, Tobacco, Firearms & Explosives, California Department of Corrections, City of Los Angeles, EPA, IRS, King County, Lawrence Berkeley National Labs, Metro Washington Airports Authority, National Oceanic & Atmospheric, Peace Corps, Port of Seattle, San Diego Regional Airport Authority, Social Security Administration, US Air Force, US Army, US Army Corps of Engineers, US Census Bureau, US Coast Guard, US Customs & Border Protection, US Forest Service, US Marine Corps, US Navy, US Postal Service, US Secret Service and many more. Many of these employers have participated multiple times in our 30+ Annual Diversity Employment Day Career Fair events held yearly across the US.

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- **We invite local chapters of professional and community based organizations** to join us such as the National Association of Asian American Professionals, NAACP, Urban league, The National Association of Hispanic MBAs, Society of Black MBAs, Association of Latino Professionals in Accounting and Finance, Hispanic American Bankers Association, The

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[Redacted]

From: [Redacted]
Sent: Thursday, August 29, 2019 1:37 PM
To: [Redacted]
Subject: [Non-DoD Source] FW: Official SHRM Certification Score Report

----- Original Message -----
From: Certification, SHRM
Received: 2/27/2019
To: [Redacted]
Subject: Official SHRM Certification Score Report



SHRM CERTIFICATION

SHRM-CP | SHRM-SCP

Dear [Redacted]

Thank you for taking the SHRM certification exam during the Winter 2018 testing window. Your official score report is now available.

Please sign into your certification account at <https://portal.shrm.org> using your SHRM login email address. If you do not have a shrm.org login then please login using your existing certification email address and password. If for some reason you are unable to access your account using this email address, please **do not** create another account. Instead, contact certification@shrm.org for assistance.

Once you have successfully logged into your account, select "My Resources" then the "My Test Results" tab.

- If you **passed** the exam, this report will identify opportunities for professional development and assist you in planning recertification activities.
- If you **did not pass** the exam, the score report will identify areas most in need of further preparation.

Please let us know if you have any questions by contacting us at certification@shrm.org or by phone at 1-(800) 283-SHRM (7476), option 3 or +1 (703) 548-3440, option 3.

Thank you again for taking the SHRM certification exam and your commitment to the HR profession.

[Redacted]

From: [Redacted]
Sent: Thursday, August 29, 2019 1:34 PM
To: [Redacted]
Subject: [Non-DoD Source] FW: SHRM Certification Receipt

----- Original Message -----

From: Certification, SHRM
Received: 12/6/2018
To: [Redacted]
Subject: SHRM Certification Receipt



Dear Stacy,
Thank you for your recent purchase with SHRM. Please find the details of your transaction below.

Account Name: [Redacted]
Invoice ID: INV [Redacted]
Invoice Name: [Redacted] HRM-CP
Total Amount: \$245.00
Payments: \$4,655.00
Balance Due: \$0.00

If you have any questions, please contact us via email at shrmcertification@shrm.org or via phone (800) 283-SHRM (7476), option 3 or +1 (703) 548-3440, option 3.

Thank you,
SHRM Certification Team

**CREDENTIALS FOR HR
PROFESSIONALS**



SHRM-CP® Feedback Report

Eligibility ID:









Date: 15 Feb 2019

Dear

We regret to inform you that your score on the SHRM Certified Professional (SHRM-CP) exam was not high enough to earn certification.

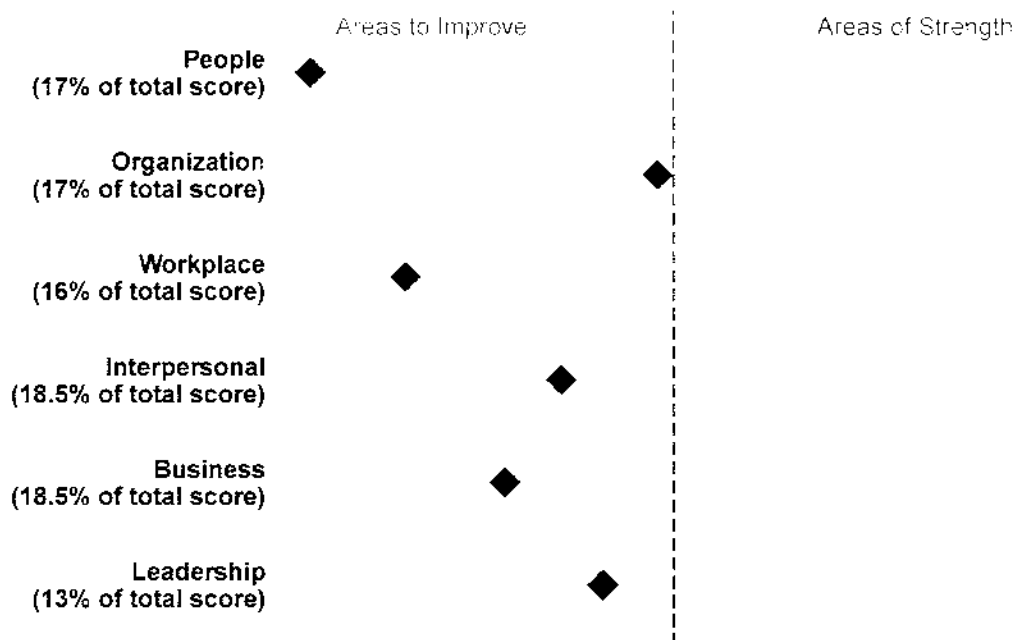
Your official score on the exam was **160**.

The passing score and all candidate results on the SHRM-CP are reported as scaled scores. The range of possible scores for the SHRM-CP exam is 120 to 200; all candidates who pass the exam receive the maximum score. The chart below shows the possible official scores, with your score in yellow.

Your Status	Your Scaled Score
	200 ← <small>NEEDED TO PASS</small>
	190
	180
	170
Not Certified	160
	150
	140
	130
	120

The next chart provides you with additional information on your exam performance. We hope that you will find this information useful in selecting professional development activities to pursue, including preparing to retake the SHRM-CP exam. The dotted line represents the approximate level of performance in each of the three Knowledge Domains (People, Organization, and Workplace) and Behavioral Competency Clusters (Business, Leadership, and Interpersonal) that is consistent with a passing score on the SHRM-CP exam.

Scores within the grey zone represent test content for which your level of performance was close to that expected of a minimally competent certified HR professional, while scores within the blue zone represent areas of strength (i.e., test content for which your performance was well above that level). In comparison, scores within the yellow zone represent test content for which your performance indicates the greatest need for improvement. Note that distance from the dotted line provides an approximate measure of how far above or below the competence standard for that area your performance on the exam fell. Percentages in parentheses represent the score weighting for each subject area (i.e., how much of your total test score came from each domain).



SHRM treats our certification score and developmental feedback as confidential, and provides these to you for your own developmental purposes only. Examination scores and feedback will not be disclosed by SHRM to anyone without candidate consent, unless required by law enforcement or judicial authorities. If you would like your examination results to be released to a third party person or organization, you must provide SHRM with a written request that specifically identifies the type of information (e.g., examination date, score, pass/fail status, etc.) about the examination results that the third-party should receive.

Thank you for taking the SHRM-CP exam. We hope that you will continue to pursue your SHRM Certified Professional certification, and that this report assists you in that endeavor. If you have questions, please contact the SHRM Certification team via email at shrmcertification@shrm.org or via telephone at +1.800.283.SHRM (7476), option 3 or +1.703.548.3440, option 3.

Sincerely,



[REDACTED]

From:

[REDACTED]

Sent:

Thursday, April 4, 2019 1:37 PM

To:

[REDACTED]

Cc:

Subject:

[Non-DoD Source] IC collaborative recruitment Opportunity - 2019 National Association of Colleges and Employers (NACE) Conference

Importance:

High

All,

I am sending this quick note to thank you for your Element's participation in the 19th Annual Diversity Employment Day Career Fair. I received numerous comments about the awesome recruiters that worked the event and wanted to thank you for sending some of your best to this event.

It would be great to know if your Agency is considering offering employment to any of the candidates we met at the event. Any information you could share would be helpful in determining the effectiveness of this event which we participated in for the first time.

v/r,

[REDACTED]

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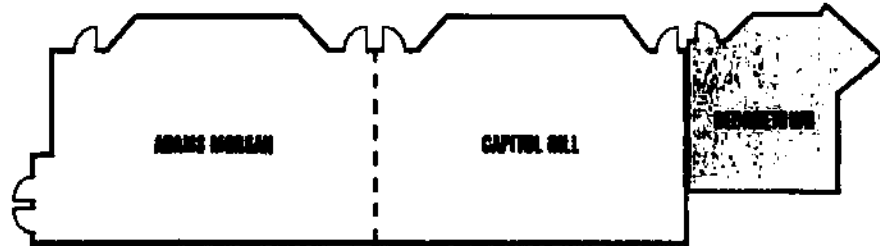
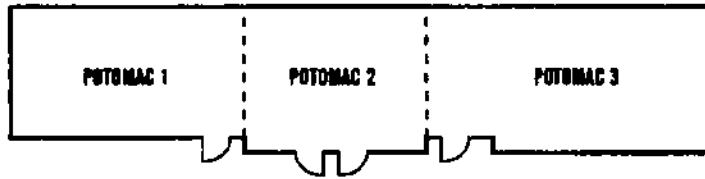
EMBASSY SUITES CRYSTAL CITY – NATIONAL AIRPORT

1300 Jefferson Davis Highway, Arlington, VA 22202
P: 703-979-9799 · F: 703-920-5947 · www.embassysuitesdcmetro.com



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MEETING SPACE FLOOR PLANS



MEETING SPACE CAPACITIES

Room	Squares Feet	Dimensions	Reception	Banquet	Theater	Class Room	U-Shape	Conference	Hollow Square
Potomac 1	418	22' x 19'	30	20	30	12	--	8	--
Potomac 2	270	15' x 18'	20	10	30	8	--	6	--
Potomac 3	494	26' x 19'	30	30	40	12	20	16	--
Potomac 1, 2 and 3	1,182	--	100	70	100	40	--	--	--
Jefferson Davis	310	--	--	--	--	--	--	12	--
Adams Morgan	1,080	27' x 40'	100	80	100	80	30	35	35
Capitol Hill	1,080	27' x 40'	100	80	100	80	30	35	35
AM / CH	2,160	54' x 40'	200	120	200	160	--	--	--
Conference Suites (5)	600	--	--	--	--	--	--	10	--

MEETING SPACE INFORMATION

- Over 6,000 square feet of flexible meeting/banquet space in nine rooms
- Largest single room capacity is 200 people
- Casual atrium seating for up to 150 people
- Full catering and audio/visual services available
- All meeting rooms equipped with high speed internet access
- All inclusive meeting packages available

SUITE CAPABILITIES

- In addition to our custom meeting space, every guest suite with its built in features and well-fit work space provides an excellent small meeting room



LOCATION

- Located off Route 1 and Interstate 385 in the heart of Crystal City
- Only 10 miles from Ronald Reagan National Airport and only 10 minutes from the Metro rail system
- Minutes from The Pentagon and The Pentagon City

TRANSPORTATION

- Complimentary shuttle transportation to and from Ronald Reagan National Airport and other Crystal City destinations

DINING AND ENTERTAINMENT

- *The Crystal Grill* offers American cuisine in our lush tropical setting
- Complimentary, Full Contact-to-Order Breakfast served Monday through Friday
- Nightly, 10:00pm+ Reception features your favorite mixologists

RECREATIONAL FACILITIES

- Indoor pool, whirlpool, sauna, firedeck and fitness center
- A full-service health club is available within minutes of the pool

SERVICES

- Complimentary weekday USA Today gift shop, guest laundry, coin ATM machine, valet service, 24-hour dining, 24-hour breakfast and wheelchair accommodations
- Marriott Rewards® Points & Miles™

LOCAL ATTRACTIONS

- Crystal City shopping and The Pentagon, three blocks
- Pentagon City Fashion Center, three blocks
- Arlington National Cemetery, one mile
- The White House, United States Capitol, Smithsonian Institute, Washington Monument, Jefferson and Lincoln Memorials and historic Old Town Alexandria and Arlington, including the War World I Memorial

SUITE FEATURES

- Private bedroom with one king or two double beds
- Separate living room with finished wet bar, sink, refrigerator, microwave, coffee maker and well lit lounge area
- Two dual-line speaker phones with data ports
- Two televisions with cable, include motion and video games
- Wireless internet access (fee-based)

ACCOMMODATIONS

- 11 floors, 667 Specific Two-Room Suites including:
 - 197 one-bedroom king suites
 - 49 double-double suites
 - 2 executive suites
 - 2 presidential suites
 - 6 wheelchair accessible suites
 - 11 wheelchair accessible suites

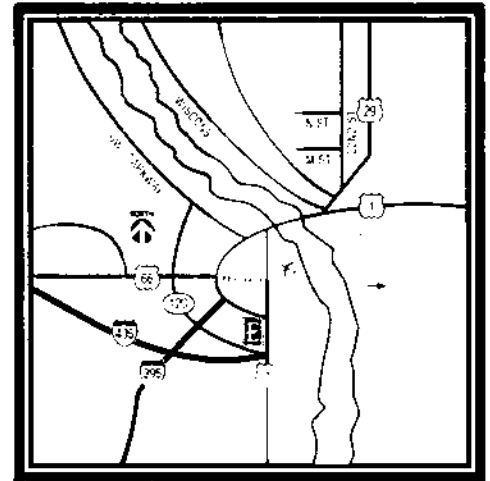


HOTEL DIRECTIONS & MAP

Directions from the Hotel Staff

FOR GPS PURPOSES USE THE HOTEL'S PHYSICAL ADDRESS:

**1402 SOUTH EADS ST
ARLINGTON, VA 22202**



From Dulles Airport (IAD):

Take the Dulles Toll Road towards Washington, D.C.

Take 66 East following directional signs

From 66 East, take exit 75 (Route 110 South. Follow 110 South to Route 1 South, Crystal City. Take the 15th Street exit. Turn Right at the 1st light onto 15th Street. Turn right onto South Eads Street. The hotel is the 3rd building on the right.

From the North:

(NY, Baltimore/Washington International Airport (BWI), Philadelphia, Delaware)

Take I-95 South towards Virginia. Cross the Woodrow Wilson Drawbridge into Virginia. Take the 1st Exit (Exit # 177B. Choose the middle ramp to Route 1 north (Alexandria). Drive approximately 8 miles to Crystal City. Take 15th Street exit. At the 1st traffic light, make a left onto 15th street. At the 2nd traffic light, make a right onto South Eads Street. The hotel is on the right.

From the West (Bethesda, Rockville, Gaithersburg)

Take the George Washington Parkway towards Washington, DC. Take the Memorial Bridge/Arlington Cemetery exit. At the 1st stop sign, make a left. Take the exit for Route 110 South. Follow 110 South to Route 1 South, Crystal City. Take the 15th Street Exit. At the 1st light, make a right onto 15th street. At the next light, make a right onto South Eads Street. The hotel is on the right.

From Downtown, Washington, DC:

Follow 395 South into Virginia. Take exit 8C, (Crystal City, National Airport, Route 1 South). Take the 15th street exit. At the 1st light, make a right onto 15th street. At the next light, make a right onto South Eads Street. The hotel is on the right.

From the South:

Take I-95 North to I-395 North towards Washington D.C. Continue on I-395 North into Arlington. Once in Arlington, take exit 8C (Crystal City, National Airport, Rt.1 S). Make a left at the 1st traffic light onto Army Navy Drive. Make a right at the 2nd light onto South Eads Street. The hotel is one block on your left.

SHUTTLE SERVICES

Reagan National Airport (DCA)

The Shuttle leaves the hotel every :05 and :35 minutes after the hour. Starting from 6:05 a.m. and the last shuttle leaves at 12:05 a.m. on a daily basis.



Pentagon City Mall & Metro

The shuttle leaves the hotel every :05 and :35 minutes after the hour. The first leaves the hotel at 6:05AM (weekdays) and 7:05 a.m. (weekends) the last shuttle leaves the hotel at 11:05 p.m. on a daily basis. The pick up/return times are :10 and :40 minutes after each hour.



Crystal City Area Courtesy Shuttle

Special shuttle request can only be made within the Crystal City area. Requests are accepted on-demand and on a first call basis. Please allow 10-20 minutes lead time as the shuttle will be in rotation throughout the day. Shuttle availability starts from 6:00 a.m. – 10:00 p.m.

DINING

Complimentary Cooked-to-Order Breakfast

Monday – Friday:

6 a.m. – 9:30 a.m.

Saturday, Sunday and Holidays:

7 a.m. – 10:30 a.m.

Complimentary Evening Reception

5:30 p.m. – 7:30 p.m.

Join us daily for lunch or dinner in our lobby restaurant, TAP twelve, from 11 a.m. – 11:30 p.m.

●Serving 12 craft beers daily●

Times are subject to change without notice Service of alcohol subject to state and local laws - must be of legal drinking age



LINKS

Embassy Suites Crystal City – National Airport:

Crystal City - Arlington County, Virginia:

Crystal City Shops:

Fashion Centre at Pentagon City:

Pentagon Row:

Washington Metro Area Transit Authority:

Ronald Reagan National Airport (DCA):

Super Shuttle:

Official Tourism Site of Washington, D.C.:

Old Town Trolley Tours:

National Park Service – Washington, D.C.:

Smithsonian Institute:

Union Station:

Group Friendly Restaurants List:

George Washington's Mt. Vernon Estate:

Virginia is for Lovers – Official Tourism Site:

Embassy Suites Crystal City Trip Advisor:

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*Great info. Note
I need to see what*

[Redacted]

From: [Redacted]
Sent: Thursday, April 4, 2019 4:03 PM
To: [Redacted]
Subject: RE: Metro DC/VA Career Fair

Hello,

It was a pleasure meeting you, and thank you for attending.

Kind Regards,

[Redacted]

From: [Redacted]
Sent: Thursday, April 4, 2019 2:55 PM
To: [Redacted]
Subject: [Non-DoD Source] Metro DC/VA Career Fair

Dear [Redacted]

It was a pleasure meeting you at the Metro DC/VA Career Fair. Thank you for sharing best practices for securing an invitation to participate in the upcoming invitation-only career fair in July.

Again, thank you for taking the time to speak with me.

Best Regards,
[Redacted]

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Rep dashboard

From:

To:

Date: Tuesday, June 19, 2018 05:31 PM EDT

Hello

I am testing the system at home and Im not getting the rep dashboard on either spelling of my name.

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[REDACTED]

From: [REDACTED]
Sent: Thursday, August 29, 2019 12:33 PM
To: [REDACTED]
Subject: [Non-DoD Source] Virtual Career Fair

Analysis Career Field booth Reps can provide you a wealth of information regarding the skillsets they are looking for in internship candidates. Please visit their booth.

We have stopped taking applications for the Summer 2019 Internship Program. Plan on applying for internship positions approx. 1 year in advance of the desired start date.

[Cooperative Education Program](#)

Cooperative Education Program

if you are looking for a permanent opportunity please apply to the DIA hiring event! The VA is currently open! Apply today!https://diajobs.dia.mil/psp/recnprod/APPLICANT/HRMS/c/DI_HOME/DI_SIGNIN.USF?

please visit www.dia.mil for more information on DIA. We are a combat support Agency and provide support to the war fighter in peacetime and war. We have several positions open. Please apply today!
https://diajobs.dia.mil/psp/recnprod/APPLICANT/HRMS/c/DI_HOME/DI_SIGNIN.USF?

DIA Internship Programs: Summer Internship Program

- DIA's Summer Internship Program provides promising undergraduate and graduate students the opportunity to gain practical work experience working side-by-side with intelligence, technology, human resources, and other professionals. Students studying a variety of fields gain valuable on-the-job experience through providing direct support to DIA's mission.
- Interns are appointed for a 10-12 week period from June through August, as full-time, temporary employees.
- All interns must be granted a security clearance and successfully pass a drug screening test prior to being made a final offer.

[Click here to learn more about the Summer Intern Program.](#)

Academic Semester Internship Program

- DIA's Academic Semester Internship (ASIP) is an opportunity for promising undergraduate and graduate students enrolled full-time in degree-seeking programs at U.S. accredited universities and colleges that are located within commutable distances to DIA locations. ASIP allows students to gain practical work experience in intelligence, technology, mission services, and other professions while also enrolled in classes.
- ASIP interns support DIA's critical mission on a part-time basis. Interns in this program work a maximum of 29 hours per week.
- ASIP occurs annually for one academic semester from August-December.

[Click here to learn more about the Academic Semester Internship Program.](#)

Cooperative Education Program

- DIA's Cooperative Education (Co-op) Program provides a select number of talented undergraduate and graduate students with the opportunity to gain valuable work experience in combination with their academic studies by exchanging one academic semester for full time employment.

- This is an excellent opportunity for students seeking to serve their country to participate in the critical work of DIA through an extended work period while still attending school.
- Co-op occurs annually for one academic semester from August-December.

[Click here to learn more about the Cooperative Education Program.](#)

Louis Stokes Educational Scholarship Program

- DIA's Louis Stokes Educational Scholarship Program (STOKES) is available to a small number of high-achieving and committed secondary school seniors and /or college freshman and sophomores interested in a career in public service.
- STOKES offers tuition assistance to students enrolled at accredited colleges or universities, while also providing challenging summer work and guaranteed employment in their field of study upon graduation from this highly competitive program.
- Stokes occurs over the course of 2-4 years for 10-12 weeks each summer.

[Click here to learn more about the Louis Stokes Educational Scholarship Program.](#)

How should I submit my resume and other required materials?

Applications will only be accepted through the online application process at <http://diajobs.dia.mil>. Your resume, unofficial transcript, and cover letter should be attached to your online application. Finalists will be provided with instructions on submitting an official transcript. Applications will not be considered without all required documents. Please be sure that you include your GPA on your submitted application.

Should I submit additional material such as recommendation letters or writing samples?

No, letters of recommendation and writing samples are not required with the application.

Once I have been notified that I am a finalist or alternate, what is the next step?

DIA will ask you to complete pre-employment forms which include the SF-86 background questionnaire for a security clearance. When you return the pre-employment forms, we will request our vendor to schedule a drug screening test.

** You will not receive a final official offer letter until all required documentation has been received and a security clearance is approved **

How long will it take to get a security clearance?

It varies depending on your personal background and the volume of clearances being processed. In general, if you have significant foreign travel and/or foreign relatives or contacts, the clearance can be rather lengthy – up to 6 months or more to receive a full clearance. Individuals with limited or no overseas travel, who have not moved around much and who have no foreign relatives or contacts can usually receive a determination within 3 months. Students must be fully cleared before being able to begin work.

I have dual citizenship with another country. What are my chances of getting a security clearance?

Individuals with dual citizenship can be granted clearances.

I plan to study abroad for all or part of the academic year. Is that a problem?

Yes. While the experience of living abroad is of value to DIA, it is impossible to complete the security background investigation and the necessary drug screening test when someone is overseas.

What type of work will I do?

Intern assignments are based on entry-level professional job descriptions and will involve a great deal of independent work under the guidance of a senior level supervisor and mentor. For example, duties for intelligence analyst intern positions may involve research and drafting reports. Assignments are not clerical in nature. Particular occupational areas may include crisis management, counterintelligence, military economics, homeland security, imagery, information warfare, and arms control/proliferation.

Can I earn academic credit for my internship?

Depending on your school's requirements, academic credit may be earned. DIA will work with your institution to provide any necessary evaluation, etc. Any written product provided to your institution must be cleared by your unit's security officer.

there are definitely opportunities in DIA for someone with your educations and background. You will be able to apply for an internship opportunity next year! Our 2020 Fall programs will open Jan 2019 and 2020 summer announcements will open next Summe

We have an upcoming hiring event in August! It is invitation only and the job announcement is open now! Apply Today
https://diajobs.dia.mil/psp/recnprod/APPLICANT/HRMS/c/DI_HOME.DI_SIGNIN.USF?

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[Redacted]

From:

[Redacted]

Sent:

Thursday, February 21, 2019 4:59 PM

To:

[Redacted]

Cc:

Subject:

2019 ASBC College Festival

Team,

Thank you for volunteering for this amazing event. The Alfred Street Baptist Church 2019 HBCU College Festival will be held at the Walter E. Washington Convention Center (801 Mt Vernon Place NW, Washington, DC 20001) from 8-3:30 and setup time is from 6:00-7:30 a.m. Please see the link below for parking and Metro access. Also, I will email you, your personalized barcode to check in. You are asked to print your barcode or be prepared to pull it up on your mobile device to expedite check-in. When you arrive at the East Salon check in area, please visit one of the Express Registration stations for an expedited check in. If you do not have the barcode when you arrive at the festival, please visit one of the Full-Service check-in counters.

Lunch Option: You have the option of bringing your lunch or purchasing from the vendors and local restaurants nearby.

Attendees:

[Redacted]

<http://eventsdc.com/Venues/ConventionCenter/DirectionsAndParking.aspx>

V/r

[Redacted]

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[Redacted]

From: [Redacted]
Sent: Thursday, February 21, 2019 4:10 PM
To: [Redacted]
Cc:
Subject: [Non-DoD Source] Fwd: 17th Annual ASBC HBCU College Festival - Final Logisitcs and Badge Express Pick Up!

----- Forwarded message -----

From: <hbcufestival@alfredstreet.org>
Date: Thu, Feb 21, 2019 at 3:09 PM
Subject: 17th Annual ASBC HBCU College Festival - Final Logisitcs and Badge Express Pick Up!
To: [Redacted]



Greetings Vendors and External Organizations!

We look forward to welcoming you to the 17th Annual Alfred Street Baptist Church HBCU Festival on Saturday, February 23rd! This year's festival is being held at the Walter E. Washington Convention Center, 801 Mt. Vernon Place NW, Washington, D.C. We currently have over 12,000 guests registered for this year's festival.

Below is your personalized barcode to check in. You are asked to print your barcode or be prepared to pull it up on your mobile device to expedite check-in. When you arrive at the East Salon check in area, please visit one of the Express Registration stations for an expedited check in. If you do not receive or will not have the barcode when you arrive at the festival, please visit one of the Full-Service check-in counters.

Scan at the Express Check-In	Registration Information
-------------------------------------	---------------------------------



Department of Defense (DIA) Washington, DC 20301

If you are having trouble viewing the above barcode image, click here to print your barcode.

In addition, here are some key updates for you as you plan your visit.

1. **Only Pre-Registered Guests will be Admitted— there will be no on-site registration for external organizations and vendors on the day of the festival.** Changes or substitutions to representatives must be made in advance. We ask that you pass this information along to those that might have planned to come, but did not register in advance. We want to avoid instances of turning your colleagues away after they travel to the Convention Center, but will not be able to gain entry.
2. **Transportation and Parking Guidance** – The Convention Center is Metro accessible (Green/Yellow) and there are over 3000 parking spaces in a three-block radius of the Convention Center. These spaces are available on a first come, first serve basis and you are encouraged to visit the website DC Convention Center website for information regarding Parking Panda to reserve nearby spaces in advance. <https://www.parkingpanda.com/washington-dc-convention-center-parking?ref=dccc>. Uber/Lyft is another transportation option.
3. **Festival Set Up - Loading and Unloading of Materials** – Due to the large number of exhibitors we highly encourage all exhibitors to setup their booth on Friday, February 22, 2019 between 6:00-8:00 p.m. As a reminder Saturday setup time is from 6:00-7:30 a.m. There are two options to drop off your items:
 - **“Dock A” Load-In/Out - If you have large and/or large quantities of items you MUST use the loading dock to off-load your items.** The entrance to the loading dock is at 775 M Street Northwest and is labeled “Loading Dock/Hall ABC” (see attached map). The Walter E. Washington Convention Center is a union facility. **Union labor is required to move all materials to and from the dock entrance and ASBC staff will be on hand to coordinate the move of your items with Freeman** (as the ASBC service contractor).
 - Freeman will have a Freight Manager and personnel on Dock A to manage all move-in/move-out, plus receipt and handling of any items shipped direct to show site on 2/22 and 2/23. Guests will check in at the labor gate, and then be directed down to the loading dock level. A map to the loading dock entrance can be found [HERE](#).
 - There are costs associated with material handling and/or cart service for items that can be moved in one trip. **The exhibitor is responsible for payment directly to Freeman on site.**
 - **“Hand Carry”** - Exhibitors are allowed to “hand carry” items using the Hand Carry entrance located at Mt. Vernon and 9th Street (on the 9th Street side) see [HERE](#).

- **Exhibitors are not allowed to park a vehicle while items are carried to Hall A.** ASBC will have volunteers to assist with the hand carried items so the individuals can drop off and park.
- Items dropped at the Hand Carry entrance must be limited in nature so as to be taken in one trip through this entrance to Hall A. Examples of acceptable hand-carry materials include boxes, suitcases or fiberboard shipping cartons, portable displays on wheels and small luggage racks. The following items are not considered hand-carry items: two-wheel dolly loads, hotel Bellman's carts, boxes or crates requiring two people to carry. A Hand Carry entrance map can be found HERE.

4. **Festival Day Arrival Time and Check-In Location** – Upon arrival or after material drop off in either the loading dock or Hand Carry area, please come to the East Salon on the Concourse

(main) level for check-in beginning at 7:30 a.m. An Escort will direct you to the festival floor (Exhibit Hall A).

- If you arrive prior to 7:30, you can proceed to the festival floor (Exhibit Hall A) to set up, but kindly return to the East Salon to complete check-in prior to the festival floor opening.
- You are asked to be ready to receive festival attendees by 8:30 a.m.

5. **Festival Wi-Fi**: The Convention Center offers public wi-fi at no charge. Connect to "FreeConventionCenterWiFi"; once selected, agree to the terms of service on the splash page and you will be connected.

6. **Lunch Time and Location**: If you have requested and paid for lunch, you will receive a lunch ticket with your printed badge upon check in. There will be a designated area to pick up their food and eat. If the lunch option was not chosen, there will be five food vendors located on the festival floor for your convenience. Lunch will be available for those with lunch tickets from 11:30 a.m. to 2:00 p.m.
7. **Printing Needs**: The Capital Business Center, located in the main lobby of the Convention Center, offers an array of business services and products, tailored to meet your needs. Please ensure that you make any necessary copies prior to arrival and if not, please plan to utilize the business center for all of your copying needs.

If you have any questions prior to the day of the festival, please feel free to reach out to Ms. Michelle Walker at mdwalkerphd@yahoo.com or (703) 307-9047 or the Festival Planning Team at hbcufestival@alfredstreet.org.

Peace and Blessings.

The Alfred Street Baptist Church HBCU Festival Planning Committee

(b)(3);10 USC 424; (b)(6)

CyberCorps®: Scholarship for Service
ANNUAL In-Person Job Fair
January 8-9, 2019

Gaylord National Resort & Convention Center,
201 Waterfront Street, National Harbor, MD 20745

What is the Scholarship for Service (SFS) Program?

The SFS program provides scholarships to students in cybersecurity-related degree programs in exchange for a commitment to employment with government organizations.

Why Participate?

Feel Confident in Your Hire

All students at the SFS Job Fair are attending an academic institution recognized for cybersecurity.

Find Government Minded Candidates

All SFS recipients are required to work for federal, state, local, or tribal government after graduation.

Free for Agencies to attend

Includes booth, table, two chairs, and access to event.

Hire on the Spot

SFS students qualify for Excepted Service, which means they can be hired through an expedited process.

Pre-Screen Applicants

Register as an agency official at www.SFS.OPM.gov and receive access to candidate resumes before the event even starts.

Register for the Career Fair Today!

Email the following information to sfs@opm.gov to reserve your booth

- Agency Name
- Email Address
- Main Point of Contact
- Phone Number

Space limited – Register Early

Register by www.sfs.gov



Scholarship For Service (SFS)
JOB FAIR 2019

Subject: FW: CFO RESPONSE: Supplemental Report of Investigation, Case 2019-5065-OI With Enclosure

Attachments: [redacted] debt 2.PNG; Debt Letter - [redacted] (IG Audit) 03.05.2020.pdf; ROI 2019-5065.pdf; [redacted] debt 1.PNG; Memo [redacted].pdf

From: [redacted]

Sent: Tuesday, May 26, 2020 2:02 PM

[redacted]

Subject: CFO RESPONSE: Supplemental Report of Investigation, Case 2019-5065-OI With Enclosure

Classification: UNCLASSIFIED//~~FOUO~~

Upon removal of attachments, this document is UNCLASSIFIED
=====

Greetings,
Attached is CFO response to ROI – 2019-5065

v/r

[redacted]

=====
Classification: UNCLASSIFIED//~~FOUO~~

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Classification: UNCLASSIFIED//~~FOUO~~

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Classification: UNCLASSIFIED//~~FOUO~~

DEFENSE INTELLIGENCE AGENCY
official memo

U-20-047-CFO

DATE:
REPLY TO:

ATTN OF: CFO

SUBJECT: Supplemental to Report of Investigation, Case 2019-5065-OI

TO: [REDACTED] Office of the Inspector General

REF:

1. In response to eTask 20-00864, the Office of the Comptroller initiated the process to have funds collected from [REDACTED]. During the course of an Investigation performed by the Office of Inspector General, it was determined that [REDACTED] was overpaid 166.78 base hours in the amount of \$8,627.43. The overpayment is a result of inaccurately reported time and attendance data during the pay periods covering June 09, 2018, through June 22, 2019. Please note, that the total amount of the debt is being reduced by \$45.40, which represents the monies that were overpaid for the Federal Employees Retirement System (FERS) during the timeframe referenced above. As a result, the total amount owed is \$8,582.03.

2. The National Security Agency has established debts in the amount of \$8,582.03.

3. The point of contact is [REDACTED] Accounting Operations Branch Chief, at [REDACTED]



The next two pages are denied in full per FOIA exemptions b(3) 10 USC 424, b(6) and b(7)(C) and are not provided.



[Redacted]

05 March 2020

[Redacted]

Subject: Indebtedness of Base Pay

Greetings,

This letter is to inform you of your indebtedness to the United States Government. The Payroll Office performed a review of outstanding debts recorded in the Defense Civilian Pay System [Redacted]. During the course of an investigation performed by the Office of Inspector General (OIG), it was determined that you were overpaid **166.78** base hours in the amount of **\$8,627.43**. The overpayment is a result of inaccurately reported time and attendance data during the pay period ending **06/09/2018** through **06/22/2019**.

Please note, that the total amount of the debt is being reduced by **\$45.40**, which represents the monies you overpaid for FERS during the timeframe referenced above. As a result, **the total amount owed is \$8,582.03**.

Please be advised, if payment is not received in full by **04/04/2020** your debt is considered delinquent and payroll deductions will begin in PPE **04/11/2020** at 15% of your net disposable pay (approximately **\$398.66**). The deductions will continue until the debt is paid in full. In addition, interest will be charged at the Treasury Tax and Loan rate (currently 2%) on the outstanding balance, as well as a one-time administrative fee of \$15.00. If the debt is not paid within 90 days from the date it is due, an additional penalty fee of 6% may also be applied to the outstanding balance. Interest, penalties, and administrative fees will be assessed unless excused by the Agency under the Federal Claims Collection Standards (31 C.F.R. Parts 900-904).

To avoid interest and penalties, please contact the Accounts Receivable Team today at [Redacted] or by email at [Redacted] to arrange payroll deductions which would pay your debt in full prior to the due date. You may also elect to send a personal check, money order, or bill pay payable to the U.S. Treasury to:

[Redacted]

Due to changes in building access procedures, the preferred method for receipt of payment is via mail. However, if you elect to pay in person please make an appointment with the Disbursing Office at

[Redacted]

If you are resigning or retiring, and have not paid your debt in full, the Agency is required to recoup the remaining balance of your indebtedness from your last pay check and/or lump sum payments of accrued leave.

Chapter 5 of the U.S. Code, part 5514 the Debt Collection Improvement Act of 1996 and the Department of Defense Financial Management Regulation, Volume 5, Chapter 28 and Volume 8, Chapter 8, govern the computation and collection of this debt. Your due process rights described below are outlined in **Appendix A**, and include:

- The right to request, in writing within 30 days after receipt of this notice, a **reconsideration** of the indebtedness.
- The right to request an administrative **hearing** (based on written submissions only) to contest the validity or amount of the indebtedness. Your hearing request must be submitted within 30 days after receipt of this notice unless you seek reconsideration, in which case you must request a hearing no later than 30 days from the date of the reconsideration decision. Detailed information is contained in **Appendix B**.
- The right to request a **waiver** of the indebtedness. Detailed information is contained in **Appendix C**.
- And, you have the right to appeal an initial decision that denies the waiver request.

If you have any questions regarding the calculation of the debt, please contact the Debt Team at [redacted] For questions regarding your repayment options, due process rights, calculations of administrative, interest, or penalty fees, or to request copies of debt related records, please contact the Accounts Receivable Team at [redacted] Thank you for your prompt attention to this matter.

//s//

[redacted]

Debt Letter Addendum

The below information is provided pursuant to the Department of Defense Financial Management Regulations and the Debt Collection Improvement Act of 1996.

The Agency may recoup debts by involuntary repayment (automatic payroll deduction or withholding of funds payable by the U.S. Government (i.e. Retirement or Social Security Payments)); or by voluntary repayment (debtor elects to pay the debt in full within **30** days or establishes a voluntary repayment schedule).

Please note that amounts paid or deducted for the debt, if any, which are later waived or found to be not owed to the U.S. Government, shall be promptly refunded to you.

Involuntary Repayment:

Under 31 U.S.C. §3716 and 5 U.S.C. §5514 debts owed by current or former DoD civilian employees can be collected through salary or administrative offset. If you fail to affirmatively elect reconsideration, hearing, or waiver within 30 days from the date of the debt letter, the Agency will be obligated to begin debt collection. If you are a current Agency employee, the Defense Civilian Pay System (DCPS) will automatically begin recouping the debt at 15% of your disposable pay (currently **\$398.66**). These deductions will occur each pay period until the debt is paid in full. If the debt is less than your disposable pay, then the entire amount of the debt will be recouped in one pay period.

1. The Agency will refer debts of former DoD employees to the U. S. Treasury for collection.
2. If the automatic deductions at 15% of your disposable pay will cause an undue financial hardship or other reasonable causes exist, you may make a Financial Hardship request. Based on the information you provide, the Agency will attempt to establish a reasonable reduced rate of involuntary offset. Please note, submitting a Financial Hardship request **will not** suspend collections at 15% of your net disposable pay until a decision is rendered.
 - a. You may also request a hearing concerning the terms of the repayment schedule (See attached Petition for Hearing Request). For a copy of the Financial Hardship paperwork, please contact the Accounts Receivable Office at (b) (5) - DPP, (b) (5) - ACP

(b) (5) - DPP, (b) (5) - ACP

Voluntary Repayment:

1. You may repay the debt in full by forwarding a personal check, money order, or electronic bill payment, made payable to the U. S. Treasury in the amount of **\$8,582.03** to the following address:

(b) (5) - DPP, (b) (5) - ACP

2. Due to changes in building access procedures, the preferred method for receipt of payment is via mail. However, if you elect to pay in person please make an appointment with the Disbursing Office at (b) (5) - DPP, (b) (5) - ACP, (b) (5) - AWP, (b) (5) - ACP, (b) (5) - AWP
3. You may contact Accounts Receivable to initiate voluntary payroll deductions greater than 15%.
4. In accordance with 31 C.F.R. Part 210, when you provide a check as payment, you authorize the Agency either to use the information from your check to make a one-time electronic funds transfer (EFT) from your account or to process the payment as a check transaction. If sufficient funds are not available, NSA may initiate the process a second time. For more information regarding EFT is available at www.fms.treas.gov or you may contact the Finance and Accounting Office.
5. The Debt Collection Improvement Act of 1996 requires the transfer of all debts that are delinquent (unpaid) for a period of 120 days to the Department of the Treasury, Debt Management Service (DMS). If your debt has not been waived and you fail to establish a voluntary repayment schedule or fail to pay as required, the Agency will initiate action to refer this delinquent debt to DMS for collection. Actions that may be taken by DMS to recover a debt include:
 - Offset of any payments, which you are due, including tax refunds, salary, retirement, certain benefit payments (such as Social Security), vendor, and travel reimbursements and advances;
 - Referral of the debt to a private collection agency;
 - Garnishment of wages through Administrative Wage Garnishment (no court order is required, up to 15% of disposable pay can be withheld);
 - Referral of the debt to the Department of Justice or agency counsel for litigation (in compliance with Executive Order 12988);
 - Reporting of the debt to a credit bureau; and
 - Reporting of the debt, if discharged, to the IRS as potential taxable income
6. In addition to the above actions, you will be assessed additional collection and penalty fees by DMS and/or a Private Collection Agency. These fees range from 18% to 28% of the original outstanding debt. The Agency will also continue to assess 2% interest on the outstanding balance.

Privacy Act- A Privacy Act Statement required by 5 U.S.C. §552a(e)(3) stating the Agency's authority for soliciting and collecting the information from your check, and explaining the purpose and routine use which will be made of your check information is available at (<http://www.fms.treas.gov/otcnet/index.html>), or call toll free at 1-866-945-7920) to obtain a copy by mail. Furnishing check information is voluntary, but a decision not to do so may require you to make payment by some other method.

Appendix A

Reconsideration, Hearings and Waivers

The following information explains your rights concerning indebtedness to the United States Government:

1. Please be advised that to comply with Agency policy, your debt information may be provided to organizations external to NSA at the unclassified or unclassified for official use only level. If you have concerns regarding the release of information regarding your affiliation with NSA in connection with these administrative procedures (i.e. hearing and waiver), please indicate your preference for anonymity when you provide your response to the Agency.
2. You have the option to seek one of the administrative procedures described below. **Please note that if you fail to affirmatively elect one of these options, the Agency will be obligated to begin debt collection 30 days following the date of the debt letter.**
3. The Agency will provide detailed records related to the overpayment for use with these administrative procedures. Suggested templates containing the required information are also attached for your convenience.

Reconsideration:

Reconsideration is appropriate if you believe the indebtedness was improperly calculated, or if you believe the indebtedness was erroneously created.

The reconsideration process is an informal review of the documentation used to calculate your indebtedness. While there is no required format for the request, reconsideration must be requested in writing within 30 days of this notification. You may email your request to (S//NF) (U//FOUO) (24) (S//NF) (U//FOUO) (3024) or you may mail the request to:

The agency will provide a written response detailing its findings regarding your indebtedness. Normally, this response is provided within 15 days. While there is no right to appeal/grieve the reconsideration decision, if you wish to formally contest the amount and validity of the debt, you may request a hearing (see below).

Hearing:

You have the right to request an administrative hearing (based on written submissions only) by an independent hearing official. There is no opportunity to appear in person. A hearing is appropriate if you would like to formally contest the existence and validity of the debt or the terms of the repayment schedule (15% of disposable pay). An explanation of your rights pertaining to hearings is contained in the enclosed attachment.

You may request a hearing, in writing, no later than 30 days after you receive the debt letter; however, if you seek reconsideration and did not already file a request for hearing, you have 30 days from the date of the reconsideration decision to request a hearing.

If you wish to contest the terms of the repayment schedule, the hearing and decision regarding the repayment amount will be delayed pending the outcome of the hearing request, as long as you submit your hearing request within 30 days from the date of the debt letter.

The hearing official will provide a written decision within 60 days. There is no right to appeal/grieve the hearing decision. **The Agency will suspend debt collection until the Hearing Officer renders a decision. Please be advised that interest, administrative and penalty fees will begin accruing 30 days after the hearing decision is rendered. If the hearing decision is unfavorable, you still have the option to request a waiver.**

Waiver:

Waiver is appropriate if you acknowledge the validity of the debt, but believe you should not be required to repay this debt. **If you apply for a waiver, you are waiving your right to a hearing.**

You have the right to decline either reconsideration or a hearing, or both, and pursue a waiver in accordance with 5 U.S.C. §5584. Waiver is a request that the United States Government relinquish its claim against an individual for a debt, so that no debt is owed. The enclosed attachment contains guidance regarding waiver requests. You have three years from the date of the debt letter to request a waiver. **However, the Agency will not suspend debt collection (to include the accrual of interest and penalties) pending a final decision from the appropriate waiver official.** If the waiver decision is favorable, any monies collected will be refunded.

Waiver decisions will be provided in writing along with information regarding appeal rights and procedures.

Appendix B

Petition for Hearing:

You have the right to request an administrative hearing concerning the existence and/or amount of the debt. An administrative hearing consists of a review of the written record by an independent hearing officer. This office must receive your petition for a hearing within 30 days from the date of the indebtedness letter. Your petition or statement shall identify and explain with reasonable specificity and brevity the facts and evidence that you believe support your position.

You have the right to request copies of your records. If you request copies of our records related to the debt, your petition for hearing must be received by this office within 45 days from the time you receive the requested copies.

If this office does not receive your petition by the deadline date, you will be deemed to have waived your right to a hearing.

Employees are advised that any knowingly false or frivolous statements, representations or evidence may subject employees to:

1. Disciplinary procedures appropriate under 5 U.S.C. Chapter 75; 5 C.F.R 752, or any other applicable statutes or regulations;
2. Penalties under False Claims Act, 31 U.S.C. 3729-3731, or any other applicable statutory authority; or
3. Criminal penalties under 18 U.S.C.286, 287, 18 U.S.C. 1001, 1002, or any other applicable statutory authority.

The timely filing of a petition for a hearing will stay the collection proceedings including accrual of interest, penalties, and administrative charges until the hearing official's decision is issued. If you request a hearing, the final decision will be issued at the earliest practical date, but not later than 60 days after the filing of your petition unless you request, and the hearing official grants a delay in the proceedings.

Please email your petition for hearing, privacy act statement and all supporting documentation to

5010; 50 USC 3024; 1

or mail to:

5010; 50 USC 3024; 1

PLEASE NOTE:

If you are requesting a hearing to contest the validity or amount of the debt, you must enclose the following documents with this request:

- (1) A statement of the reason(s) why you believe the validity and/or amount of the debt is erroneous. Such a statement must include a complete description of the facts, evidence, and a summary of testimony from any witnesses that you believe support your belief.
- (2) Copies of any pertinent records you wish to have considered at the hearing if they differ from those records previously provided to you by the Agency.

If you are requesting a hearing to contest the terms of the offset schedule proposed by the Agency you must provide the following information with your request:

- (1) A proposed alternative offset schedule, i.e. how much you can repay each month.
- (2) Supporting documents addressing and demonstrating why the offset schedule proposed by the Agency would produce an extreme financial hardship for you. The supporting documents must include specific details concerning income and expense for you, your spouse, and dependents for 1 year preceding the initial demand letter; and projected income and expense during the period of the offset schedule proposed by the Agency.
- (3) Copies of any records you wish to be considered at the hearing if they differ from the records previously provided by the Agency.

PETITION FOR HEARING REQUEST

Name of Debtor: _____

Debtor's Social Security Number: _____

Amount of Debt being disputed: _____

Date petition for hearing request is mailed: _____

I request a hearing for the following reason(s) (check as applicable):

- (1) _____ to contest the validity of the debt
- (2) _____ to contest the amount of the debt
- (3) _____ to contest the terms of the offset schedule proposed by the Agency

Signature of Debtor _____ Date _____

IMPORTANT NOTICE

This document must be signed, dated and returned in order to process any hearing request.

PRIVACY ACT STATEMENT

Petition for Hearing:

Privacy Act Statement: Authority for collecting the information requested on this form is contained in 5 U.S.C. § 5514, 10 U.S.C. §§ 1601-1614, 50 U.S.C. § 3605, and DoD FMR 7000.14-R. DoD Blanket Routine Uses (found at Appendix C of 32 C.F.R. Part 310) apply to this information. Authority for collecting your Social Security Number (SSN) is Executive Order 9397, as amended. The requested information will be used to process your request for a waiver of this debt. Your disclosure of the requested information, including your SSN, is voluntary. However, failure to furnish the requested information may delay or prevent the processing of your request

Signature: _____

Date: _____

Appendix C

Request for Waiver:

In accordance with 5 U.S.C. §5584, you have the right to request waiver of the debt. Your application for waiver should contain the following information:

1. Name, address and Social Security Number
2. Name of Agency to which debt is owed
3. Reason for waiver request
4. Gross amount of indebtedness
5. Clear, concise, certified statement that you were/were not aware of being paid erroneously (if applicable)
6. Statement detailing your efforts to question the correctness of the payment (if applicable)
7. Date and manner in which you became aware of the overpayment(s) (if applicable)
8. A statement relative to the availability of wage/salary tables or schedules, if applicable
9. Request for refund of any collection of the debt
10. If the request is initiated by someone other than the debtor, explain why
11. Signed Privacy Act Statement

You have three years from the date of the debt letter to request a waiver.

Employees are advised that any knowingly false or frivolous statements, representations or evidence may subject employees to:

4. Disciplinary procedures appropriate under 5 U.S.C. Chapter 75; 5 C.F.R. §752, or any other applicable statutes or regulations;
5. Penalties under False Claims Act, 31 U.S.C. §3729-3731, or any other applicable statutory authority; or
6. Criminal penalties under 18 U.S.C. §286,287, 18 U.S.C. §1001, 1002, or any other applicable statutory authority.

Your signed statement requesting a waiver and signed privacy act statement should be emailed to

3113 80 USC 302411

IMPORTANT NOTICE

This document must be signed, dated and returned in order to process any waiver request.

PRIVACY ACT STATEMENT

Request for Waiver:

Privacy Act Statement: Authority for collecting the information requested on this form is contained in 5 U.S.C. § 5584, 10 U.S.C. §§ 1601-1614, 50 U.S.C. § 3605, DoDD 1340.22, and DoD FMR 7000.14-R. DoD Blanket Routine Uses (found at Appendix C of 32 C.F.R. Part 310) apply to this information. Authority for collecting your Social Security Number (SSN) is Executive Order 9397, as amended. The requested information will be used to process your request for a waiver of this debt. Your disclosure of the requested information, including your SSN, is voluntary. However, failure to furnish the requested information may delay or prevent the processing of your request.

Signature: _____

Date: _____

DEFENSE INTELLIGENCE AGENCY

official memo

U-20-2009/OIG

DATE: February 13, 2020**TO:** Directorate for Missions Services [REDACTED]
Chief Financial Officer [REDACTED]**FROM:** Office of the Inspector General**SUBJECT:** (U) Supplemental to Report of Investigation, Case 2019-5065-OI

1. (U//~~FOUO~~) On December 17, 2019, we published a report concerning allegations of time and labor (T&L) fraud against [REDACTED], security specialist, Government Branch, Personnel Security Division, Office of Security, Directorate for Mission Services (MS), DIA (formerly assigned to the Office of Human Resources, MS). We determined that [REDACTED] prepared, signed, and submitted fraudulent timesheets from May 27, 2018, to June 22, 2019, totaling 110.13 regular hours that she did not work. Additionally, [REDACTED] claimed 18.34 compensatory hours and 29.31 credit hours that were unaccounted for. We originally estimated an \$8,157.00 loss to the Government.

2. (U) After we published the report, the Employee Management Relations Office notified us that we inaccurately credited [REDACTED] 9.49 compensatory hours. We recalculated and determined that the actual loss to the Government was \$8,627.43. The table below is a summary of the Microsoft Excel spreadsheet used to identify the corrections to the previously reported loss (Enclosure).

(This table is UNCLASSIFIED)

Timeframe	Status/ Hourly Rate	Regular Hours Owed	Comp Hours Owed	Credit Hours Owed	Amount Owed
27 May 18 5 Jan 19	GG-13-3 / \$51.11	65.87 \$3,366.62	2.38 \$121.64	9.49 \$485.04	77.74 \$3,973.30
6 Jan 19 22 Jun 19	GG-13-3 / \$52.27	44.26 \$2,313.47	24.96 \$1,304.66	19.82 \$1,036.00	89.04 \$4,654.13
TOTAL		110.13 \$5,680.09	27.34 \$1,426.30	29.31 \$1,521.04	166.78 \$8,627.43

INVESTIGATIVE DATA
TO BE TREATED IN A CONFIDENTIAL MANNER
USE IS RESTRICTED

3. (U) We request that the Office of the Chief Financial Officer, DIA, make the necessary adjustments and take appropriate action to collect the debt, or provide us reasons why the debt was not collected, by May 13, 2020. Our point of contact is [REDACTED] available at:

[REDACTED]

[REDACTED]

Enclosures: 0/s

cc:

[REDACTED]

ENCLOSURE

The next 30 pages are denied in full pursuant to FOIA exemptions b(3) 10 USC 424, b(6) and b7(C) and are not provided.