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Description of document: Closing documents for National Security Agency (NSA) Inspector General investigations/audit/management review/inspection or other project performed for a different agency, 2005-2011

Requested date: 03-December-2013

Released date: 29-August-2017

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Source of document: FOIA Request
National Security Agency
Attn: FOIA/PA Office
9800 Savage Road, Suite 6932
Ft. George G. Meade, MD 20755-6932
Fax: 443-479-3612 (Attn: FOIA/PA Office)
[Online FOIA Request Form](#)

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NATIONAL RECONNAISSANCE OFFICE

14675 Lee Road
Chantilly, VA 20151-1715

29 August 2017

RE: NRO FOIA Case F14-0020

This is in response to your request dated 3 December 2013, received in the Information Management Services Office of the National Reconnaissance Office (NRO) on 23 December 2013. Pursuant to the Freedom of Information Act (FOIA), you are requesting "...a copy of each NRO Inspector General final report/closing memo/referral letter...of an investigation or audit or management review or inspection or any other project...done for a different agency...since January 1, 2005."

We have processed your request in accordance with the FOIA, 5 U.S.C. § 552, as amended. A thorough search of our records and databases located three documents totaling 71 pages responsive to your request. These documents are being released to you in part. Information that is withheld from release is denied pursuant to these FOIA exemptions:

(b)(3), which is the basis for withholding information exempt from disclosure by statute. The relevant withholding statutes are 10 U.S.C. §424, 50 U.S.C. §3605 (P.L. 86-36), 50 U.S.C §3507, and 50 U.S.C. §3024i;

(b)(5), which applies to deliberative and pre-decisional information;

(b)(6), which applies to records which, if released, would constitute a clearly unwarranted invasion of the personal privacy of individuals;

(b)(7) c, which applies to records or information compiled for law enforcement purposes and that could reasonably be expected to constitute an unwarranted invasion of the personal privacy of others;

(b)(7) d, which applies to records or information compiled for law enforcement purposes and that could disclose the identity of a confidential source.

You have the right to appeal this determination to the NRO Appellate Authority, 14675 Lee Road, Chantilly, VA 20151-1715, within 90 days of the above date. You may also submit an appeal electronically by completing the form available on the NRO's public web site at <http://www.nro.gov/foia/AppealInput.aspx>. Please include an explanation of the reason(s) for your appeal as part of your submission. The FOIA also provides that you may seek dispute resolution for any adverse determination

through the NRO FOIA Public Liaison and/or through the Office of Government Information Services (OGIS). Please refer to the OGIS public web page at <https://ogis.archive.gov/> for additional information.

If you have any questions, please call the Requester Service Center at (703) 227-9326 and reference case number F14-0020.

Sincerely,



Patricia B. Cameresi
FOIA Public Liaison

Enclosures:

1. Independent Review of FY 2009 FISMA Report (DIA)
2. Report of Investigation, Case # 2011-056 I
3. Final Report, Project # 2005-004 N



NATIONAL RECONNAISSANCE OFFICE
Office of Inspector General



20 August 2009

MEMORANDUM FOR INSPECTOR GENERAL, DEFENSE INTELLIGENCE AGENCY

SUBJECT: (U) Assessment of Defense Intelligence Agency,
Office of the Inspector General
Independent Review of Fiscal Year 2009
FISMA Report, (DIA Project Number 2009-003195-OA)

REFERENCE: (U) DIA OIG Letter, Request for Review of Audit
Practice, dated 30 July 2009

(U) Purpose

(U) In accordance with your referenced request, we performed an assessment of the Defense Intelligence Agency (DIA) Office of the Inspector General (OIG) independent review practices used to complete the *Defense Intelligence Agency (DIA) Fiscal Year (FY) 2009 Federal Information Security Management Act (FISMA) Report*. Specifically, you also requested that we answer questions regarding the applicability of the Government Auditing Standards to the FISMA evaluation and the compliance of your office with those standards. The review was conducted from 7 August to 11 August 2009.

(U) Scope and Methodology

(U) In order to understand the processes used by your staff, we obtained the names of the DIA FY 2009 FISMA OIG review participants, the FISMA team's timeline/milestones for completing the review, the Independent Review Records (IRR), the quality control checklist, the cross-referenced draft report and, the final FISMA report. We also reviewed the FISMA evaluation electronic files. Additionally, we interviewed the Assistant Inspector General for Audits (AIGA) and the Independent Reviewer of the *DIA FY 2009 FISMA Report*.

(U) Background

(U) Although not a specific requirement of FISMA, the *DIA OIG FY 2009 FISMA Report* (p.48) states, "We applied generally accepted government auditing standards [GAGAS], as appropriate, to accomplish the objectives of our evaluation." In order to

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apply GAGAS, DIA auditors must first "establish a system of quality control that is designed to provide the audit organization with reasonable assurance that the organization and its personnel comply with professional standards and applicable legal and regulatory requirements, and have an external peer review at least once every 3 years." [GAGAS §3.50, p.55]

~~(U//FOUO)~~ The DIA's OIG Standard Operating Procedure (SOP) for Audits, dated 20 September 2007, established the procedures for quality control. The SOP (p.4) is quoted below.

The IG shall exercise appropriate internal controls to ensure that work performed adheres to applicable auditing standards, policies, and procedures; conforms to internal DIA regulations; and is carried out efficiently, economically, and effectively. This quality control program will include the following:

- Adequate supervision of all audit team members.
- Completion of quality control checklist for each audit project.
- Independent reference review of each draft report prior to issuance.
- Internal quality control reviews.
- External quality control review (peer reviews).

(U) Review Results

(U) Our review revealed the following issues:

- (U) Although the majority of the FISMA sections/questions were independently reviewed, the draft report was not independently reviewed in its entirety in accordance with DIA's SOP.
- (U) The independent referencer signed the certification document attesting to the fact that the report was reviewed, when in fact it was not¹.

¹ The circumstances surrounding the signature attesting to the fact that the report was reviewed were not within the scope of our review as agreed upon.

SUBJECT: (U) Assessment of Defense Intelligence Agency,
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- (U) All certification statements were electronically signed and dated after the report issuance date which is inconsistent with DIA's SOP.

(U) Discussion. We found that a quality control checklist was completed in accordance with the OIG's SOP. However, the draft report was not independently reviewed in its entirety as indicated by the referencing certification signature page. The draft report consists of seven sections, and the seventh section had six appendices. The team electronically compared the FY 2009 FISMA report to the IRRs completed and found that IRRs were not completed on the following three sections and five appendices: Section IV-2009 FISMA Reporting Template, Section V-Privacy Impact Assessment Process, Section VI-FY 2009 Recommendations, The Way Ahead, Appendix II-OMB Template-ODNI Highlights, Appendix III-CIO/IG Reconciliation, Appendix IV-DA Management Response, Appendix V-DS Management Response and Appendix VI-Scorecard.

(U) The NRO OIG team noted two discrepancies with the DIA SOP which states that an IRR should be completed on a draft report. First, the team found that the review of the electronic files revealed that all sections of the report had not been independently reviewed. Second, although the final report was completed on 10 July 2009, IRRs for individual FISMA sections which were reviewed were signed three days later on 13 July 2009 and both the independent referencer and the AIGA had signed the report certification document four days later on 14 July 2009.

(U) In response to your specific questions, we offer the following:

(U) Question 1: Does the Federal Information Security Act of 2002 require that an annual independent evaluation of information security policies, procedures, and practices be conducted by auditors and/or by Government Auditing Standards?

(U) Response: FISMA does not require that the evaluation be conducted by auditors and/or by Government Auditing Standards, however, the DIA OIG designated GAGAS as being the applied standard for this FY 2009 FISMA evaluation.


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(U) Question 2: Was the act of reviewing and signing that an independent reference review was conducted consistent with Government Auditing Standards?

(U) Response: The act of reviewing and signing the independent reference review is consistent with Government Auditing Standards, however, an IRR of the entire report was not completed.

(U) Since the NRO OIG conducted the DIA 2008 Peer Review Audit, we are obligated to inform the DoD Office of Inspector General that your office did not conduct the FY 2009 FISMA evaluation in accordance with your standard practices. Please let me know by 2 September 2009 if you intend to self-report or if you prefer that we do so.

(U) I appreciate the courtesies and support you extended to my team during the review. Please direct any questions you may have regarding this review to (b)(3) 10 U.S.C. 424 on (b)(3) 10 U.S.C. 424 (secure), or (b)(3) 10 U.S.C. 424 on (b)(3) 10 U.S.C. 424 (secure).


Lanie D'Alessandro
Inspector General



NATIONAL RECONNAISSANCE OFFICE

*Office of Inspector General
14675 Lee Road
Chantilly, VA 20151-1715*



29 June 2011

MEMORANDUM FOR CHIEF MANAGEMENT OFFICER, OFFICE OF THE DIRECTOR
OF NATIONAL INTELLIGENCE
PRINCIPAL DEPUTY GENERAL COUNSEL, OFFICE OF THE
DIRECTOR OF NATIONAL INTELLIGENCE
INSPECTOR GENERAL, OFFICE OF THE DIRECTOR OF
NATIONAL INTELLIGENCE
DEPUTY INSPECTOR GENERAL, OFFICE OF THE DIRECTOR
OF NATIONAL INTELLIGENCE
ASSISTANT INSPECTOR GENERAL FOR INVESTIGATIONS,
OFFICE OF THE DIRECTOR OF NATIONAL INTELLIGENCE

SUBJECT: (U) Report of Investigation: False Claims - Time and
Attendance (Case Number 2011-056 I)

~~(U//FOUO)~~ The National Reconnaissance Office (NRO) Office of Inspector General (OIG) initiated an investigation based on allegations of false claims by (b)(7)c. (b)(3) 50 USC 3024 (m)(1) a GS-15 Office of the Director of National Intelligence (ODNI) (b)(7)c employee. Because (b)(7)c. (b)(3) 50 USC 3024 (m)(1) to avoid any question of partiality, consistent with that office's standard policy in such circumstances, the ODNI OIG Assistant Inspector General for Investigations referred this allegation to the NRO OIG in a memorandum dated 18 February 2011. Please see the attached NRO OIG Report of Investigation, which details the investigation results.

~~(U//FOUO)~~ The Department of Justice declined prosecution of (b)(7)c. (b)(3) 50 USC 3024 (m)(1) in favor of administrative action by the ODNI. We are providing this final report for your information and for consideration of the recommendations included. The recommendations are considered advisory. As such, the recommendations do not require a response back to the NRO OIG.

~~(U//FOUO)~~ OIG investigation reports are to be read only by the individuals to whom the OIG provides them, or to whom the OIG specifically authorizes their release. If there are other persons who you believe require access as part of their official duties, please let us know, and we will promptly review your request.

~~UNCLASSIFIED//FOR OFFICIAL USE ONLY~~

NRO APPROVED FOR RELEASE 28 AUGUST 2017

SUBJECT: (U) Report of Investigation: False Claims - Time and Attendance (Case Number 2011-056 I)

(U//~~FOUO~~) If you have any questions concerning this report, please contact (b)(3) 10 U.S.C. 424 at

(b)(3) 10 U.S.C. (secure) or (b)(3) 10 U.S.C. 424 at (b)(3) 10 U.S.C. (secure).



Lanie D'Alessandro
Inspector General

Attachment:

Report of Investigation:
(Case Number 2011-056 I)

~~UNCLASSIFIED//FOR OFFICIAL USE ONLY~~

SUBJECT: (U) Report of Investigation: False Claims - Time and Attendance (Case Number 2011-056 I)

OIG (b)(3) 10 U.S.C. 424 29 June 2011

DISTRIBUTION:

Chief Management Officer, Office of the Director of National Intelligence

Principal Deputy General Counsel, Office of the Director of National Intelligence

Inspector General, Office of the Director of National Intelligence

Deputy Inspector General, Office of the Director of National Intelligence

Assistant Inspector General for Investigations, Office of the Director of National Intelligence

OIG Official Record (b)(3) 10 U.S.C. 424

**(U) REPORT OF INVESTIGATION
FALSE CLAIMS - TIME AND ATTENDANCE
(CASE NUMBER 2011-056 I)**

(U) EXECUTIVE SUMMARY

~~(U//FOUO)~~ On 18 February 2011, the National Reconnaissance Office (NRO) Office of Inspector General (OIG) received a referral from the Office of the Director National Intelligence (ODNI) OIG requesting NRO OIG investigate allegations that ~~(b)(7)(C), (b)(3), 50 USC 3024 (m)(1))~~ GS-15, ~~(b)(7)(C), (b)(3), 50 USC 3024 (m)(1))~~ ODNI, may have claimed more hours of compensatory time than reasonably earned.

~~(U//FOUO)~~ NRO OIG analysis of ~~(b)(7)(C), (b)(3), 50 USC 3024 (m)(1))~~ time and attendance records compared to Central Intelligence Agency (CIA), ODNI, and NRO facility ingress and egress records indicated that she recorded 596 questionable hours on her time and attendance records from 3 March 2008 to 25 February 2011. The questionable hours included shortages on days she claimed to have worked compensatory time, unexplained absences during the day, and inappropriate charging of hours to excused absences when she was previously on approved leave for the entire workday when there was an early dismissal for federal holidays. ~~(b)(7)(C), (b)(3), 50 USC 3024 (m)(1))~~ is currently a GS-15, step 4 and, at the average 2008 through 2011 pay rates, the 596 questionable hours equate to approximately \$36,000.

~~(U//FOUO)~~ ~~(b)(7)(C), (b)(3), 50 USC 3024 (m)(1))~~ provided an affidavit in which she explained that the questionable hours were attributable primarily to time she worked "remotely," that is, at home and elsewhere outside of badged facilities, and work-related phone calls and emails she received after leaving the office. ~~(b)(7)(C), (b)(3), 50 USC 3024 (m)(1))~~ supervisors were unable to substantiate all of the compensatory hours for which she claimed to have received approval to work outside the office. ~~(b)(7)(C), (b)(3), 50 USC 3024 (m)(1))~~ also attributed some of the questionable hours to engaging in fitness activities outdoors, the inaccuracy of badge records or unintentional recording errors by her or others. Further, she claimed she appropriately used excused absences.

~~(U//FOUO)~~ The investigation found sufficient evidence to support a conclusion that ~~(b)(7)(C), (b)(3), 50 USC 3024 (m)(1))~~ actions violated *Title 18 United States Code 287, False, Fictitious, and Fraudulent Claims*, as well as *CIA Agency Regulation* ~~(b)(7)(C), (b)(3), 50 USC 3024 (m)(1))~~ *Hours of Work and Premium Pay*, and ODNI policies.

~~(U//FOUO)~~ On 17 May 2011, the OIG briefed the United States Attorney's Office (USAO) for the Eastern District of Virginia, Alexandria, Virginia, regarding the investigative findings. The USAO declined prosecution in favor of agency administrative action.

(U//FOUO) RECOMMENDATION

~~(U//FOUO)~~ The OIG recommends the Chief Management Officer, ODNI, review the facts of this case and determine any appropriate disciplinary action.

(U) REPORT OF INVESTIGATION FALSE CLAIMS - TIME AND ATTENDANCE

(U) BACKGROUND

(U//~~FOUO~~) On 18 February 2011, the National Reconnaissance Office (NRO) Office of Inspector General (OIG) received a referral from the Office of the Director National Intelligence (ODNI) OIG regarding allegations concerning (b)(7)c, (b)(3) 50 USC 3024 (m)(1) GS-15, (b)(7)c, (b)(3) 50 USC 3024 (m)(1). The ODNI OIG advised it had recently received an allegation from an (b)(7)c employee reporting that (b)(7)c, (b)(3) 50 USC 3024 (m)(1) may have claimed more hours of compensatory time than reasonably earned. During a routine review of compensatory time and overtime for the (b)(7)c an employee noted that (b)(7)c, (b)(3) 50 USC 3024 (m)(1) appeared to have claimed an excessive amount of compensatory time. The employee based this conclusion on personal observations of the amount of time (b)(7)c, (b)(3) 50 USC 3024 (m)(1) had spent in the office, noting that she never opened the vault in the mornings or closed the vault at the end of the workday. A subsequent review of ingress/egress records for (b)(7)c, (b)(3) 50 USC 3024 (m)(1) for the period of 1 October 2009 to 19 October 2010, indicated that (b)(7)c, (b)(3) 50 USC 3024 (m)(1) was not in the office for approximately 215 hours that she had claimed to be there, with shortages occurring on a large majority of the days. The ODNI OIG referred this matter to NRO OIG for investigation pursuant to that office's policy to recuse itself in matters pertaining to (b)(7)c. Based on the referral, the NRO OIG initiated an investigation as (b)(7)c, (b)(3) 50 USC 3024 (m)(1) alleged actions, if true, would constitute a potential violation of *Title 18 United States Code (USC) 287, False, Fictitious, and Fraudulent Claims*, which makes it unlawful for anyone to make a claim that is knowingly false to a federal agency.

(U//~~FOUO~~) (b)(7)c, (b)(3) 50 USC 3024 (m)(1) is currently a GS-15, Step 4 civilian working in the ODNI (b)(7)c since (b)(7)c, (b)(3) 50 USC 3024 (m)(1). Previously, she worked at (b)(7)c, (b)(6) (b)(7)c, (b)(6), (b)(3) 50 USC 3024 (m)(1) until joining the ODNI. (b)(7)c, (b)(3) 50 USC 3024 (m)(1) graduated from (b)(6), (b)(7)c, (b)(3) 50 USC 3024 (m)(1).

(U) APPLICABLE STANDARDS

1. (U) *Title 18 USC 287, False, Fictitious, and Fraudulent Claims*, makes it unlawful for anyone to make a claim that is knowingly false to a federal agency.

2. (U//~~FOUO~~) *Central Intelligence Agency Regulation* (b)(3) 50 USC 3507 (b)(3) 50 *Hours of Work and Premium Pay*, makes Agency managers and supervisors responsible for effectively managing the resources and activities of the Agency. It provides, "Every employee, supervisor, and manager has an individual responsibility for ensuring that Agency funds are spent wisely, effectively, and in accordance with applicable laws and regulations...Official time and attendance reports will record time actually worked in relation to the scheduled workweek of the activity concerned. Any abuse of the pay system will not be tolerated and could result in severe administrative action, including termination of employment, and/or criminal prosecution by the [DOJ]." (b)(3) 50 USC 3507 (b)(3) 50 also establishes that the daily schedule for employees who work five or more hours in a day, "...must include a noncompensable half hour for a meal break, which does not count

toward the hours of work for the day or the week and which may not be scheduled at the end of the daily work period.”¹

3. (U) *ODNI Instruction No. 2008-03, Excused Absence for ODNI Civilian Fitness Program*, allows supervisors to authorize employees an excused absence of up to three hours a week for employees to participate in physical fitness activities. It does not allow additional time for travel to or from exercise facilities, showering, dressing or related activities. The physical fitness activity must begin and end at the place of work. Absences for physical fitness should be recorded as an excused absence in (b)(3) 50 USC 3507, (b)(3) 50 USC 3024 with comments indicating the absence was for physical fitness.

4. (U) *ODNI OIG Policy, Authorization for OIG GS Employees to Accrue Compensatory Time*, requires employees to obtain their supervisor’s approval for compensatory time “prior to the end of the pay period in which they perform the work.”

5. (U) *ODNI OIG Policy for Temporary and Infrequent Work Out of an Employee's Home or at a Duty Station Closer to Home*, allows OIG management, at its discretion, to authorize an employee to work from home on a temporary and infrequent basis, for medical or other appropriate reasons, for short durations, generally not exceeding one or two days.

6. (U) ODNI early dismissal notices provide that early dismissals in recognition of federal holidays do not apply to employees who are absent on previously approved annual leave, sick leave, or compensatory time off for the entire workday. Employees will be charged leave or compensatory time for the entire workday. Also, employees who leave before their authorized early dismissal time will be charged leave for the period remaining before the early dismissal.

(U) QUESTION PRESENTED

(U//~~FOUO~~) Did (b)(7)c, (b)(3) 50 USC 3024 (m)(1) submit time and attendance claims for hours she was not entitled to claim?

(U//~~FOUO~~) Answer: Yes. While the initial review covered the period from October 2009 to October 2010, the final evidence recovered by the OIG investigation identified that between March 2008 and February 2011, (b)(7)c, (b)(3) 50 USC 3024 (m)(1) inappropriately recorded or submitted to time and attendance administrators 596 hours into (b)(3) 50 USC 3507, (b)(3) 50 USC 3024. These hours included claimed compensatory time worked outside the office, which was not approved in advance by her supervisors as required by ODNI policies. She also inappropriately charged hours as excused absence for early dismissals in violation of ODNI policies. (b)(7)c, (b)(3) IG Act, (b)(3) 50 USC admitted she did not review her time and attendance records when others entered her hours. (b)(7)c, (b)(3) IG Act, (b)(3) 50 USC stated she used a “good faith

¹ (U//~~FOUO~~) (b)(7)c, (b)(3) 50 USC an Attorney in the ODNI Office of General Counsel, advised that the ODNI follows CIA regulations concerning work hours and compensatory time.

² (U//~~FOUO~~) (b)(3) 50 USC 3507, (b)(3) 50 USC 3024 time reporting system that allows the input of time and attendance data, performs validation of the time input, allows for online certification and authorization, and forwards time and attendance document data (b)(3) 50 USC 3507, (b)(3) 50 USC 3024 used by ODNI.

estimate" when recording her hours, claiming that it was accurate. (b)(3) 50 USC 3507 (b)(3) 50 USC 3024 requires that time and attendance records must record time actually worked.

(U) INVESTIGATIVE FINDINGS

(U//~~FOUO~~) Interviews of (b)(7)c, (b)(7)d, (b)(3) 50 USC 3024 (m)(1), IG Act

(U//~~FOUO~~) On several occasions between 23 February and 26 April 2011, the NRO OIG interviewed (b)(7)c, (b)(7)d, (b)(3) 50 USC 3024 (m)(1), IG Act ODNI, regarding (b)(7)c, (b)(3) 50 USC 3024 (m)(1) time and attendance. (b)(7)c, (b)(7)d, (b)(3) 50 USC 3024 (m)(1), IG Act is (b)(7)c, (b)(3) 50 USC 3024 (m)(1) rater and has been supervising her since 23 November 2010. (b)(7)c, (b)(7)d, (b)(3) 50 USC 3024 (m)(1), IG Act said that (b)(7)c, (b)(3) 50 USC 3024 (m)(1) is a (b)(6), (b)(7)c, (b)(3) 50 USC 3024 (m)(1). He told the OIG that he did not have any cause for concern with her performance. She is one of his best, a very dedicated and committed employee, who is extremely efficient.

(U//~~FOUO~~) ODN (b)(7)c initiated a management inquiry into (b)(7)c, (b)(3) 50 USC 3024 (m)(1) time and attendance after three ODNI (b)(7)c employees met with (b)(7)c, (b)(7)d, (b)(3) 50 USC 3024 (m)(1) regarding their concerns about (b)(7)c, (b)(3) 50 USC 3024 (m)(1) compensatory time. During a review of compensatory time worked by (b)(7)c staff, one employee noticed (b)(7)c, (b)(3) 50 USC 3024 (m)(1) had claimed many hours of compensatory time in 2010. The employee commented that (b)(7)c, (b)(3) 50 USC 3024 (m)(1) was never in the office early to open the suite, nor did she stay to close it.

(U//~~FOUO~~) (b)(7)c, (b)(7)d, (b)(3) 50 USC 3024 (m)(1), IG Act certifies (b)(7)c, (b)(3) 50 USC 3024 (m)(1) time and attendance. When asked how he validated the hours, (b)(7)c, (b)(7)d, (b)(3) 50 USC 3024 (m)(1), IG Act said that he knows his employees work their hours because he sees them at the beginning and at the end of the day. In a subsequent interview with NRO OIG, (b)(7)c, (b)(7)d, (b)(3) 50 USC 3024 (m)(1), IG Act noted that this investigation has caused him to inspect the time and attendance record of each employee with greater scrutiny before certifying them.

(U//~~FOUO~~) (b)(7)c, (b)(7)d, (b)(3) 50 USC 3024 (m)(1), IG Act said he rarely called (b)(7)c, (b)(3) 50 USC 3024 (m)(1) at home and never had any lengthy telephone discussions with her. He told the OIG that he did not know she claimed compensatory time for calls she received at home. He did, however, approve for (b)(7)c, (b)(3) 50 USC 3024 (m)(1) to work from home on unclassified matters on four days during the period reviewed by OIG. Also, (b)(7)c, (b)(7)d, (b)(3) 50 USC 3024 (m)(1), IG Act said that at one time, he told (b)(7)c, (b)(3) 50 USC 3024 (m)(1) for liability reasons, employees must account for all their time worked.

(U//~~FOUO~~) The OIG advised (b)(7)c, (b)(7)d, (b)(3) 50 USC 3024 (m)(1) that (b)(7)c, (b)(3) 50 USC 3024 (m)(1) deducted hours given to employees for early release prior to holidays from her previously scheduled leave for that day and that she charged for compensatory time worked when she did not take advantage of the early dismissal. (b)(7)c, (b)(7)d, (b)(3) 50 USC 3024 (m)(1), IG Act told the OIG this is not allowable.

(U//~~FOUO~~) Interviews of (b)(7)c, (b)(7)d, (b)(3) 50 USC 3024 (m)(1), IG Act

(U//~~FOUO~~) On several occasions between 23 February and 19 April 2011, the NRO OIG interviewed (b)(7)c, (b)(7)d, (b)(3) 50 USC 3024 (m)(1), IG Act ODNI, who certified (b)(7)c, (b)(3) 50 USC 3024 (m)(1) time and attendance in the absence of (b)(3) 50 USC 3024 (m)(1). (b)(7)c, (b)(7)d, (b)(3) 50 USC 3024 (m)(1), IG Act said the former (b)(3) 50 USC 3024 (m)(1) required employees to keep track of their hours on their calendars. He further explained that employees are required to contact their supervisor or anyone else in the office if they took unscheduled leave. That person would then send out an email advising the

staff of that person's absence. If (b)(7)c, (b)(3) 50 USC 3024 (m)(1) was unable to record her hours herself, she could send an email with her hours to one of the time and attendance recorders on the staff or to (b)(3) 50 USC 3024 (m)(1).

~~(U//FOUO)~~ Interview of (b)(7)c, (b)(7)d, (b)(3) 50 USC 3024 (m)(1), IG Act

(U//FOUO) On 9 March 2011, the OIG interviewed (b)(7)c, (b)(7)d, (b)(3) 50 USC 3024 (m)(1), IG Act from August 2008 until October 2010. One of (b)(7)c, (b)(7)d, (b)(3) 50 USC 3024 (m)(1), IG Act's duties was time and attendance administration. (b)(7)c, (b)(7)d, (b)(3) 50 USC 3024 (m)(1), IG Act had access to (b)(3) 50 USC 3507 (b)(3) 50 USC 3024 (m)(1) to input employees' hours when necessary, but did not have approval authority. (b)(7)c, (b)(7)d, (b)(3) 50 USC 3024 (m)(1), IG Act explained that employees would send her an email or call her with their hours if they were unavailable to enter them at the end of the pay period. (b)(7)c, (b)(7)d, (b)(3) 50 USC 3024 (m)(1), IG Act entered the hours and then (b)(3) 50 USC 3024 (m)(1) would approve them. (b)(7)c, (b)(7)d, (b)(3) 50 USC 3024 (m)(1), IG Act said that (b)(7)c, (b)(3) 50 USC 3024 (m)(1) was "pretty good" about entering her hours in (b)(3) 50 USC 3507 (b)(3) 50 USC 3024 (m)(1), IG Act. (b)(7)c, (b)(7)d, (b)(3) 50 USC 3024 (m)(1), IG Act did not have to put her hours in that often. However, (b)(7)c, (b)(3) 50 USC 3024 (m)(1), IG Act was gone for an extended period last summer when she (b)(7)c, (b)(7)d, (b)(3) 50 USC 3024 (m)(1), IG Act never had any concerns about (b)(7)c, (b)(3) 50 USC 3024 (m)(1), IG Act time and attendance, nor did she ever notice anything out of the ordinary.

~~(U//FOUO)~~ Interviews of (b)(7)c, (b)(7)d, (b)(3) 50 USC 3024 (m)(1), IG Act

(U//FOUO) On 14 March and 25 April 2011, the OIG interviewed (b)(7)c, (b)(7)d, (b)(3) 50 USC 3024 (m)(1), IG Act who was the (b)(7)c, (b)(3) 50 USC 3024 (m)(1), IG Act ODN, and (b)(7)c, (b)(3) 50 USC 3024 (m)(1), IG Act previous supervisor. (b)(7)c, (b)(7)d, (b)(3) 50 USC 3024 (m)(1), IG Act said that (b)(7)c, (b)(3) 50 USC 3024 (m)(1), IG Act was a very hard worker and quite efficient. He believed her work hours were from 6:30 AM to 3:30 PM. He recalled that she went out to lunch at times, but also ate lunch at her desk occasionally. He never had any discussions with her about the 30-minute meal break. (b)(7)c, (b)(3) 50 USC 3024 (m)(1), IG Act office was at the other end of the hall from his. She always turned off her lights and closed her door when she left for the day. (b)(7)c, (b)(7)d, (b)(3) 50 USC 3024 (m)(1), IG Act arrived to work between 6:15 and 8:00 AM and was usually the last one to leave every day. (b)(7)c, (b)(3) 50 USC 3024 (m)(1), IG Act did not stay late very often.

(U//FOUO) (b)(7)c, (b)(7)d, (b)(3) 50 USC 3024 (m)(1), IG Act certified (b)(7)c, (b)(3) 50 USC 3024 (m)(1), IG Act time and attendance. When OIG asked whether he noticed that (b)(7)c, (b)(3) 50 USC 3024 (m)(1), IG Act claimed compensatory time worked two to three times a week when certifying her time and attendance, (b)(7)c, (b)(7)d, (b)(3) 50 USC 3024 (m)(1), IG Act said that he used the group approve button and did not review each individual's hours. He relied on the good faith of the people recording the hours. When asked about calling (b)(7)c, (b)(3) 50 USC 3024 (m)(1), IG Act at home, (b)(7)c, (b)(7)d, (b)(3) 50 USC 3024 (m)(1), IG Act said he periodically called her after she had left the office. (b)(7)c, (b)(3) 50 USC 3024 (m)(1), IG Act had to pick up her children around 4:00 PM and sometimes they had not finished a discussion they were having at the office. (b)(7)c, (b)(7)d, (b)(3) 50 USC 3024 (m)(1), IG Act called her on her way home, sometimes talking with her from 30 to 45 minutes. (b)(7)c, (b)(7)d, (b)(3) 50 USC 3024 (m)(1), IG Act was not aware that (b)(7)c, (b)(3) 50 USC 3024 (m)(1), IG Act was tracking time she spent with him on phone calls after work to log as compensatory time. She never brought this to his attention.

(U//FOUO) (b)(7)c, (b)(7)d, (b)(3) 50 USC 3024 (m)(1), IG Act told the OIG that he allowed (b)(7)c, (b)(3) 50 USC 3024 (m)(1), IG Act to work from home on an "episodic basis" maybe 12, but no more than 20 to 25 days over the entire period she worked for him. He received approval for this from (b)(7)c, (b)(3) 50 USC 3024 (m)(1), IG Act ODN. (b)(7)c, (b)(7)d, (b)(3) 50 USC 3024 (m)(1), IG Act required (b)(7)c, (b)(3) 50 USC 3024 (m)(1), IG Act to check in with him and demonstrate that she was producing deliverables when working from home. (b)(7)c, (b)(7)d, (b)(3) 50 USC 3024 (m)(1), IG Act explained that (b)(7)c, (b)(3) 50 USC 3024 (m)(1), IG Act was conducting unclassified

research and writing proposed legislation for the Intelligence Community IG for submission to Congress.

(U//FOUO) (b)(7)c, (b)(7)d, (b)(3) 50 USC 3024 (m)(1) noted that he worked on the compensatory time policy with (b)(7)c, (b)(3) 50 USC 3024 (m)(1) to establish parameters for employees to claim it. (b)(7)c, (b)(3) 50 USC 3024 (m)(1) did the legal research for that policy, as well as the teleworking policy.

(U//FOUO) (b)(7)c, (b)(7)d, (b)(3) 50 USC 3024 (m)(1) told the OIG he questioned (b)(7)c, (b)(3) 50 USC 3024 (m)(1) compensatory time on two occasions. One time he reminded her that she had to obtain his approval for compensatory time in advance. (b)(7)c, (b)(3) 50 USC 3024 (m)(1) told him she thought he knew about her compensatory time since he had asked her to stay late to work on projects. On another occasion, it seemed to (b)(7)c, (b)(7)d, (b)(3) 50 USC 3024 (m)(1) that (b)(7)c, (b)(3) 50 USC 3024 (m)(1) was earning a great deal of compensatory time in one pay period. When he asked her about it this time, he again reminded her about getting advanced approval. She told him that she would discuss this with (b)(3) 50 USC 3024 (m)(1) who had entered the hours for her, to rectify the situation.³

(U//FOUO) When asked whether he was aware that (b)(7)c, (b)(3) 50 USC 3024 (m)(1) participated in excused absence for physical fitness, he said he was not. When asked whether he knew she was claiming compensatory time for physical fitness, he stated that was not agreed to by him.

(U//FOUO) The OIG also asked (b)(7)c, (b)(7)d, (b)(3) 50 USC 3024 (m)(1) if (b)(7)c, (b)(3) 50 USC 3024 (m)(1) ever made him aware that she was claiming excused absence for holidays when she had already scheduled leave. He told the OIG he believed there was one occasion when he had a conversation with (b)(3) 50 USC 3024 (m)(1) about this and (b)(3) 50 USC 3024 (m)(1) explained that it was not permitted. He thinks (b)(3) 50 USC 3024 (m)(1) contacted (b)(7)c, (b)(3) 50 USC 3024 (m)(1) about this issue.

~~(U//FOUO)~~ Interview of (b)(7)c, (b)(7)d, (b)(3) 50 USC 3024 (m)(1), IG Act

(U//FOUO) On 26 April 2011, the OIG interviewed (b)(7)c, (b)(7)d, (b)(3) 50 USC 3024 (m)(1) ODNi who has been at ODNi since April 2009. (b)(7)c, (b)(7)d, (b)(3) 50 USC 3024 (m)(1) knew (b)(7)c, (b)(3) 50 USC 3024 (m)(1) when they both worked at (b)(6) (b)(7)c, (b)(3) 50 USC 3024 (m)(1), (b)(6) at that time. (b)(3) 50 USC 3024 (m)(1) the previous (b)(3) 50 USC 3024 (m)(1) brought (b)(7)c, (b)(3) 50 USC 3024 (m)(1) on board as one of his first employees. (b)(7)c, (b)(7)d, (b)(3) 50 USC 3024 (m)(1) interacts regularly, but not necessarily every day with (b)(7)c, (b)(3) 50 USC 3024 (m)(1). Her contacts were sporadic. (b)(3) 50 USC 3024 (m)(1) had more regular contact with (b)(7)c, (b)(3) 50 USC 3024 (m)(1) than (b)(7)c, (b)(7)d, (b)(3) 50 USC 3024 (m)(1).

(U//FOUO) (b)(7)c, (b)(7)d, (b)(3) 50 USC 3024 (m)(1) told the OIG that (b)(7)c, (b)(3) 50 USC 3024 (m)(1) duties changed over time. When (b)(7)c, (b)(7)d, (b)(3) 50 USC 3024 (m)(1) first came on-board, (b)(7)c, (b)(3) 50 USC 3024 (m)(1) had three areas of responsibility: front (b)(7)c, (b)(3) 50 USC 3024 (m)(1)

(U//FOUO) (b)(7)c, (b)(7)d, (b)(3) 50 USC 3024 (m)(1) rarely called (b)(7)c, (b)(3) 50 USC 3024 (m)(1) at home in the evenings or weekends. It is hard for (b)(7)c, (b)(7)d, (b)(3) 50 USC 3024 (m)(1) to estimate how many times she had to contact (b)(7)c, (b)(3) 50 USC 3024 (m)(1) outside of (b)(7)c, (b)(3) 50 USC 3024 (m)(1)

³ (U//FOUO) OIG reviewed (b)(3) 50 USC 3507, (b)(3) 50 USC 3024 (m)(1) statements from March 2008 – February 2011 which disclosed no fixes relating to compensatory time worked.

work hours since it occurred in cycles with Congress--preparing briefings, reports, or opining on legislation—it takes years to get a bill passed. (b)(7)c, (b)(7)d sometimes sent (b)(7)c, (b)(3) 50 USC 3024 (m)(1) a courtesy copy of emails to her unclassified Government Enterprise E-Mail (uGov) account when she was corresponding with (b)(3) 50 USC 3024 (m)(1). (b)(7)c, (b)(7)d did not recall talking to (b)(7)c about compensatory time for phone calls or emails outside the office. (b)(7)c, (b)(7)d stated that there may have been times when (b)(3) 50 USC 3024 (m)(1) approved compensatory time for (b)(7)c, (b)(3) 50 USC 3024 (m)(1). Further, (b)(7)c, (b)(7)d never had any discussions with (b)(7)c, (b)(3) 50 USC 3024 (m)(1) about excused absences. (b)(7)c, (b)(7)d stated that (b)(3) 50 USC 3024 (m)(1) was knowledgeable concerning excused absences and provided ODNI guidance for the office.

(U//~~FOUO~~) (b)(7)c, (b)(7)d recalled at least one occasion where she approved for (b)(7)c, (b)(3) 50 USC 3024 (m)(1), (b)(6) to work. (b)(7)c, (b)(7)d had seen (b)(7)c, (b)(3) 50 USC 3024 (m)(1) one other time at the office. In addition, (b)(7)c, (b)(3) 50 USC 3024 (m)(1), (b)(6), (b)(7)c (b)(6), (b)(7)c to work at the (b)(6), (b)(7)c. When asked whether she was aware (b)(7)c, (b)(3) 50 USC 3024 (m)(1) charged for working two hours that day, (b)(7)c, (b)(7)d opined that it was possible (b)(7)c, (b)(3) 50 USC 3024 (m)(1) may have done some work like checking her email (b)(6), (b)(7)c.

(U//~~FOUO~~) (b)(7)c, (b)(7)d described (b)(7)c, (b)(3) 50 USC 3024 (m)(1) as honorable, exceptionally diligent and efficient. She added that (b)(7)c, (b)(3) 50 USC 3024 (m)(1) had high standards and is dedicated to the mission. (b)(7)c, (b)(7)d had no reason to question her integrity.

(U) Review of Available Records

(U//~~FOUO~~) The OIG obtained ingress and egress records from the CIA, ODNI facility at Liberty Crossing, and the NRO for 2 March 2008 through 25 February 2011. These records reflect the times when (b)(7)c, (b)(3) 50 USC 3024 (m)(1) entered or exited these facilities. The OIG compared the ingress and egress, ODNI (b)(3) office calendar, (b)(7)c, (b)(3) 50 USC 3024 (m)(1) Lotus Notes emails, calendar entries, SameTime chat correspondence, and time and attendance records and identified 596 questionable hours. The 596 hours equates to 10 percent of her time, which includes a credit for 25 nine hour days (225 hours) based on (b)(7)c, (b)(7)d statement to OIG that he approved for (b)(7)c, (b)(3) 50 USC 3024 (m)(1) to work from home for up to 25 days during his tenure. (b)(7)c, (b)(3) 50 USC 3024 (m)(1) is a GS-15 step 4 and at the average pay rates in effect during the periods in question the 596 questionable hours equates to approximately \$36,000.

(U//~~FOUO~~) Investigator's Note: The 596 questionable hours do not take into account the time OIG was able to identify from (b)(7)c, (b)(3) 50 USC 3024 (m)(1) Lotus Notes, calendar and SameTime chats that she spent participating in the (b)(6), (b)(7)c (b)(6), (b)(7)c with friends, having lunch in the cafeteria, and interviewing employees for (b)(6), (b)(7)c. This time would be additional time during which (b)(7)c, (b)(3) 50 USC 3024 (m)(1) was present in the workplace and not conducting official work. In addition, the OIG reviewed (b)(7)c, (b)(3) 50 USC 3024 (m)(1) Agency Internet Network (AIN) account which consisted of (b)(3) of material. There were dozens of personal folders and documents related to (b)(6), (b)(7)c saved on her AIN.

(U//~~FOUO~~) OIG located several emails in (b)(7)c, (b)(3) 50 USC 3024 (m)(1) Lotus Notes from 4 May 2007 to 2 April 2008 regarding her work on the ODNI (b)(3) 50 USC 3024 (m)(1), (b)(7)c (Appendix 1).

~~(U//FOUO)~~ (b)(7)(c), (b)(3) 50 USC 3024 (m)(1) reviewed (b)(7)(c), (b)(3) 50 USC 3024 (m)(1) security file, which disclosed she filed numerous Forms 879 for Outside Activities. The dates filed and summary of some of the activities are as follows:



~~(U//FOUO)~~ Interviews of (b)(7)(c), (b)(3) 50 USC 3024 (m)(1), IG Act

~~(U//FOUO)~~ On 11 April 2011, the OIG interviewed (b)(7)(c), (b)(3) 50 USC 3024 (m)(1). The OIG provided (b)(7)(c), (b)(3) 50 USC 3024 (m)(1) a Garrity warning, which she acknowledged in writing. (b)(7)(c), (b)(3) IG Act, (b)(3) 50 USC 3024 (m)(1) told the OIG that she never intended not to work her hours. She explained that she worked a lot from home in February 2011. (b)(7)(c), (b)(3) IG Act, (b)(3) 50 USC 3024 (m)(1) also said that she often works from home at the end of the day and receives phone calls when she is at home. In 2007, she was counseled by (b)(3) 50 USC 3024 (m)(1) about attending to work issues after hours, and her 2008-2009 Performance Appraisal reflected that issue. She advised that in February 2011, working from home was no longer allowed. Prior to then, her full days of compensatory time worked were approved individually. Partial days occurred two to three times a week, and she tracked this time by placing sticky notes in her calendar, which she threw away after the pay period. (b)(3) 50 USC 3024 (m)(1), (b)(7)(c) IG Act said that (b)(3) 50 USC 3024 (m)(1), IG Act allowed her to work from home. She further explained that she ran outside at the end of the day, which she charged as compensatory time worked. When the OIG advised her that practice was not allowable, (b)(3) 50 USC 3024 (m)(1), (b)(7)(c) IG Act said she was not aware of this. In addition, (b)(3) 50 USC 3024 (m)(1), (b)(7)(c) IG Act told the OIG that she had no way of knowing how much time she worked from home, but guessed that about 85 percent of the questionable time was worked from home, and the other 15 percent was for her workouts.

~~(U//FOUO)~~ The OIG asked (b)(7)(c), (b)(3) 50 USC 3024 (m)(1) why there were entries on office calendars where she had leave scheduled (which coincided with shortages for those days), but did not record it on her time and attendance. (b)(3) 50 USC 3024 (m)(1), (b)(7)(c) IG Act said she would have to see the dates to know what happened.

~~(U//FOUO)~~ The OIG questioned (b)(7)(c), (b)(3) 50 USC 3024 (m)(1) about not adding a half hour lunch break into her schedule. She said that at some point she knew she was supposed to do that, but she does not know when. (b)(7)(c), (b)(3) 50 USC 3024 (m)(1) said when she (b)(6), (b)(7)(c) adding in 30 minutes for lunch was not required. She said it was fairly common for (b)(6), (b)(7)(c) employees to eat lunch at their

desk. (b)(7)c, (b)(3) 50 USC 3024 (m)(1) said she did not realize she was required to include a half hour for lunch in her scheduled hours, even if she ate at her desk.

(U//FOUO) ~~(b)(7)c, (b)(3) 50 USC 3024 (m)(1)~~ then asked (b)(7)c, (b)(3) 50 USC 3024 (m)(1) about her practice of charging excused absence relating to early dismissals prior to holidays. (b)(7)c, (b)(3) IG ~~(b)(7)c, (b)(3) 50 USC 3024 (m)(1)~~ said that she did not know she could not charge time for excused absence when she did not work the days the early dismissals were authorized. In addition, (b)(7)c, (b)(3) 50 USC 3024 (m)(1) told OIG she did not know that she could not claim compensatory time worked when she did not take advantage of the early dismissal. (b)(7)c, (b)(3) IG ~~(b)(7)c, (b)(3) 50 USC 3024 (m)(1)~~ said their office was told that they could not work without compensation, and that would be working without compensation.

(U//FOUO) ~~(b)(7)c, (b)(3) 50 USC 3024 (m)(1)~~ The OIG asked (b)(7)c, (b)(3) 50 USC 3024 (m)(1) how many times she interviewed people during work hours (b)(6), (b)(7)c. She said it was about twenty times and she did this during her lunch. The OIG pointed out that sometimes (b)(7)c, (b)(3) 50 USC 3024 (m)(1) interviewed people in the morning. She opined that the time was "*de minimis*." She also said that this time was not for (b)(6), (b)(7)c.

(U//FOUO) ~~(b)(7)c, (b)(3) 50 USC 3024 (m)(1)~~ When the OIG asked (b)(7)c, (b)(3) 50 USC 3024 (m)(1) about (b)(6), (b)(7)c she said (b)(3) 50 USC 3024 (m)(1) told her to (b)(6), (b)(7)c so that she could get her work done. She explained that the time (b)(6), (b)(7)c she actually came in to do work. At the end of the interview (b)(7)c, (b)(3) 50 USC 3024 (m)(1) was given a copy of the spreadsheet with the questionable hours⁴

(U//FOUO) ~~(b)(7)c, (b)(3) 50 USC 3024 (m)(1)~~ On 29 April 2011, OIG interviewed (b)(7)c, (b)(3) 50 USC 3024 (m)(1) in the presence of (b)(6) her attorney. The OIG provided (b)(7)c, (b)(3) 50 USC 3024 (m)(1) a Garrity warning, which she acknowledged in writing. (b)(7)c, (b)(3) 50 USC 3024 (m)(1) provided an affidavit (Appendix 2) regarding the allegations against her.

(U//FOUO) ~~(b)(7)c, (b)(3) 50 USC 3024 (m)(1)~~ provided Exhibits 1-3 and 5-7 as referenced in her affidavit. (b)(7)c, (b)(3) IG ~~(b)(7)c, (b)(3) 50 USC 3024 (m)(1)~~ told OIG she had not put together all the phone records (Reference Exhibit 4 of her affidavit) and intended on providing them after she and (b)(6) had time to analyze them. She also intended on providing work-related emails from her uGov account. (b)(7)c, (b)(3) 50 USC 3024 (m)(1) also provided her performance reviews and awards which showed that she was doing the work of more than one person.

(U//FOUO) ~~(b)(7)c, (b)(3) 50 USC 3024 (m)(1)~~ Investigator's Note: In her affidavit, (b)(7)c, (b)(3) IG ~~(b)(7)c, (b)(3) 50 USC 3024 (m)(1)~~ claimed she had obtained approval for working "remotely" 20 hours per month. OIG advised (b)(7)c, (b)(3) 50 USC 3024 (m)(1) that this was not substantiated by her supervisors.

(U//FOUO) ~~(b)(7)c, (b)(3) 50 USC 3024 (m)(1)~~ said that (b)(3) 50 USC 3024 (m)(1) as aware of her compensatory time worked based on Exhibit 3 of her affidavit. (b)(7)c, (b)(3) IG ~~(b)(7)c, (b)(3) 50 USC 3024 (m)(1)~~ explained that she had drafted a staffing proposal to hire an associate based on her current duties and had sent this email to (b)(3) 50 USC 3024 (m)(1). (b)(7)c, (b)(3) IG ~~(b)(7)c, (b)(3) 50 USC 3024 (m)(1)~~ believed this proved (b)(3) 50 USC 3024 (m)(1) was aware of her compensatory time worked based on her workload. (b)(7)c, (b)(3) IG ~~(b)(7)c, (b)(3) 50 USC 3024 (m)(1)~~ said there was a hiring freeze and the position was never approved. (b)(7)c, (b)(3) IG ~~(b)(7)c, (b)(3) 50 USC 3024 (m)(1)~~ also pointed to Exhibit 2 of her affidavit which contained her

⁴ (U//FOUO) ~~(b)(7)c, (b)(3) 50 USC 3024 (m)(1)~~ On 20 April 2011, OIG provided (b)(7)c, (b)(3) 50 USC 3024 (m)(1) with a copy of the revised analysis which included OIG's comments and notes based on information obtained from review of records and interviews.

performance reports and awards, all indicating that her supervisors were aware of her working compensatory time.

(U//~~FOUO~~) (b)(7)c, (b)(3) IG
Act, (b)(3) 50 USC (b)(7)c, (b)(3) IG
Act, (b)(3) 50 USC (b)(7)c, (b)(3) IG
Act, (b)(3) 50 USC acknowledged to OIG that she understands employees must include a 30 minute meal break in their standard work hours. (b)(7)c, (b)(3) IG
Act, (b)(3) 50 USC said she routinely worked before and after her work hours in the building "remotely." This was "our practice...what our office does." (b)(7)c, (b)(3) IG
Act, (b)(3) 50 USC thought it was permissible to charge for hours worked outside the office but could not explain why she thought that.

(U//~~FOUO~~) In her affidavit, (b)(7)c, (b)(3) IG
Act, (b)(3) 50 USC noted 37 days of badge machine errors. OIG pointed out that she was given credit for all but two days when these errors occurred based on computer log on records. OIG told her she would be given credit for the remaining two days (18 hours). Further, (b)(7)c, (b)(3) IG
Act, (b)(3) 50 USC said that on 16 December 2010, badge records showed her as leaving the building at 4:04 PM, yet she had records from her uGov account showing she logged in at home shortly thereafter. (b)(7)c, (b)(3) IG
Act, (b)(3) 50 USC claimed that there is no way she could make it home that quickly which meant that the badge records must be inaccurate.

(U//~~FOUO~~) (b)(7)c, (b)(3) IG
Act, (b)(3) 50 USC (b)(3) 50 USC 3024 (m)(1) also claimed that for 21 January 2011, she had her husband call to tell him that she would be unable to work from home that day due to her illness. (b)(3) 50 USC 3024 (m)(1) was supposed to ensure her hours were changed to sick leave for that day. OIG advised (b)(7)c, (b)(3) 50 USC 3024 (m)(1) that we would give her credit for those hours.

(U//~~FOUO~~) (b)(7)c, (b)(3) IG
Act, (b)(3) 50 USC stated that she was in error during her first interview with OIG when she said that that 15 percent of the compensatory time worked she claimed was for physical fitness. (b)(7)c, (b)(3) IG
Act, (b)(3) 50 USC checked her calendar and said she charged compensatory time worked no more than seven times for this.

(U//~~FOUO~~) Also, (b)(7)c, (b)(3) IG
Act, (b)(3) 50 USC said that not everything was on the calendars. She could not say what she was doing for some of the questionable hours and would not address individual days any further.

(U//~~FOUO~~) When asked about the number of hours she spent interviewing employees for her book, (b)(7)c, (b)(3) IG
Act, (b)(3) 50 USC said she had previously discussed the interviews for her book with OIG. (b)(7)c, (b)(3) IG
Act, (b)(3) 50 USC said she went through her records and determined that she spoke to 11 individuals over five months.

(U//~~FOUO~~) When asked how much time she spent on activities related to (b)(6), (b)(7)c on a weekly basis, (b)(7)c, (b)(3) IG
Act, (b)(3) 50 USC said that she does not participate much in (b)(6), (b)(7)c anymore. OIG then asked about how much time she spent for (b)(6), (b)(7)c with friends in the cafeteria or elsewhere, (b)(7)c, (b)(3) IG
Act, (b)(3) 50 USC said, "We're allowed to talk to people." She had no idea how much time she spent a week in these activities.

(U//~~FOUO~~) The OIG showed (b)(7)c, (b)(3) 50 USC 3024 (m)(1) three entries obtained from her Lotus Notes calendar: 9 December 2009, "+.5 call with (b)(3) 50 USC on way home about contractors data call;" 20 September 2010, "+.5 wk out, +.5 gettin (b)(3) 50 USC ifts;" 23 September 2010, "+.5 (b)(3) 50 USC Farewell at LX" and told she charged one hour compensatory time worked on each of these days (See

Appendix 3).⁵ (b)(7)c, (b)(3) IG Act, (b)(3) 50 USC stated these entries were just reminders to her of the events. She was tasked to purchase a gift from the office for (b)(3) 50 USC 3024 (m)(1) official going away. None of these entries reflected time she actually charged.

(U//~~FOUO~~) Investigator's Note: (b)(3) 50 USC 3024 (m)(1) initials are (b)(3) 50 USC

(U//~~FOUO~~) When asked how she charged time for reading emails, (b)(7)c, (b)(3) IG Act, (b)(3) 50 USC said that she used a "good faith estimate." The OIG then asked whether it was possible that she overestimated her time. (b)(7)c, (b)(3) IG Act, (b)(3) 50 USC said, "No." When asked whether she accurately recorded her time and attendance (b)(3) 50 USC 3024 (m)(1) said, "Yes."

(U//~~FOUO~~) (b)(7)c, (b)(3) IG Act, (b)(3) 50 USC stated her work involved reading a lot of unclassified materials. She took these materials with her to personal appointments to make up time away from the office.

(U//~~FOUO~~) When asked whether (b)(3) 50 USC 3024 was aware she charged as work hours every time he called her, (b)(7)c, (b)(3) IG Act, (b)(3) 50 USC said she did not charge for every call she received from him. (b)(3) 50 USC 3024 came down to talk to her regularly about time and attendance. (b)(7)c, (b)(3) 50 USC 3024 (m)(1) recorded her hours in the system. Her supervisors approved them. None of them ever spoke to her about concerns with her time and attendance. (b)(7)c, (b)(3) IG Act, (b)(3) 50 USC acknowledged that she took approval of her time and attendance in (b)(3) as approval of how she was charging her hours. At the end of the interview, OIG agreed to consider any additional information (b)(7)c, (b)(3) 50 USC 3024 (m)(1) would like to provide.⁶

(U) Coordination

(U//~~FOUO~~) On 17 May 2011, the OIG briefed the final results of the investigation to Mr. Gene Rossi, Assistant United States Attorney (AUSA), DOJ, United States Attorney's Office for the Eastern District of Virginia, Alexandria, Virginia, in accordance with Executive Order 12333. Mr. Rossi was presented with facts in support of prosecution under *United States Code Title 18, section 287, False, Fictitious, and Fraudulent Claims*. He declined prosecution in favor of administrative action by ODNI.

(U) CONCLUSION

(U//~~FOUO~~) Given the AUSA's declination, documentary evidence and interviews support a conclusion that (b)(3) 50 USC 3024 (m)(1), (b)(7)c false time and attendance submissions totaling 596 hours violated (b)(3) 50 USC 3507, (b)(3) *Hours of Work and Premium Pay*, and ODNI policies. The OIG recommends that the ODNI consider whether disciplinary action is appropriate.

⁵ (U//~~FOUO~~) These calendar entries are only a sample of numerous others of a similar vein wherein it appeared to OIG (b)(3) 50 USC 3024 (m)(1) was tracking her compensatory time worked.

⁶ (U//~~FOUO~~) The OIG later determined not to consider any phone call records or uGov emails since (b)(3) 50 USC 3024 (m)(1) had not obtained approval in advance from her supervisors or made them aware of her practice to charge hours for these.

~~(U//FOUO)~~ RECOMMENDATIONS

~~(U//FOUO)~~ The OIG recommends the Chief Management Officer, ODNI, review the facts of this case and determine any appropriate disciplinary action.

(U) APPENDIXES

1. ~~(U//FOUO)~~ Lotus Notes emails, 4 May 2007 – 2 April 2008
2. ~~(U//FOUO)~~ ~~(b)(7)C (b)(3) 50 USC 3024(m)(3)~~ Affidavit, 1 May 2011, with Exhibits 1-3 and 5-7
3. ~~(U//FOUO)~~ Calendar entries, 9 December 2009, 20 and 23 September 2010

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28 April 2005

(U) Final Report: Special Review of the Defense Intelligence Agency's

(b)(3) 10 USC 424

(b)(3) 10 USC 424

(Project Number 2005-004 N) (U//~~FOUO~~)



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NATIONAL RECONNAISSANCE OFFICE

Office of Inspector General



28 April 2005

MEMORANDUM FOR DIRECTOR, DEFENSE INTELLIGENCE AGENCY
DEPUTY DIRECTOR, DEFENSE INTELLIGENCE AGENCY

(U) SUBJECT: Final Report: Special Review of the Defense
Intelligence Agency's (b)(3) 10 USC 424
(b)(3) 10 USC 424 Project Number 2005-004 N)

(U) Attached is the National Reconnaissance Office (NRO), Office
of Inspector General (OIG) final report on the Special Review of the
Defense Intelligence Agency's (b)(3) 10 USC 424

(b)(3) 10 USC 424 We are providing this final report for your
information and for consideration of the recommendations included.

(U//~~FOUO~~) The recommendations are considered advisory. As such,
the recommendations do not require a response back to the NRO OIG.

(U//~~FOUO~~) We appreciate the courtesies extended to the OIG staff
during the special review. Please direct any questions you may have to
(b)(3) 10 USC 424 Lead Inspector, (b)(3) 10 U.S.C. 424 or (b)(3) 10 U.S.C. 424
Special Investigator, at (b)(3) 10 U.S.C. 424 or myself at (b)(3) 10 U.S.C. 424

Eric R. Feldman
Inspector General

Attachment:

(U) Final Report on the
Special Review of Defense
Intelligence Agency's
(b)(3) 10 USC 424

(U//~~FOUO~~)

CC:
Inspector General,
Defense Intelligence Agency
Acting Director,
National Reconnaissance Office

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(U) SUBJECT: Final Report: Special Review of the Defense
Intelligence Agency's (b)(3) 10 USC 424
(b)(3) 10 USC 424 (Project Number 2005-004.N)

OIG (b)(3) 10 U.S.C. 424 /1828/26 Apr 2005

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(U) Summary Report on the Special Review
of the Defense Intelligence Agency's

(b)(3) 10 USC 424

(Project Number 2005-004 N)

(U) EXECUTIVE SUMMARY

(U//~~FOUO~~) The Deputy Director (DD) Defense Intelligence Agency (DIA) requested that the Office of Inspector General (OIG), National Reconnaissance Office (NRO) conduct a special review within the DIA's (b)(3) 10 USC 424

DD/DIA asked the NRO/OIG, rather than the DIA/OIG to conduct the review because (b)(3) 10 USC 424 and therefore might not be perceived as independent.

The DD/DIA requested the NRO OIG: 1) assess the overall morale/climate of the (b)(3) 10 USC 424 workforce, 2) evaluate the effectiveness of (b)(3) 10 USC 424 senior leadership in managing (b)(3) 10 USC 424 employees, and 3) determine whether the office was accomplishing its mission and objectives. The request from the DD/DIA was based upon his personal observations and concerns regarding (b)(3) 10 USC 424 office morale and effectiveness, as well as information obtained by the DIA/IG.

(U//~~FOUO~~) OIG concludes that (b)(3) 10 USC 424 (b)(5) (b)(7)(C)

(U//~~FOUO~~) During the review, NRO OIG received allegations that (b)(3) 10 USC 424 had made unwelcome comments of a sexual nature to two female employees commenting on their appearance and had further made a sexual comment about an African American woman. The OIG review found that there was insufficient evidence to conclude that the actions of (b)(3) 10 USC 424 constituted sexual harassment as specifically defined by the DIA regulations, which implement federal statutory laws in this area.

(U//~~FOUO~~) However, OIG concludes that (b)(3) 10 USC 424 has made racially and sexually offensive or derogatory comments in the workplace. He made inappropriate and offensive comments to and about women on multiple occasions. He made racially offensive comments and gestures in the context of recruiting minority employees for DIA. These, as well as other comments and actions by (b)(3) 10 USC 424 were witnessed and described to OIG by multiple sources. These actions have created a hostile, abusive, and intimidating work environment in (b)(3) 10 USC 424

(U//~~FOUO~~) In discussing the work environment created by (b)(3) 10 USC 424 within (b)(3) 10 USC 424 numerous employees especially cited descriptions of the conduct of (b)(3) 10 USC 424 on 15 December 2004. He came out of his office and slammed his door so hard that he broke a glass frame. Using extreme profanity multiple times, he ordered all the staff into the conference room. He accused employees of gossiping and then threatened people with firing. He physically moved from person to person screaming at each one individually, in turn, and shaking his finger

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in employees' faces. Employees described feeling physically intimidated. One said, "I was so scared. I almost wet my pants." One left in tears. One was afraid to move, fearful of what (b)(3) 10 U.S.C. 424, (b)(7)c might do.

(U//FOUO) Thereafter, employees remained fearful and were concerned about another outburst by (b)(3) 10 U.S.C. 424, (b)(7)c. Comments to the OIG included: "If it happened once, it can happen again." "An (b)(3) 10 U.S.C. 424, (b)(7)c shouldn't be in a position like that. He's supposed to be a role model." (b)(3) 10 U.S.C. 424, (b)(7)c angry outburst has ultimately affected the mission of the office by distracting the employees. Their focus is more on their working environment rather than the office mission.

(U//FOUO) This hostile and intimidating environment has been exacerbated by (b)(3) 10 U.S.C. 424, (b)(7)c displays of favoritism within the office. For example, when speaking to the two former (b)(3) 10 U.S.C. 424, (b)(7)c employees, (b)(3) 10 U.S.C. 424, (b)(7)c was heard asking, "How's my favorite program people?" Members of (b)(3) 10 U.S.C. 424, (b)(7)c staff noted to OIG that (b)(3) 10 U.S.C. 424, (b)(7)c only accompanies his (b)(3) 10 U.S.C. 424, (b)(7)c and "new" employees (who were not in (b)(3) 10 U.S.C. 424, (b)(7)c before his arrival) out to lunch.

(U//FOUO) The OIG concludes that (b)(3) 10 U.S.C. 424, (b)(5), (b)(7)c prior to moving to DIA. A former (b)(3) 10 U.S.C. 424, (b)(7)c peer told OIG that (b)(3) 10 U.S.C. 424, (b)(7)c moved on as controversy was mounting, as he was "on a path" to being asked to find another job. A former peer said they had "begun to document." There were issues regarding sexual harassment and employee claims of stress caused by working for him. OIG was also told that (b)(3) 10 U.S.C. 424, (b)(7)c misrepresented statistical information that his job required him to present to (b)(3) 10 U.S.C. 424, (b)(7)c Secretary, and matters reached the point that the Secretary would not use the data (b)(3) 10 U.S.C. 424, (b)(7)c provided.

(U//FOUO) Before coming to DIA in (b)(3) 10 U.S.C. 424, (b)(7)c was (b)(3) 10 U.S.C. 424, (b)(7)c Through relatively simple research and interviews, OIG learned that in his previous job (b)(3) 10 U.S.C. 424, (b)(7)c had exhibited a pattern of conduct similar to that exhibited at DIA. However, the OIG reviewed (b)(3) 10 U.S.C. 424, (b)(7)c security file and found no evidence that DIA obtained any of the information regarding (b)(3) 10 U.S.C. 424, (b)(7)c prior employment (b)(3) 10 U.S.C. 424, (b)(7)c although OIG was able to easily obtain such information through phone calls. It is unclear as to why DIA did not seek or find this information prior to hiring (b)(3) 10 U.S.C. 424, (b)(7)c

(U//FOUO) The OIG also concludes that the actions of (b)(3) 10 U.S.C. 424, (b)(7)c were (b)(3) 10 U.S.C. 424, (b)(5). The OIG concludes that her actions have (b)(3) 10 U.S.C. 424, (b)(5) within (b)(3) 10 U.S.C. 424, (b)(7)c has made racially and sexually offensive or derogatory comments in the workplace, which were witnessed and described to OIG by multiple sources. These actions have contributed to a hostile, abusive, or intimidating work environment in (b)(3) 10 U.S.C. 424, (b)(7)c Specifically, (b)(3) 10 U.S.C. 424, (b)(7)c has been heard calling a female African American employee, "Blackbeard," because of a problem with facial hair. She was reportedly heard making comments on bodily functions in inappropriate situations. She assigns tasks to employees without providing enough time to get the project done on time, gives inconsistent instructions, and has berated employees in public.

¹ From February (b)(3) 10 U.S.C. 424, (b)(7)c, (b)(6) had worked in various positions at the Office of Personnel Management. He was (b)(3) 10 U.S.C. 424, (b)(7)c, (b)(6) from March 1995 through April 1999.

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~~(U//FOUO)~~ The OIG further concludes that (b)(3) 10 U.S.C. 424, and (b)(3) 10 U.S.C. 424, (b)(5), (b)(7)c [REDACTED] For example, employees reported that they threw things at each other during meetings. Another incident involved (b)(3) 10 U.S.C. 424, (b)(7)c [REDACTED] tossing a cookie on his tongue and (b)(3) 10 U.S.C. 424, (b)(7)c [REDACTED] trying to catch it. They were observed kicking each other under the table at an interview. (b)(3) 10 U.S.C. 424, (b)(7)c [REDACTED] once had ink on his shirt in the breast area and (b)(3) 10 U.S.C. 424, (b)(7)c [REDACTED] licked her finger and asked him if he would like her to lick it off.

~~(U//FOUO)~~ With regard to (b)(3) [REDACTED] programs and their effectiveness, OIG concludes that the (b)(5) [REDACTED] primarily as a result of the actions of the (b)(3) 10 USC 424 [REDACTED] and that (b)(5) [REDACTED] The (b)(3) 10 USC 424 [REDACTED] but is improving. A number of DIA employees sought assistance from an outside law firm (Kalijarvi, Chuzi, and Newman) because the employees believed they had been dissuaded from (b)(3) 10 USC 424 [REDACTED] office. A particular (b)(3) [REDACTED] employee's name was addressed in the law firm's multiple letters to DIA. Our review found that this inexperienced (b)(3) [REDACTED] employee most likely unknowingly discouraged employees from filing complaints. An experienced individual has since been hired and placed as the (b)(3) 10 USC 424 [REDACTED] for the (b)(3) 10 USC 424 [REDACTED] Not only was the (b)(3) 10 USC 424 [REDACTED] staff inexperienced in this area, but so was the (b)(3) 10 USC 424 [REDACTED] According to the new (b)(3) 10 USC 424 [REDACTED] did not appropriately respond to the law firm's inquiries. In addition, both the (b)(3) 10 USC 424 [REDACTED] insisted the new (b)(3) 10 USC 424 [REDACTED] issue a letter of reprimand to the employee, based upon that incident which occurred almost two years earlier. Though the (b)(3) 10 USC 424 [REDACTED] staff is inexperienced and deficiencies remain, recently adopted guidance, templates, and other internal mechanisms aimed at ensuring uniform processing are encouraging.

~~(U//FOUO)~~ During the review, the OIG learned that (b)(3) 10 U.S.C. 424, (b)(7)c [REDACTED] views the (b)(3) 10 USC 424 [REDACTED] as a low priority. In addition, he plans to abolish the various (b)(3) 10 USC 424 [REDACTED] and replace them with a single (b)(3) 10 USC 424 [REDACTED] comprised solely of DIA senior managers, rather than staff-level employees. The OIG concludes that caution is warranted as DIA considers significant changes to its approach to (b)(3) 10 USC 424 [REDACTED] The OIG's benchmarking with other Intelligence Community agencies suggests that eliminating multiple (b)(3) 10 USC 424 [REDACTED] (b)(5) [REDACTED] so that any such actions should be carefully considered. According to the (b)(3) 10 USC 424 [REDACTED] the current trend is for agencies to reinforce, rather than abolish their (b)(3) 10 USC 424 [REDACTED] because this approach gives the employees a much greater voice.

(U) RECOMMENDATIONS

~~(U//FOUO)~~ The OIG recommends that D/DIA (b)(3) 10 USC 424, (b)(5), (b)(7)c [REDACTED]

~~(U//FOUO)~~ The OIG recommends that D/DIA (b)(3) 10 USC 424, (b)(5), (b)(7)c [REDACTED]

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~~(U//FOUO)~~ The OIG recommends that (b)(3) 10 USC 424, (b)(5), (b)(7)c



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(U) BACKGROUND

~~(U//FOUO)~~ The Inspector General (IG) of the Defense Intelligence Agency (DIA) requested that the Office of Inspector General (OIG), National Reconnaissance Office (NRO) conduct a special review within the DIA's (b)(3) 10 USC 424

(b)(3) 10 USC 424 The DD/DIA asked the NRO/OIG, rather than the DIA/OIG, to conduct the review because (b)(3) 10 USC 424 and might not be perceived as independent. On 1 February 2005, the DD/DIA met with the NRO IG at which time it was orally agreed that the NRO OIG would: 1) assess the overall morale/climate of the (b)(3) 10 USC 424 workforce; 2) evaluate the effectiveness of (b)(3) 10 USC 424 leadership in managing (b)(3) 10 USC 424 employees, and 3) determine whether the office was accomplishing its mission and objectives. (b)(3) 10 USC 424 (b)(7)c is the (b)(3) 10 U.S.C. 424 DIA, and (b)(3) 10 U.S.C. 424 (b)(7)c the (b)(3) 10 USC 424. The DD/DIA sent the NRO OIG a written request for such assistance on 15 February 2005. The in-brief to (b)(3) 10 USC 424 management and staff took place on 17 February and the review began the next day.

~~(U//FOUO)~~ (b)(3) 10 U.S.C. 424 (b)(7)c is a DIA (b)(3) 10 USC 424 employee with over 20 years of civilian service. He was hired in (b)(3) 10 U.S.C. 424 by DIA. Previously, (b)(3) 10 U.S.C. 424 (b)(7)c was the (b)(7)c, (b)(6) (b)(7)c, (b)(6) From February 1991 until August (b)(3) 10 U.S.C. 424 (b)(7)c worked in various positions at (b)(7)c, (b)(6) (b)(7)c, (b)(6) While at (b)(7)c, (b)(6) he was the (b)(7)c, (b)(6) from (b)(7)c, (b)(6)

~~(U//FOUO)~~ (b)(3) 10 U.S.C. 424 (b)(7)c is a (b)(3) 10 USC 424 employee with over 14 years of civilian service. (b)(3) 10 U.S.C. 424 selected her as the (b)(3) 10 USC 424 which resulted in her promotion (b)(7)c, (b)(6) (b)(3) 10 USC 424 As a (b)(3) 10 USC 424 (b)(7)c, (b)(6) was appointed as the Acting (b)(3) 10 USC 424 in July 2003 until (b)(3) 10 U.S.C. 424 arrival in October 2003. (b)(7)c she was initially hired by DIA as a (b)(3) 10 USC 424 for the (b)(3) 10 USC 424 (b)(7)c From 1989 until 1999, (b)(3) 10 U.S.C. 424 worked in various positions at the (b)(7)c, (b)(6) (b)(7)c, (b)(6)

(U) METHODOLOGY

~~(U//FOUO)~~ The OIG review focused on the exact nature and extent of the actions of (b)(3) 10 U.S.C. 424 and (b)(3) 10 U.S.C. 424 and also whether (b)(3) 10 USC 424 had engaged in inappropriate work-related actions in the past. The OIG also conducted a limited-scope review of (b)(3) 10 USC 424 programs. The OIG reviewed (b)(3) 10 USC 424 office records, and personnel and security records, conducted interviews of over 50 personnel including military personnel and civilian employees, former (b)(7)c employees, and current and (b)(7)c personnel, contacted the Inspector General offices of both (b)(7)c, (b)(7)d, (b)(6) and performed computer and internet searches, including a review of (b)(3) 10 U.S.C. 424 and (b)(3) 10 USC 424 electronic mail (e-mail) during selected periods of time.

(U) DIA/DoD STANDARDS

1. (U) Department of Defense (DoD) Directive (DoDD) 1440.1, "The DoD Civilian Equal Employment Opportunity Program" defines sexual harassment, in part as, a form of sex discrimination that involves unwelcome sexual advances and other verbal or physical conduct of a sexual nature when "such conduct interferes with an individual's performance or creates an intimidating, hostile, or offensive environment.
2. (U) DoDD 1350.2, "Department of Defense Military Equal Opportunity Program" defines sexual harassment, in part, as a form of sex discrimination, when such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile, or offensive environment. The definition further emphasizes that:

Workplace conduct, to be actionable as "abusive work environment" harassment, need not result in concrete psychological harm to the victim, but rather need only be so severe or pervasive that a reasonable person would perceive, and the victim does perceive, the work environment as hostile or offensive...any Military member or civilian employee who makes deliberate or repeated unwelcome verbal comments, gestures or physical contact of a sexual nature in the workplace is also engaging in sexual harassment.
3. (U) DoDD 5505.6, "Investigations of Allegations Against Senior Officials of the Department of Defense" prescribes procedures for reporting to the DoD/IG allegations of serious misconduct against senior officials, including civilians in the grade of GS or GM-16 or above, and current or former members of the Senior Executive Service. Allegations to be reported include, allegations, "not obviously frivolous, that, if proven, would constitute" violation of the DoD Standards of Conduct as identified in DoD 5500.7, or implementing regulations, or a matter that can reasonably be expected to be of significance to the Secretary of Defense or the DoD/IG.
4. (U) DIA Memorandum, U-007,18, "Prevention of Sexual Harassment" makes each member of DIA "responsible for creating and maintaining an environment in which all personnel are treated with respect and are free from all types of harassment, including sexual harassment. Sexual harassment in any form will not be tolerated." The memorandum incorporates Title VII of the Civil Rights Act, Equal Employment Opportunity Commission (EEOC) definitions, and references 29 Code of Federal Regulations (CFR) 1614.
5. (U) DIA Regulation (DIAR) 50-45, "Violence in the Workplace Prevention Program" provides that, "Acts or threats of violence includes conduct against persons...that is sufficiently severe, offensive or intimidating as to alter the employment conditions in the DIA workplace, or to create a hostile, abusive, or intimidating work environment

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for one or more DIA persons." DIAR 50-45 further provides that it is DIA policy that "Acts or threats of violence, harassment, intimidation, and other disruptive behavior will not be tolerated...Employees who commit such acts may be removed from the work site and may be subject to appropriate disciplinary action, clearance/access revocation, criminal prosecution, or any combination thereof."

6. (U) DIA Instruction (DIAI) 22-33, "DISES" provides that adverse covered actions include: Removal from DISES or the federal service for cause (i.e., misconduct, neglect of duty, or malfeasance); Reduction in pay level for cause; and, Suspension for more than 14 days for cause.
7. (U) DIAI 1426.001, "Employee/Management Relations and Conduct" applies to all DIA civilians except DISES and outlines the table of penalties for certain offenses as follows:

Nature of Offense	First Offense	Second Offense	Third Offense
1. Hostile and/or unsafe environment. Engaging in or allowing conduct that interferes with work or creates an intimidating, unsafe, hostile or offensive work environment.	Reprimand to removal.	5 day suspension to removal.	Removal
2. Harassment and/or intimidation.			
2a. Actions or words that tend to denigrate an individual or any group for any reason, but especially because of race, color, gender national origin, age, sexual orientation, or disability.	Reprimand to removal.	5 day suspension to removal.	10 day suspension to removal.
2b. Abusive, offensive, unprofessional language, gestures, or conduct.	Reprimand to removal.	5 day suspension to removal.	10 day suspension to removal.
15. Responding to official inquiries.	First Offense	Second Offense	Third Offense
15a. Misrepresentation, falsification, concealment, exaggeration, or withholding of material facts or documents in connection with an official administrative proceeding (including investigations).	Reprimand to 30 day suspension.	5 day suspension to removal.	10 day suspension to removal.

(U) EMPLOYEE REQUESTS FOR CONFIDENTIALITY

(U//~~FOUO~~) In presenting these findings, it is critical for DIA leadership to be aware that multiple [redacted] employees reported a fear of retribution once this special review is completed. Six interviewees specifically requested confidentiality and asked that their names be withheld. One employee stated, "There is going to be hell to pay" if the review is completed and nothing changes regarding [redacted] management.

(U) FINDINGS

(U) Sexual Harassment

(U//~~FOUO~~) The OIG asked 23 interviewees—14 of whom currently work for DIA [redacted] and 9 who departed within the last 12 months—about their encounters with and knowledge of any inappropriate actions by the [redacted] (b)(3) 10 USC 424, (b)(7)c related to possible sexual harassment. The 23 interviews identified three incidents that required additional follow-up actions by the OIG team. [redacted] (b)(3) 10 USC 424, (b)(5) harassment [redacted]

(U//~~FOUO~~) One interviewee reported that [redacted] (b)(3) 10 U.S.C. 424, (b)(7)c had made inappropriate comments regarding a young female subordinate, which he ceased doing once learning of the employee's objections. On Fridays, the subordinate would often wear make-up and have her hair down. This was contrary to how she appeared Monday through Thursday. [redacted] (b)(3) 10 U.S.C. 424, (b)(7)c commented on her Friday dress, for example asking the subordinate if she had a date. If she were not dressed "special," he commented that she did not have a date. The subordinate told the OIG that [redacted] (b)(3) 10 U.S.C. 424, (b)(7)c comments bothered her and that she addressed her concern to [redacted] (b)(3) 10 U.S.C. 424, (b)(7)c reported back that [redacted] (b)(3) 10 U.S.C. 424, (b)(7)c felt badly and did not mean anything by his comments. From that time forward, he made no further comments and that satisfied the subordinate.

(U//~~FOUO~~) One interviewee stated that a former employee confided in her that [redacted] (b)(3) 10 U.S.C. 424, (b)(7)c said the former employee's blouses were not low enough and her skirts were not high enough. When the OIG interviewed the recipient of the alleged comments, she could not recall any inappropriate or offensive comments made to her by [redacted] (b)(3) 10 U.S.C. 424, (b)(7)c. The OIG asked [redacted] (b)(3) 10 U.S.C. 424, (b)(7)c if he recalled making such a comment; he replied that he did not.

(U//~~FOUO~~) One interviewee recounted an incident where she was walking to a meeting with [redacted] (b)(3) 10 U.S.C. 424, (b)(7)c. When a young African American woman walked by, he made the comment to the interviewee, "She's beautiful, but her legs are too close together." The interviewee was uncomfortable hearing the comments. When asked by the OIG, [redacted] (b)(3) 10 U.S.C. 424, (b)(7)c reported he did not make any comments of this type.

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(U) Offensive or Derogatory Comments and Unprofessional Conduct

(U//~~FOUO~~) In addition to statements described above, a number of individuals interviewed told the OIG that (b)(3) 10 U.S.C. 424, (b)(7)C made offensive or derogatory comments of a racial or sexual nature either about them or about others. The following are a sampling of reported comments made by (b)(3) 10 U.S.C. 424, (b)(7)C

- During a briefing and training session for new DIA recruiting officers who were primarily African American, (b)(3) 10 U.S.C. 424 was heard saying that in order to recruit minorities across-the-board, "You've gotta go to the thugs, the mama, the daddy, the bro, the sister." A former (b)(3) 10 U.S.C. 424 employee, an African American who presented the briefing, told OIG that (b)(3) 10 U.S.C. 424, (b)(7)C not only said the words, but also had used hand motions and bobbed his head in mock fashion. She stated she felt personally offended as an African American.
- Another individual in attendance at the briefing and training session for new DIA recruiting officers, a retired (b)(3) 10 U.S.C. 424 official who is also an African American, heard (b)(3) 10 U.S.C. 424, (b)(7)C reference "hoes and sluts" as in "You'll have to be prepared when you meet with the ho's and sluts." This official felt the comment could be offensive to anyone. Further, he stated that the type of behavior demonstrated by (b)(3) 10 U.S.C. 424, (b)(7)C could not only be seen as offensive but also inappropriate, in that an individual heading (b)(3) 10 U.S.C. 424 needs to behave a certain way.
- (b)(3) 10 U.S.C. 424, (b)(7)C told OIG that (b)(3) 10 U.S.C. 424, (b)(7)C makes inappropriate comments in front of her. One particular comment (b)(3) 10 U.S.C. 424, (b)(7)C made to her in front of another employee was, "that was not bad for a white woman." She confronted him afterwards and told him his comment was inappropriate and offensive to her. Another employee witnessed the "white woman" comment and said (b)(3) 10 U.S.C. 424, (b)(7)C told him she was offended.
- (b)(3) 10 U.S.C. 424, (b)(7)C further reported that (b)(3) 10 U.S.C. 424, (b)(7)C has commented to her about the attractiveness of other women. She stated that she asked him if he thought the comments he has made in front of her were appropriate, and then he became defensive. She stated she will usually "just go along" with his comments.
- (b)(3) 10 U.S.C. 424, (b)(7)C told another employee that an Asian employee was "a smart ass and thought he knew everything and had a speech problem."

(U//~~FOUO~~) The OIG asked (b)(3) 10 U.S.C. 424, (b)(7)C about some of the statements set forth above. His responses are listed below.

- "Mamas, papas, the bros": (b)(3) 10 U.S.C. 424, (b)(7)C, (b)(3) 10 U.S.C. 424, (b)(7)C said that he did not remember ever saying that and commented that it would be asinine for him to say something like that.
- "Smart ass" comment about Asian employee: (b)(3) 10 U.S.C. 424, (b)(7)C, (b)(3) 10 U.S.C. 424, (b)(7)C denied saying that.
- Speech problem of Asian employee: (b)(3) 10 U.S.C. 424, (b)(7)C, (b)(3) 10 U.S.C. 424, (b)(7)C said he had a hearing problem when asked if he commented about a former Asian employee's accent being an obstacle to understanding the person.

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(U//FOUO) The following are a sampling of comments reportedly made by

(b)(3) 10 U.S.C. 424,
(b)(7)c

- Around the holidays (b)(3) 10 U.S.C. 424, (b)(7)c joked about a good-looking man who had mistletoe on his belt. This comment offended one (b)(3) 10 U.S.C. 424, (b)(7)c female employee.
- One African American female interviewee said (b)(3) 10 U.S.C. 424, (b)(7)c offended her by calling her "Blackbeard" because of her facial hair problem. The employee asked (b)(3) 10 U.S.C. 424, (b)(7)c to stop calling her that, but she did not stop, even after the employee reported it to (b)(3) 10 U.S.C. 424, (b)(7)c then (b)(3) 10 U.S.C. 424, (b)(7)c and (b)(3) 10 U.S.C. 424, (b)(7)c then (b)(3) 10 U.S.C. 424, (b)(7)c. Once when this employee had a cold sore (b)(3) 10 U.S.C. 424, (b)(7)c embarrassed the employee in front of other (b)(3) 10 U.S.C. 424, (b)(7)c staff by saying the employee had herpes. The employee told (b)(3) 10 U.S.C. 424, (b)(7)c that her outburst embarrassed her, but (b)(3) 10 U.S.C. 424, (b)(7)c elected to continue with her comments.
- (b)(3) 10 U.S.C. 424, (b)(7)c complained to two employees that (b)(3) 10 U.S.C. 424, (b)(7)c is a racist and did not like women.
- (b)(3) 10 U.S.C. 424, (b)(7)c made "childish" references to bodily functions. For example, she made jokes about the female menstruation cycle ("being on the rag") and menopause.

(U//FOUO) The OIG asked (b)(3) 10 U.S.C. 424, (b)(7)c about some of the statements set forth above. Her responses are listed below.

- Mistletoe: (b)(3) 10 U.S.C. 424, (b)(7)c said she never told any joke about a man wearing mistletoe on his belt. She was having a conversation with a subordinate who told her about a woman who wore mistletoe on her head during Christmas. (b)(3) 10 U.S.C. 424, (b)(7)c then said she told the subordinate about a man she worked with in another office who once wore mistletoe on his belt.
- "Blackbeard": (b)(3) 10 U.S.C. 424, (b)(7)c said this comment was taken out of context. She stated the subordinate asked why she was so "pink" and "red" in her face. (b)(3) 10 U.S.C. 424, (b)(7)c said she told the subordinate that she was offended by the question and it was something she could not change. (b)(3) 10 U.S.C. 424, (b)(7)c said she told the subordinate she should not make comments to people regarding things they cannot change. It would be similar to (b)(3) 10 U.S.C. 424, (b)(7)c calling the subordinate "Blackbeard" because of her facial hair. (b)(3) 10 U.S.C. 424, (b)(7)c said the subordinate then went all around the office telling employees that she was calling her "Blackbeard." (b)(3) 10 U.S.C. 424, (b)(7)c called her "Blackbeard" only on that one occasion as an analogy. When the subordinate was asked by the OIG if she ever made a comment to (b)(3) 10 U.S.C. 424, (b)(7)c about her skin tone, the subordinate denied making any comments to (b)(3) 10 U.S.C. 424, (b)(7)c. The subordinate believed (b)(3) 10 U.S.C. 424, (b)(7)c was trying to make herself look better. After the subordinate told either (b)(3) 10 U.S.C. 424, (b)(7)c or (b)(3) 10 U.S.C. 424, (b)(7)c they said that (b)(3) 10 U.S.C. 424, (b)(7)c told them that story. The subordinate did not pursue the matter any further because she did not see the point in going back and forth on this with (b)(3) 10 U.S.C. 424, (b)(7)c.
- Racism by (b)(3) 10 U.S.C. 424, (b)(7)c denied ever saying that. She said she would never say that even if she thought that it was true. (b)(3) 10 U.S.C. 424, (b)(7)c demanded loyalty. He told (b)(3) 10 U.S.C. 424, (b)(7)c that if she ever crossed him, she would regret it. She thought about filing an IG complaint against him. She spoke with (b)(3) 10 U.S.C. 424, (b)(7)c whom she identified as an "investigator" in the DIA OIG's office, in confidence.

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- (b)(3) 10 U.S.C. 424, (b)(7)c later decided not to pursue her complaint against (b)(3) 10 U.S.C. 424, (b)(7)c staff within the DIA IG's office. She told OIG that she remembers the confidential conversation with (b)(3) 10 U.S.C. 424, (b)(7)c but recalled it was more about the work (b)(3) 10 U.S.C. 424, (b)(7)c felt was being "dumped" on her and the amount of stress she had to endure as the (b)(3) 10 U.S.C. 424, (b)(7)c. At no time did (b)(3) 10 U.S.C. 424, (b)(7)c recall having a conversation with (b)(3) 10 U.S.C. 424, (b)(7)c regarding (b)(3) 10 U.S.C. 424, (b)(7)c threatening her.
- (b)(3) 10 U.S.C. 424, (b)(7)c disliked women: (b)(3) 10 U.S.C. 424, (b)(7)c said (b)(3) 10 U.S.C. 424, (b)(7)c favored black females in the (b)(3) 10 U.S.C. 424, (b)(7)c office. He worked against her, via the black females who worked for her. They would complain to him anytime she tried to hold them accountable. (b)(3) 10 U.S.C. 424, (b)(7)c would tell (b)(3) 10 U.S.C. 424, (b)(7)c to leave them alone. (b)(3) 10 U.S.C. 424, (b)(7)c held her accountable for her work. She asked him how he could hold her accountable when she was not allowed to hold the employees accountable. She believed that, (b)(3) 10 U.S.C. 424, (b)(7)c was inappropriate with one female coworker in (b)(3) 10 U.S.C. 424, (b)(7)c. During a meeting, he stared at this women's open shirt during the entire meeting.
 - Bodily functions: (b)(3) 10 U.S.C. 424, (b)(7)c denied she makes comments on bodily functions. One time she and her (b)(3) 10 U.S.C. 424, (b)(7)c were in a meeting and discussed their experiences with menopause.

(U//~~FOUO~~) A number of interviewees commented on what they believed to be unprofessional conduct displayed by (b)(3) 10 U.S.C. 424, (b)(7)c and (b)(3) 10 U.S.C. 424, (b)(7)c in their dealings with each other.

- (b)(3) 10 U.S.C. 424, (b)(7)c and (b)(3) 10 U.S.C. 424, (b)(7)c would throw paper clips at each other in staff meetings.
- (b)(3) 10 U.S.C. 424, (b)(7)c would purposely knock (b)(3) 10 U.S.C. 424, (b)(7)c papers on the floor during meetings.
- (b)(3) 10 U.S.C. 424, (b)(7)c tossed a cookie on his tongue while (b)(3) 10 U.S.C. 424, (b)(7)c attempted to catch it.
- (b)(3) 10 U.S.C. 424, (b)(7)c had ink on his shirt around the breast area. (b)(3) 10 U.S.C. 424, (b)(7)c licked her finger and asked if he would like her to lick it off. (b)(3) 10 U.S.C. 424, (b)(7)c never actually touched him.
- (b)(3) 10 U.S.C. 424, (b)(7)c and (b)(3) 10 U.S.C. 424, (b)(7)c giggled, laughed, and kicked each other under the table during an interview.

(U//~~FOUO~~) The OIG asked (b)(3) 10 U.S.C. 424, (b)(7)c and (b)(3) 10 U.S.C. 424, (b)(7)c about some of the statements made above. Their responses are listed below.

- Throwing things in meetings: When the OIG asked (b)(3) 10 U.S.C. 424, (b)(7)c if he ever threw things at his (b)(3) 10 U.S.C. 424, (b)(7)c he said he has thrown a nerf ball at her but stated those do not hurt. (b)(3) 10 U.S.C. 424, (b)(7)c said (b)(3) 10 U.S.C. 424, (b)(7)c has thrown a "stress" ball at her from out of his office. She was able to get out of the way and it hit the floor instead of her. She denied that they threw things at each other during staff meetings.
- "Cookie toss": (b)(3) 10 U.S.C. 424, (b)(7)c denied they ever engaged in such behavior or had done anything similar which could have be misconstrued by an observer.
- "Kicking": (b)(3) 10 U.S.C. 424, (b)(7)c was asked by the OIG whether kicking each other under the table could give someone the impression that his relationship with his (b)(3) 10 U.S.C. 424, (b)(7)c is too

(U) Hostile Work Environment

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preference for his employees to go through him first. (b)(3) 10 U.S.C. 424 felt that if there were problems, they should allow him to address them first and then notify the DIA IG.

(U//~~FOUO~~) (b)(3) 10 U.S.C. 424 was interviewed about (b)(3) 10 U.S.C. 424 first staff meeting. She reported (b)(3) 10 U.S.C. 424 did not make any negative comments that she could remember. When (b)(3) 10 U.S.C. 424 arrived, he was "very straightforward." He "raised the pucker factor" and "raised the bar" in the office. Employees had been allowed to do whatever they wanted in the past. (b)(3) 10 U.S.C. 424 had higher expectations and was going to hold them to a higher standard.

(U//~~FOUO~~) (b)(3) 10 U.S.C. 424 was asked whether (b)(3) 10 U.S.C. 424 told employees they could not contact the OIG. (b)(3) 10 U.S.C. 424 said, "That is ridiculous." (b)(3) 10 U.S.C. 424 was concerned over "loyalties." The IG was "interfering" with the (b)(3) 10 U.S.C. 424 office. (b)(3) 10 U.S.C. 424 "confronted" the DD/DIA and learned that (b)(3) 10 U.S.C. 424 employees were going to the IG about the (b)(3) 10 U.S.C. 424 office. The IG was allegedly then passing the information to the DD/DIA.

(U) Meeting of 13 December 2004

(U//~~FOUO~~) On 13 December 2004, eight employees witnessed (b)(3) 10 U.S.C. 424 engage in what they identified as an angry outburst. (b)(3) 10 U.S.C. 424 reportedly had a meeting with (b)(3) 10 U.S.C. 424. Soon after, (b)(3) 10 U.S.C. 424 came out of his office and slammed his door so hard that he broke a glass frame. Most employees in attendance reported the following.

- (b)(3) 10 U.S.C. 424 (b)(7)c screamed, "I want everybody in the conference room NOW!"
- (b)(3) 10 U.S.C. 424 (b)(7)c leaned into one employee's doorway, and told her to "Get the f--- in the conference room." He then yelled for everyone to get their "f---ing asses" in the conference room
- Another employee asked (b)(3) 10 U.S.C. 424 (b)(7)c if she should bring paper. (b)(3) 10 U.S.C. 424 (b)(7)c screamed, "NO! Just bring your f---ing heads."
- (b)(3) 10 U.S.C. 424 (b)(7)c screamed that he is tired of this "f---ing sh--." If he hears one more "g-d damn rumor" coming from anyone else in this office, his or her "ass is fired."
- He said that there were rumors coming to the DIA IG. If (b)(3) 10 U.S.C. 424 employees continued to spread rumors about (b)(3) 10 U.S.C. 424, they all were going to be fired.
- (b)(3) 10 U.S.C. 424 (b)(7)c proceeded around the table to each person, screaming, "Do you understand me? Do you!?" After one person responded, he would move onto the next person while pointing his finger at them.
- He referred to an employee (who was not present) as a "ringleader" and another employee (who was present) as a "second ringleader."
- He said he did not want to see people talking. If he sees them talking, they had better be busy.
- He singled out two people by pointing in their face and asking what they did that day.

(U//~~FOUO~~) Employees told the NRO/OIG that the details regarding the alleged "rumors" described above were never revealed, even when they asked at a follow-up meeting.

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(b)(3) 10 U.S.C. 424, (b)(5), (b)(7)c [REDACTED] as revealed in the below comments.

- One employee said, "I was so scared, I almost wet my pants."
- One employee said she left the meeting in tears and returned to her desk feeling helpless. This same employee (b)(7)c (b)(7)d [REDACTED] told (b)(3) 10 U.S.C. 424 [REDACTED] she was scared and that he created a hostile work environment. (b)(3) 10 U.S.C. 424 [REDACTED] later apologized to her, but she is worried, and believes others are also worried that he will have another outburst.
- One employee was afraid to move in her chair because she did not know what (b)(3) 10 U.S.C. 424 [REDACTED] was going to do.
- An employee commented, "These folks aren't wrapped too tight. If it happened once, it can happen again, so I'm looking for a job. And (b)(3) 10 [REDACTED] shouldn't be in a position like that. He's supposed to be a role model."

(U//FOUO) Employees told the OIG that after (b)(3) 10 U.S.C. 424, (b)(7)c [REDACTED] left the room, (b)(3) 10 U.S.C. 424, (b)(7)c [REDACTED] came into the room crying. (b)(3) 10 U.S.C. 424, (b)(7)c [REDACTED] asked all of them to come back to the conference room. At the second meeting that day, (b)(3) 10 U.S.C. 424, (b)(7)c [REDACTED] and (b)(3) 10 U.S.C. 424, (b)(7)c [REDACTED] were present. (b)(3) 10 U.S.C. 424, (b)(7)c [REDACTED] asked the group, "Why does everybody hate me...I do all I can for you all...I don't know why you treat me that way...I've heard you talk about me...You don't appreciate me...I have given all to you...I fight for you. If you want to say something then BRING IT ON (as she slammed the table with her hand)!" Two employees told her that nobody hates her. (b)(3) 10 U.S.C. 424, (b)(7)c [REDACTED] pointed out one employee and said that she heard that employee complained that (b)(3) 10 U.S.C. 424, (b)(7)c [REDACTED] was unfair with awards. The employee said that she had discussed the awards with her (b)(3) 10 U.S.C. 424, (b)(7)c [REDACTED]. After this second meeting, (b)(3) 10 U.S.C. 424, (b)(7)c [REDACTED] met individually with each employee to apologize. Some of the employees said that they expected (b)(3) 10 U.S.C. 424, (b)(7)c [REDACTED] would apologize publicly to the staff.

(U//FOUO) During a review of (b)(3) 10 U.S.C. 424, (b)(7)c [REDACTED] e-mail, OIG found an e-mail she forwarded to (b)(3) 10 U.S.C. 424, (b)(7)c [REDACTED] on 14 December 2004, only one day after the described meeting above. The subject of the original e-mail was "Training to make this world a better place." The e-mail offered a one-day course on feedback, "Give It, Get It, Succeed with It!" on how to effectively conduct difficult conversations. (b)(3) 10 U.S.C. 424, (b)(7)c [REDACTED] forwarded the e-mail to (b)(3) 10 U.S.C. 424, (b)(7)c [REDACTED] with her comments: "After yesterday, I think we should teach it."

(U//FOUO) When asked about the 13 December meeting, (b)(3) 10 U.S.C. 424, (b)(7)c [REDACTED] told OIG she felt like she had been, "beaten up." (b)(3) 10 U.S.C. 424, (b)(7)c [REDACTED] was annoyed with rumors employees were spreading in the office, but he never did anything about it until 13 December. The OIG asked what (b)(3) 10 U.S.C. 424, (b)(7)c [REDACTED] said to (b)(3) 10 U.S.C. 424, (b)(7)c [REDACTED] that caused his reported outburst. (b)(3) 10 U.S.C. 424, (b)(7)c [REDACTED] said that sometime prior to 13 December, she learned from an (b)(3) 10 U.S.C. 424, (b)(7)c [REDACTED] employee that one of the (b)(3) 10 U.S.C. 424, (b)(7)c [REDACTED] had called a senior official at OPM and complained about the (b)(3) 10 U.S.C. 424, (b)(7)c [REDACTED] office. (b)(3) 10 U.S.C. 424, (b)(7)c [REDACTED] felt that the employees are out to "discredit her integrity." On 13 December, (b)(3) 10 U.S.C. 424, (b)(7)c [REDACTED] went into (b)(3) 10 U.S.C. 424, (b)(7)c [REDACTED] office and told him that one of the (b)(3) 10 U.S.C. 424, (b)(7)c [REDACTED]

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(b)(3) 10 USC 424 had called an outside agency.² (b)(3) 10 U.S.C. 424, (b)(7)c was "shocked" with (b)(3) 10 U.S.C. 424, (b)(7)c response. He got very angry and began yelling for employees to go into the conference room. (b)(3) 10 U.S.C. 424, (b)(7)c stayed in (b)(3) 10 U.S.C. 424, (b)(7)c office because she did not know what else to do. After (b)(3) 10 U.S.C. 424, (b)(7)c was done, (b)(3) 10 U.S.C. 424, (b)(7)c went into the conference room with employees and spoke to them. (b)(3) 10 U.S.C. 424, (b)(7)c denied that she approved of (b)(3) 10 U.S.C. 424, (b)(7)c behavior. She spoke to him after the meeting and he apologized individually to every employee.

(U//FOUO) The OIG showed (b)(3) 10 USC 424, (b)(7)c the 14 December 2004 e-mail about a course titled "Feedback: Give It, Get It, Succeed with it!" that she forwarded to (b)(3) 10 USC 424, (b)(7)c with comments, "After yesterday, I think we should teach it." (b)(3) 10 U.S.C. 424, (b)(7)c denied that she was making light of the meeting or approved of (b)(3) 10 U.S.C. 424, (b)(7)c behavior on 13 December. (b)(3) 10 U.S.C. 424, (b)(7)c explained that the "we" referred only to (b)(3) 10 U.S.C. 424, (b)(7)c and the meeting she had conducted after (b)(3) 10 U.S.C. 424, (b)(7)c meeting with the employees. (b)(3) 10 U.S.C. 424, (b)(7)c said that (b)(3) 10 U.S.C. 424, (b)(7)c never responded to her e-mail. The OIG discussed with (b)(3) 10 U.S.C. 424, (b)(7)c that same 14 December 2004 e-mail. (b)(3) 10 U.S.C. 424, (b)(7)c did not recall receiving the e-mail.

(U//FOUO) Regarding the 13 December meeting, (b)(3) 10 USC 424, (b)(7)c told the OIG that he was professionally embarrassed by his actions that day; that during his many years of government employment he had never acted in that manner. He also reported that after realizing what he had done, he later went to every employee present and apologized for his actions. When asked what occurred that day he said that, "I wanted them [the staff] to respect me, (b)(3) 10 USC 424, (b)(7)c position and any other person I would leave [in charge] in my absence." He wanted the disrespect for his (b)(3) 10 USC 424, (b)(7)c and others to stop. He said that he had spoken to the staff twice previously regarding disrespecting the person he leaves as (b)(3) 10 USC 424, (b)(7)c. According to (b)(3) 10 U.S.C. 424, (b)(7)c the employees did not respond to his previous requests and they were still not working during his absence.

(U//FOUO) The OIG asked whether (b)(3) 10 USC 424, (b)(7)c remembered saying, "Get the f--- in the conference room?" or other phrases using similar language. (b)(3) 10 USC 424, (b)(7)c responded, "I only used that word once. I don't recall using it many times. I told them to quit talking behind my back." (b)(3) 10 USC 424, (b)(7)c further acknowledged that in the meeting he specifically identified three people, one of whom was not present in the meeting, as "ring leaders." (b)(3) 10 U.S.C. 424, (b)(7)c told OIG that the "ring leaders" later admitted they were talking about (b)(3) 10 USC 424, (b)(7)c. Or (b)(3) 10 U.S.C. 424, (b)(7)c. More specifically, the employees told (b)(3) 10 U.S.C. 424, (b)(7)c that they could see where (b)(3) 10 U.S.C. 424, (b)(7)c would think they were talking about him and (b)(3) 10 U.S.C. 424, (b)(7)c and they would stop. The OIG pointed out to (b)(3) 10 U.S.C. 424, (b)(7)c that what he was saying employees told him was not an admission of "talking about" (b)(3) 10 U.S.C. 424, (b)(7)c and (b)(3) 10 U.S.C. 424, (b)(7)c. (b)(3) 10 U.S.C. 424, (b)(7)c said,

² (U//FOUO) Information (b)(3) 10 USC 424, (b)(7)c provided is inconsistent with statements made to OIG by other sources. An (b)(3) 10 USC 424, (b)(7)c employee said that before she accepted employment at DIA, a senior OPM official offered information to the employee that there was an issue between (b)(3) 10 USC 424, (b)(7)c and the (b)(3) 10 USC 424, (b)(7)c. "They (b)(3) 10 USC 424, (b)(7)c were not giving (b)(3) 10 U.S.C. 424, (b)(7)c a fair shake." The employee recalled that around September 2004, she told (b)(3) 10 U.S.C. 424, (b)(7)c of her conversation with the senior OPM official and that the official had received this information about the (b)(3) 10 USC 424, (b)(7)c from her niece. The OIG then contacted the (b)(3) 10 USC 424, (b)(7)c and the senior official. Both confirmed that they had never spoken directly with each other, only with the senior official's niece.

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"I am not an investigator like you; it was an admission to me." (b)(3) 10 U.S.C. 424, (b)(7)C, (b)(3) reported that he was sorry for his actions, which he viewed as his biggest mistake as a leader during his nearly 23 years of government service.

(U) Comments About (b)(3) 10 Management and Environment

(U//~~FOUO~~) The following are examples of comments reported to the OIG that represent the employees' views relating to the (b)(3) 10 office environment. Not all of these comments were individually addressed with (b)(3) 10 U.S.C. 424, (b)(7)C, (b)(3) 10 U.S.C. 424, (b)(7)C as they represent perceptions or opinions of staff members:

- Several employees stated they made it a point to be out of the office as much as possible to avoid (b)(3) 10 U.S.C. 424, (b)(7)C.
- A number of interviewees told the OIG that both (b)(3) 10 U.S.C. 424, (b)(7)C and (b)(3) 10 U.S.C. 424, (b)(7)C created a hostile work environment by reprimanding employees in public, by talking about employees behind their backs, by yelling at them in public, and by other statements they have both made.
- One employee said that, in front of other employees and external offices, (b)(3) 10 U.S.C. 424, (b)(7)C has publicly used her as an example of personnel who were hired and did not work out as expected.
- (b)(3) 10 U.S.C. 424, (b)(7)C reprimanded a former employee several times in front of others, rather than privately.
- Employees have witnessed one of the (b)(3) 10 U.S.C. 424, (b)(7)C reduced to tears by both (b)(3) 10 U.S.C. 424, (b)(7)C and (b)(3) 10 U.S.C. 424, (b)(7)C. The (b)(3) 10 U.S.C. 424, (b)(7)C told OIG that (b)(3) 10 U.S.C. 424, (b)(7)C management caused her to be under stress and that she could not sleep at night.
- Employees are not allowed to talk to each other. If they do, they are accused of conspiracy and of plotting against management.
- Employees believe that (b)(3) 10 U.S.C. 424, (b)(7)C goes to (b)(3) 10 U.S.C. 424, (b)(7)C with accusations against them and they are not allowed to defend themselves. (b)(3) 10 U.S.C. 424, (b)(7)C only listens to (b)(3) 10 U.S.C. 424, (b)(7)C and tells the employees to respect her.
- A former employee said (b)(3) 10 U.S.C. 424, (b)(7)C told employees that if they wanted to be promoted they had to leave (b)(3) 10 U.S.C. 424, (b)(7)C. The employee feels she was forced out.
- One employee allegedly heard (b)(3) 10 U.S.C. 424, (b)(7)C say, once he realized an employee was an only child, "That's why she acts the way she does. Who hired her? Oh, me! That was a big mistake."
- Employees state (b)(3) 10 U.S.C. 424, (b)(7)C manages by intimidation.
- (b)(3) 10 U.S.C. 424, (b)(7)C bangs on his wall and yell peoples' names when he wants to see them.
- One employee said that (b)(3) 10 U.S.C. 424, (b)(7)C yelled at him because the facsimile machine was broken. Another employee witnessed this incident.
- When (b)(3) 10 U.S.C. 424, (b)(7)C is around, the dynamics of the office change entirely. It is like everyone is "walking on eggshells."

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(U//~~FOUO~~) The OIG asked (b)(3) 10 U.S.C. 424, (b)(7)c about some of the statements set forth above made against him. His responses and OIG comments to these responses, where appropriate, are listed below.

- Hostile Work Environment: (b)(3) 10 U.S.C. 424, (b)(7)c reported he did not believe he did anything that would be viewed as creating a hostile work environment. When asked to define actions that would lead to an office being viewed as hostile, he reported the following:
 - "Screaming would be inappropriate, not harassment or creating a hostile office environment."
 - "Profanity more than once."
 - "Public reprimand is ok, if it is done to teach a lesson to the whole staff."
 - "Intimidation."
- Intimidation: (b)(3) 10 U.S.C. 424, (b)(7)c was asked if he could explain why 50 percent of his staff reported that he (b)(3) 10 U.S.C. 424, (b)(7)c managed by intimidation. Initially, he reported he could not believe he would receive a rating of 50 percent or even that any of his employees would view him as intimidating. However, based upon employees' description of his 13 December actions, using profanity, publicly reprimanding employees, singling out employees, and employees seeing the (b)(3) 10 U.S.C. 424, (b)(7)c employee crying after closed-door discussions with him, he could now understand the views of his staff. He further reported, "They could be intimidated by the fact I have demands on them...not unrealistic..."
- Morale: (b)(3) 10 U.S.C. 424, (b)(7)c was asked to predict the average rating his employees would give the office for morale, he reported a "5." (b)(3) 10 U.S.C. 424, (b)(7)c said he knew that there are people who are very unhappy in "my" office. "They don't want to be there. I don't know why...it's performance issues."
 - OIG asked (b)(6), (b)(7)c opinion on good morale scores. (b)(6), (b)(7)c said that 8 or 10 would be excellent; he would be okay with a 7; a little concerned with a 6; more concerned with a 5; would have to try and find out what the underlying issues are if it was a 4; and, a 3 was also not good. (b)(3) 10 U.S.C. 424, (b)(7)c was informed that his staff rated the office at 3.2. He had no response.
 - OIG asked (b)(3) 10 U.S.C. 424, (b)(7)c what he would do to fix morale now that he is aware of it. (b)(3) 10 U.S.C. 424, (b)(7)c said that he would want to sit down with the staff. "The last thing I want is for morale to be low and people to be intimidated.... If I could pull back my behavior from December, I would. I feel bad about that." (b)(3) 10 U.S.C. 424, (b)(7)c commented that he felt that there was hope to recover his leadership.
- Behind Closed Doors: (b)(3) 10 U.S.C. 424, (b)(7)c said that he closes the door at lunchtime to discuss taskers, vacancies, and other things with (b)(3) 10 U.S.C. 424, (b)(7)c. Otherwise, "My door is always open. It's closed about 15 percent of the time."

(U//~~FOUO~~) The OIG asked (b)(3) 10 U.S.C. 424, (b)(7)c about some of the statements set forth above related to creating a hostile, intimidating, and non-productive office environment.

- Hostile Work Environment: After (b)(3) 10 U.S.C. 424, (b)(7)c left (b)(3) 10 U.S.C. 424, (b)(7)c he and (b)(3) 10 U.S.C. 424, (b)(7)c directed that one employee would handle all (b)(3) 10 U.S.C. 424, (b)(7)c matters and (b)(3) 10 U.S.C. 424, (b)(7)c would handle (b)(3) 10 U.S.C. 424, (b)(7)c. (b)(3) 10 U.S.C. 424, (b)(7)c was not officially appointed as the (b)(3) 10 U.S.C. 424, (b)(7)c

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until August 2003. The staff was "belligerent" with (b)(3) 10 USC 424 (b)(7)c when she became the (b)(3) 10 USC 424 (b)(7)c after (b)(3) 10 USC 424 (b)(7)c died. Two employees teamed up with each other against (b)(3) 10 USC 424 (b)(7)c. (b)(3) 10 USC 424 (b)(7)c feels that she is working in a hostile environment. She is "bashed" daily. One employee perceives every action (b)(3) 10 USC 424 (b)(7)c takes as negative.

- Relationship with (b)(3) 10 USC 424 (b)(7)c (b)(3) 10 USC 424 (b)(7)c said that it is "strained," but later stated that they like to have fun. Sometimes they are playful, but nothing more. (b)(3) 10 USC 424 (b)(7)c is a "touchy feely" person.
- Behind closed doors: (b)(3) 10 USC 424 (b)(7)c and (b)(3) 10 USC 424 (b)(7)c spend about 50 percent of their time together working on taskers and office projects, sometimes behind closed doors. The other 50 percent of the time (b)(3) 10 USC 424 (b)(7)c has his door open and is accessible to employees.

(U) Lack of Communication

(U//FOUO) Employees commented that there is a lack of communication in (b)(3) 10 USC 424 (b)(7)c. Staff meetings are infrequent. (b)(3) 10 USC 424 (b)(7)c provides conflicting guidance on taskers. (b)(3) 10 USC 424 (b)(7)c and (b)(3) 10 USC 424 (b)(7)c spend a lot of time behind closed doors, making them inaccessible to staff. This leads to a lack of productivity, taskers being late, and morale problems. In one example, one employee needed to obtain a signature from (b)(3) 10 USC 424 (b)(7)c to get the new trainers on base. (b)(3) 10 USC 424 (b)(7)c was behind closed doors with (b)(3) 10 USC 424 (b)(7)c. The employee approached (b)(3) 10 USC 424 (b)(7)c when she came out of his office. (b)(3) 10 USC 424 (b)(7)c told the employee that she was not to bother (b)(3) 10 USC 424 (b)(7)c. The employee later went in to (b)(3) 10 USC 424 (b)(7)c because she needed her signature. (b)(3) 10 USC 424 (b)(7)c signed the document. (b)(3) 10 USC 424 (b)(7)c saw the employee coming out of (b)(3) 10 USC 424 (b)(7)c office. (b)(3) 10 USC 424 (b)(7)c told the employee, "Didn't I tell you not to bother her about your travel arrangements?" He apologized to the employee after she explained that she needed (b)(3) 10 USC 424 (b)(7)c signature to get the trainers in the building the next day.

(U//FOUO) Many employees also stated that (b)(3) 10 USC 424 (b)(7)c does not delegate. She believes she is the only one who can do the job. (b)(3) 10 USC 424 (b)(7)c management style was to assign taskers late. Employees would have to "scramble" to complete the task, and then be chastised for not meeting suspenses. Part of the problem is that leadership does not communicate well with the staff so that deadlines can be met. It is difficult to complete taskers because the internal process requires all work to first go through the (b)(3) 10 USC 424 (b)(7)c and then (b)(3) 10 USC 424 (b)(7)c.

(U) Favoritism

(U//FOUO) Interviewees expressed other concerns about (b)(3) 10 USC 424 (b)(7)c and (b)(3) 10 USC 424 (b)(7)c regarding favoritism:

- (b)(3) 10 USC 424 (b)(7)c has divided the office. Employees perceive that (b)(3) 10 USC 424 (b)(7)c management engages in favoritism, especially towards the employees who (b)(3) 10 USC 424 (b)(7)c and the new hires.

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- (b)(3) 10 U.S.C. 424, and (b)(3) 10 U.S.C. 424, do not consider everyone to be equally worthy. They say "thank you" or "hello" to employees only when it is convenient for them. (b)(3) 10 U.S.C. 424, (b)(7)c only accompanies (b)(3) 10 U.S.C. 424, and "new" employees to lunch.
- (b)(3) 10 U.S.C. 424, (b)(7)c says, "How's my favorite program people?" when speaking to the two employees (b)(7)c and one new employee, then walks back into his office. (b)(3) 10 U.S.C. 424, walked right by another employee as if he did not know her. (b)(7)c
- The (b)(7)c employees acknowledged that (b)(3) 10 U.S.C. 424, behavior might create an appearance of favoritism to other employees.
- One supervisor's team completed a (b)(3) 10 U.S.C. 424. This included a lot of effort from many people. Those who worked the longest and hardest were not recognized. (b)(3) 10 U.S.C. 424, singled out one employee (b)(7)c for recognition on this program who had been in the office only two weeks. (b)(3) 10 U.S.C. 424, does not seem to care. He does not give credit to those who deserve it.
- New employees do not get treated badly (like others do). Employees who (b)(7)c seem to receive better projects and high profile assignments.
- (b)(3) 10 U.S.C. 424, (b)(7)c had little interaction with the staff. Employees did not receive any "face time" with (b)(3) 10 U.S.C. 424, and (b)(3) 10 U.S.C. 424, unless it was negative. There was distance between management and the (b)(3) 10 U.S.C. 424, staff. (b)(3) 10 U.S.C. 424, and (b)(3) 10 U.S.C. 424, worked together jointly without the staff. (b)(3) 10 U.S.C. 424, would not listen to any criticism about (b)(3) 10 U.S.C. 424, (b)(7)c 424 "waved away" any problems with (b)(3) 10 U.S.C. 424, (b)(7)c
- During the summer of 2004, an employee asked (b)(3) 10 U.S.C. 424, whether anyone in (b)(3) 10 U.S.C. 424, received an award. (b)(3) 10 U.S.C. 424, told the employee that no one in (b)(3) 10 U.S.C. 424, received an award. Later, the staff learned that (b)(3) 10 U.S.C. 424, was the only award recipient in (b)(3) 10 U.S.C. 424, receiving (b)(3) 10 U.S.C. 424, No public announcement was made within the (b)(3) 10 U.S.C. 424, office. The employee then asked (b)(3) 10 U.S.C. 424, why she did not acknowledge her award. (b)(3) 10 U.S.C. 424, said (b)(3) 10 U.S.C. 424, told her to keep the award a secret and lie about it to the staff. The employee then asked (b)(3) 10 U.S.C. 424, why (b)(3) 10 U.S.C. 424, said no one received an award; he replied that he told (b)(3) 10 U.S.C. 424, to say that.

(U//FOUO) The OIG asked (b)(3) 10 U.S.C. 424, (b)(7)c if he told his (b)(3) 10 U.S.C. 424, (b)(7)c to lie about receiving a (b)(3) 10 U.S.C. 424, award. (b)(3) 10 U.S.C. 424, (b)(7)c said the award is "public information. The board meets and then a list comes out. Nothing's a secret."

(U//FOUO) The OIG asked (b)(3) 10 U.S.C. 424, (b)(7)c about the (b)(3) 10 U.S.C. 424, award. (b)(3) 10 U.S.C. 424, (b)(7)c said the award came from the "command element," not (b)(3) 10 U.S.C. 424, (b)(7)c. She said she never lied about the award and (b)(3) 10 U.S.C. 424, (b)(7)c never told her to lie about the award. Since the OIG's interview with (b)(3) 10 U.S.C. 424, (b)(7)c an e-mail dated 11 March 2004 was obtained that documents (b)(3) 10 U.S.C. 424, (b)(7)c solicited assistance on how to write a successful recommendation for (b)(3) 10 U.S.C. 424, (b)(7)c because he wanted to "recommend (b)(3) 10 U.S.C. 424, (b)(7)c for a big bonus." Once he received a response, he forwarded the e-mail to (b)(3) 10 U.S.C. 424, (b)(7)c

(U) (b)(3) 10 U.S.C. 424, (b)(7)c Work History

(U//FOUO) The OIG interviewed six (b)(3) 10 U.S.C. 424, (b)(7)c employees who had worked with (b)(3) 10 U.S.C. 424, (b)(7)c before (b)(3) 10 U.S.C. 424, (b)(7)c came to DIA. (b)(3) 10 U.S.C. 424, (b)(7)c had recently been hired as the (b)(3) 10 U.S.C. 424, (b)(7)c

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(b)(3) 10 USC 424 at the time when a rotational employee was assigned to (b)(3) 10 USC 424. The rotational employee said that after (b)(3) 10 USC 424, (b)(3) 10 USC 424 was hired, morale in (b)(3) 10 USC 424 "see sawed." The employee said that that (b)(3) 10 USC 424, (b)(7)c management style was belittling. (b)(3) 10 USC 424, (b)(7)c acted like she was a senior person who, "had to come down and talk to the little people." (b)(3) 10 USC 424, (b)(7)c had high expectations of employees and wanted to be informed of everything. (b)(3) 10 USC 424, (b)(7)c worked many hours and thought everyone should work as hard and as many hours as she did. (b)(3) 10 USC 424, (b)(7)c did not understand that other people have lives. (b)(3) 10 USC 424, (b)(7)c would frequently pull this employee out of training and call her at home about work. (b)(3) 10 USC 424, (b)(7)c had "no sense of boundaries." "Everyone" in (b)(3) 10 USC 424, (b)(7)c had problems with (b)(3) 10 USC 424, (b)(7)c

(U//FOUO) A former employee described (b)(3) 10 USC 424, (b)(7)c as "not efficient, effective, or organized." (b)(3) 10 USC 424, (b)(7)c made the morale of the office go down. Shortly before the employee was reassigned, she had a conversation with (b)(3) 10 USC 424, (b)(7)c. The employee told (b)(3) 10 USC 424, (b)(7)c that every day (b)(3) 10 USC 424, (b)(7)c had issues between herself and others in the office. The employee suggested to (b)(3) 10 USC 424, (b)(7)c that the problem must be (b)(3) 10 USC 424, (b)(7)c not the employees. This former employee believed that (b)(3) 10 USC 424, (b)(7)c felt threatened by her because the employee also accused her of giving the staff misinformation or miscommunicated information provided by DIA leadership on taskers. The employee said that (b)(3) 10 USC 424, (b)(7)c gave the employee different information than the direction she gave to the staff. When the product went out, it was not what DIA leadership wanted. "It was chaos." The former employee said that everyone in (b)(3) 10 USC 424, (b)(7)c complained to (b)(3) 10 USC 424, (b)(7)c and (b)(3) 10 USC 424, (b)(7)c about (b)(3) 10 USC 424, (b)(7)c always "had her [side of the] story."

(U//FOUO) Interviewees commented that (b)(3) 10 USC 424, (b)(7)c worked many hours. One former employee commented that (b)(3) 10 USC 424, (b)(7)c management style was unorganized, unprofessional, and she played favorites. She had time management issues and was easily distracted, displaying an inability to focus. The office always worked in a crunch. Close of business to (b)(3) 10 USC 424, (b)(7)c meant 10pm. Another former employee said that that (b)(3) 10 USC 424, (b)(7)c sometimes worked compensatory time—20 extra hours in one week—but nothing ever got done. "She has nothing to show for it." One of the (b)(3) 10 USC 424, (b)(7)c told OIG that (b)(3) 10 USC 424, (b)(7)c "works hard, but not smart." During the OIG in-briefing, (b)(3) 10 USC 424, (b)(7)c selected (b)(3) 10 USC 424, (b)(7)c as the (b)(3) 10 USC 424, (b)(7)c point of contact for the review, but (b)(3) 10 USC 424, (b)(7)c told OIG that she was already working 14 hours a day and could not do much more.

(U//FOUO) Another former employee said that (b)(3) 10 USC 424, (b)(7)c had a problem recalling what she said. On one occasion, (b)(3) 10 USC 424, (b)(7)c confronted an employee about why he failed to attend a certain meeting. The employee denied (b)(3) 10 USC 424, (b)(7)c asked him to go to the meeting. (b)(3) 10 USC 424, (b)(7)c then said that she asked him to go to the meeting in the presence of the former employee. The former employee told (b)(3) 10 USC 424, (b)(7)c that she had no knowledge of such a conversation. (b)(3) 10 USC 424, (b)(7)c then asked the former employee if she was calling her a liar. The former employee said she was not calling her a liar, that (b)(3) 10 USC 424, (b)(7)c just had a different understanding of what occurred. The former employee believed that (b)(3) 10 USC 424, (b)(7)c would lie about conversations with employees.

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(U//FOUO) Five current employees provided similar opinions about (b)(3) 10 U.S.C. 424, (b)(7)c. One employee said that (b)(3) 10 U.S.C. 424, (b)(7)c. tended to leave notes on the employee's desk with taskings. When the employee notified his supervisor, (b)(3) 10 U.S.C. 424, (b)(7)c. would deny tasking the employee when the supervisor confronted (b)(3) 10 U.S.C. 424, (b)(7)c. After several of these incidents, the employee convinced (b)(3) 10 U.S.C. 424, (b)(7)c. to send him taskings in e-mails. This way, the employee was able to prove (b)(3) 10 U.S.C. 424, (b)(7)c. tasked him and able to send a copy to his supervisor.

(U//FOUO) While working on the (b)(3) 10 U.S.C. 424, (b)(7)c. budget one Friday, an employee received a phone call where he was advised his nine-month-old daughter was sick and needed to be picked up. His wife had no transportation so he advised (b)(3) 10 U.S.C. 424, (b)(7)c. he had to leave but would return later to finish the budget. (b)(3) 10 U.S.C. 424, (b)(7)c. told the employee that she could not afford to let him go. When the employee explained to (b)(3) 10 U.S.C. 424, (b)(7)c. that he was not asking her permission to go, he was telling her that he was leaving. (b)(3) 10 U.S.C. 424, (b)(7)c. again said that she could not let him go and requested that he stay. The employee later learned his wife found a way to pick up the daughter, so his family emergency was addressed by his wife resulting in the employee staying to work on the budget. However, around 1845 or 1900 hours that evening, (b)(3) 10 U.S.C. 424, (b)(7)c. was "storming around the office" asking the employee how much longer before he was done because she had somewhere to go. The employee told her he would be done when he was done. (b)(3) 10 U.S.C. 424, (b)(7)c. then came in and asked the employee how much longer he would be with the budget because (b)(3) 10 U.S.C. 424, (b)(7)c. had somewhere to go. The employee gave him the same response that he gave to (b)(3) 10 U.S.C. 424, (b)(7)c. (b)(3) 10 U.S.C. 424, (b)(7)c. then told (b)(3) 10 U.S.C. 424, (b)(7)c. that she could go ahead and leave. The employee told (b)(3) 10 U.S.C. 424, (b)(7)c. that that was "BS," that when the employee had a family emergency earlier that day (b)(3) 10 U.S.C. 424, (b)(7)c. told him he had to stay. The employee asked (b)(3) 10 U.S.C. 424, (b)(7)c. why (b)(3) 10 U.S.C. 424, (b)(7)c. appointment was more important than the employee's. (b)(3) 10 U.S.C. 424, (b)(7)c. said that he did not want to talk about this right now. When the employee insisted that they speak about it right then, (b)(3) 10 U.S.C. 424, (b)(7)c. ignored the employee and walked away. (b)(3) 10 U.S.C. 424, (b)(7)c. said that they would talk on Monday. The employee told the OIG that (b)(3) 10 U.S.C. 424, (b)(7)c. never spoke to him. One of the (b)(3) 10 U.S.C. 424, (b)(7)c. had stayed late that night and confirmed the conversation.

(U//FOUO) Three employees told OIG that (b)(3) 10 U.S.C. 424, (b)(7)c. put her name on articles they had written for the DIA *Communiqué*. One employee asked (b)(3) 10 U.S.C. 424, (b)(7)c. why she put her name on it. (b)(3) 10 U.S.C. 424, (b)(7)c. replied that she had edited the article and then blamed it on a former employee who left (b)(3) 10 U.S.C. 424, (b)(7)c. three months prior. (b)(3) 10 U.S.C. 424, (b)(7)c. told the employee that "We'll just scratch the name off, put your name in, and I'll announce it." This never happened.

(U//FOUO) (b)(3) 10 U.S.C. 424, (b)(7)c. had several comments regarding her management approach and interactions with the staff. Regarding her being seen as an obstacle to productivity, she said that taskers sometimes come in after hours. The (b)(3) 10 U.S.C. 424, (b)(7)c. assigns taskers after hours. The employees take no initiative on the taskers. The employees could work on taskers that fall within their program. Instead, they wait until they are assigned. Regarding calling employees at home or pulling them out of training, (b)(3) 10 U.S.C. 424, (b)(7)c. denied she ever called anyone at home for work related matters. The only exception was for a phone recall exercise they conducted several months ago. (b)(3) 10 U.S.C. 424, (b)(7)c. also denied ever pulling anyone out of training or requiring anyone to come in early or stay late to complete a project.

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OIG Comments: (b)(3) 10 U.S.C. 424, (b)(7)c, (b)(3) 10 U.S.C. 424, (b)(7)c acknowledged later in the OIG interview that she had asked one employee to stay late to work on a document for OIG on Friday, 11 March 2005. OIG did not request this document. One former employee told OIG that (b)(3) 10 U.S.C. 424, (b)(7)c called her at home and pulled her out of training. OIG also found an e-mail (b)(3) 10 U.S.C. 424, (b)(7)c sent to (b)(3) 10 U.S.C. 424, (b)(7)c and stated, "[The employee's] in class this next week, but I can reach her to complete either AM or PM after class if need be."

(U) Grievances

(U//FOUO) On 3 May 2004, a former (b)(3) 10 U.S.C. 424, (b)(7)c employee filed a grievance against (b)(3) 10 U.S.C. 424, (b)(7)c and (b)(3) 10 U.S.C. 424, (b)(7)c. The employee told OIG that around December 2003 when she was leaving (b)(3) 10 U.S.C. 424, (b)(7)c discussed preparing a performance report on her. The employee told both (b)(3) 10 U.S.C. 424, (b)(7)c and (b)(3) 10 U.S.C. 424, (b)(7)c that (b)(3) 10 U.S.C. 424, (b)(7)c had not supervised the employee for a minimum of 90 days since the closeout of her previous performance report. The employee was notified after she left (b)(3) 10 U.S.C. 424, (b)(7)c that (b)(3) 10 U.S.C. 424, (b)(7)c had prepared a performance report on her. (b)(3) 10 U.S.C. 424, (b)(7)c gave the employee an overall performance rating 14 (Meets Expectations) on a scale of 1 to 30; (b)(3) 10 U.S.C. 424, (b)(7)c rated her at a 5 (Limited Potential) on a scale of 1 to 30. On her previous performance rating, she had received a 21 (Meets Expectations) and a 20 (Outstanding Potential.) Neither (b)(3) 10 U.S.C. 424, (b)(7)c nor (b)(3) 10 U.S.C. 424, (b)(7)c discussed the appraisal with the employee. On 2 July 2004, (b)(3) 10 U.S.C. 424, (b)(7)c expunged the appraisal from the employee's record.

(b)(3) - P.L. 86-36, (b)(7)c, (b)(7)d

(U) (b)(3) 10 U.S.C. 424, (b)(7)c Conduct in his Prior Job

(U//FOUO) Before coming to DIA in October 2003, (b)(3) 10 U.S.C. 424, (b)(7)c was (b)(7)c, (b)(6) (b)(7)c, (b)(6)

Through relatively simple research and interviews, OIG learned that in his previous job (b)(6), (b)(7)c (b)(3) 10 U.S.C. 424, (b)(7)c had exhibited a pattern of conduct similar to that exhibited at DIA. However, the OIG reviewed (b)(3) 10 U.S.C. 424, (b)(7)c security file and found no evidence that DIA obtained any of the information regarding (b)(3) 10 U.S.C. 424, (b)(7)c prior employment (b)(6), (b)(7)c although OIG was able to easily obtain such information through phone calls. It is unclear as to why DIA did not seek or find this information prior to hiring (b)(3) 10 U.S.C. 424, (b)(7)c.

(U//FOUO) A former peer of (b)(3) 10 U.S.C. 424, (b)(7)c stated he was not asked to find another job; however, before he left (b)(6), (b)(7)c "he was on the path where that would happen. We began to

³ From February 1991 until August 2000, (b)(3) 10 U.S.C. 424, (b)(7)c had worked in various positions at the (b)(6), (b)(7)c. He was (b)(7)c, (b)(6)

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document." She and her co-workers were surprised he obtained employment with DIA and that neither she nor (b)(3) 10 USC 424 (b)(7)c other peers were interviewed at that time. "Everybody knew him." His management style became such that she was "appointed to intervene and manage the work he did." (See Appendix B) The former peer stated there were constant concerns from his employees. One claiming sexual harassment was reassigned to another office, and another put in for worker's compensation for stress. The employee who claimed sexual harassment never filed anything; she just wanted out. The former peer believes the behavior (b)(3) 10 U.S.C. 424 (b)(7)c displayed at (b)(3) 10 USC 424 (b)(7)c is one she refers to as "not new," in that he did not just learn it (b)(6), (b)(7)c. She added (b)(6), (b)(7)c was unaware of his behavior at (b)(6), (b)(7)c.

(U//FOUO) According to the former peer, the (b)(6), (b)(7)c would often have (b)(7)c, (b)(3) statistical data validated by Human Resources because the Secretary learned the data as reported by (b)(7)c, (b)(3) would often be incorrect. It got to the point that the Secretary would not use (b)(7)c, (b)(3) data. The former peer said (b)(7)c, (b)(3) "misrepresented the statistics." [After the OIG interviewed (b)(3) 10 U.S.C. 424, the OIG discovered a DIA e-mail exchange regarding a very similar situation at DIA. As at (b)(7)c, (b)(3) 10 USC 424 (b)(7)c provided an inaccurate statistic, resulting in another DIA office being unnecessarily admonished by the DD/DIA.] (See Appendix C)

(U//FOUO) The former peer also said that while (b)(7)c, (b)(6), (b)(3) 10 USC 424 (b)(7)c, (b)(3) 10 USC 424 re-hired a former employee whom (b)(6), (b)(7)c had an issue with regarding illegal use of a government credit card. A letter of reprimand was in process when the employee took a job at the (b)(6), (b)(7)c for a higher grade level. The name of the employee is (b)(3) 10 USC 424 (b)(7)c. When the former peer learned that (b)(7)c, (b)(3) brought this same employee to the DIA with him, she expressed her concern for the (b)(7)c employees and said, "Retaliation is something to fear with (b)(3) 10 USC 424 because she is very loyal to (b)(7)c, (b)(3) 10 USC 424." The former peer said the OIG could put her name on-the-record as a source of information.

(U//FOUO) Interviews of additional (b)(3), (b)(7)c revealed similar information. A former Executive Officer to one of the Assistant Secretaries reviewed the reports (b)(7)c, (b)(3) 10 USC 424 would provide and said (b)(7)c, (b)(3) 10 USC 424 was very immature for a senior. His work was typically late. He tended to delegate all his work to his staff; however, he did not seem to give them enough time to get the work done in order to meet the deadlines. After denying an award to (b)(7)c, (b)(3) 10 USC 424 due to his missed deadlines, one of the seniors told (b)(7)c, (b)(3) 10 USC 424 he was going to hold him accountable. This angered (b)(7)c, (b)(3) 10 USC 424. In the opinion of this former Executive Officer, (b)(7)c, (b)(3) 10 USC 424 did not seem to care that his employees could not meet the deadlines until it affected him during bonus time.

(U//FOUO) The individual who replaced (b)(7)c, (b)(3) 10 USC 424 said it was surprising to her that although (b)(7)c, (b)(3) 10 USC 424 was gone, he still had an affect on the employees. She scheduled one-on-one sessions with each employee. Many of them had not been happy working for (b)(7)c, (b)(3) 10 USC 424. Some of the employees were in tears as they relived their experiences.

(U//FOUO) One of (b)(7)c, (b)(3) 10 USC 424, (b)(6) said he used to publicly criticize her. It was more prevalent the last two of his three years (b)(7)c, (b)(6). She interpreted his public criticism or public humiliation of employees as his style of management. She also

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commented on working relationship issues regarding (b)(7)c, (b)(3) 10 USC 424. She sensed (b)(7)c, (b)(3) 10 USC 424 did not obtain all of his information from his own observation. In the senior employee's opinion, the staff has a much better working relationship now that (b)(7)c, (b)(3) 10 USC 424 is gone.

(U//FOUO) Another one of (b)(7)c employees said (b)(7)c, (b)(3) 10 USC 424 was prone to outbursts and it would be something minor that could set him off. During these outbursts, (b)(7)c, (b)(3) 10 USC 424 could be very insensitive to the employees. (b)(7)c, (b)(3) 10 USC 424 never threatened to hit someone during his outbursts; however, (b)(7)c employee believes there is only one place to go from verbal, and that is to physical. His shouting could be very cutting and the senior employee witnessed staff members crying. He found it to be an "extremely hostile environment." In his opinion, (b)(7)c, (b)(3) 10 USC 424 (b)(5) Though (b)(7)c, (b)(3) 10 USC 424 is gone and the individual who replaced (b)(7)c, (b)(3) 10 USC 424 is very "easy, nurturing, and doesn't push," (b)(7)c employee said the staff remains affected by (b)(7)c, (b)(3) 10 USC 424.

(U//FOUO) Finally, an employee who requested she be removed from (b)(7)c, (b)(3) 10 USC 424 office said she found him to be rude, unprofessional, disrespectful, and one who made inappropriate remarks. She provided an example. (b)(7)c, (b)(3) 10 USC 424 the employee, and a young, male intern were waiting for a car to take them to a meeting. While waiting, a woman passed by and (b)(7)c, (b)(3) 10 USC 424 commented on how "hot" she was. The employee said she was embarrassed by the comment and also for the fact that the young intern witnessed (b)(7)c, (b)(3) 10 USC 424 employee making such a comment. She later apologized to the young intern. The employee said she had been in a bad situation prior to coming to the (b)(3) 10 USC 424 office. When she initially spoke with (b)(7)c, (b)(3) 10 USC 424 he came across as believable and gave her the impression he was professional. She wanted to work for him. It was only once she became his employee that she discovered what he was like. She said the ironic thing is that he was head of the (b)(3) 10 USC 424 office. The employee stated the environment was "extremely hostile." Though she was never berated in public, she witnessed (b)(7)c, (b)(3) 10 USC 424 do it many times to other employees. She commented that (b)(7)c, (b)(3) 10 USC 424 took his two favorite employees (b)(7)c, (b)(3) 10 USC 424 and (b)(7)c, (b)(3) 10 USC 424 to DIA with him. Those two people would help him make decisions. He was very close to them and in this employee's opinion, that in itself created a hostile environment because the other employees wondered what was going on. The employee commented that she feels badly for the DIA employees, knowing they have (b)(7)c, (b)(3) 10 USC 424 two favorite employees in their midst.

(U) [REDACTED] Programs and Mission Effectiveness

(U) (b)(3) 10 USC 424

(U) The [REDACTED] office, through its (b)(3) 10 USC 424 (b)(3) 10 USC 424 for the DIA population. It also provides (b)(3) 10 USC 424 (b)(3) 10 USC 424

(U//FOUO) A former member of the (b)(3) 10 USC 424 contacted the IG team to relay his concern regarding the (b)(3) 10 USC 424 as well as the [REDACTED] office in general. He believed the single most important event related to (b)(3) 10 USC 424

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(b)(3) 10 USC 424 and the [redacted] office did nothing to commemorate it. When the (b)(3) 10 USC 424 [redacted] was asked why their office did not (b)(3) 10 USC 424 that DIA employees could (b)(3) 10 USC 424 she said because it was Veteran's Day (November is (b)(3) 10 USC 424 and there weren't enough people within [redacted]. Some employees were too new. (b)(3) 10 USC 424 was subsequently scheduled in February (designated as (b)(3) 10 USC 424. When (b)(3) 10 U.S.C. 424, [redacted] was asked the same question, she replied that she and her husband attended (b)(3) 10 USC 424 and she saw other DIA employees in attendance. She considered her presence an [redacted] function.⁴

(U//FOUO) When (b)(3) 10 USC 424, (b)(7)c [redacted] was asked his views on (b)(3) 10 U.S.C. 424 [redacted] he said they are the least priority but are "political." (b)(3) 10 USC 424 [redacted] will be held but no one will attend. He believes the workforce does not support them. He proposes (b)(3) 10 USC 424 [redacted] comprised of senior managers rather than many (b)(3) 10 USC 424 [redacted]. When asked what the (b)(3) 10 USC 424 [redacted] think about his proposal, he said the only (b)(3) 10 USC 424 [redacted] approached thus far is the (b)(3) 10 USC 424 [redacted] and it is not supportive.

(U//FOUO) The (b)(7)c, (b)(3) IG Act [redacted] (responsible for the entire Intelligence Community) stated that regarding (b)(3) 10 U.S.C. 424 [redacted] there could be mixed results for any group. The purpose should (b)(3) 10 U.S.C. 424 [redacted]. (b)(3) 10 USC 424 [redacted] Furthermore, other agencies are reinforcing their (b)(3) 10 USC 424 [redacted] right now. The (b)(7)c, (b)(3) IG Act [redacted] stated that she has seen organizations where both the senior level (b)(3) 10 USC 424 [redacted] and the (b)(3) 10 USC 424 [redacted] are needed. She believes it is good to hear from the rank and file. The Central Intelligence Agency, as well as the NRO, maintains both senior level (b)(3) 10 USC 424 [redacted]. (b)(3) 10 USC 424 [redacted]

(U//FOUO) The OIG contacted the (b)(3) - P.L. 86-36, [redacted] at the National Security Agency (NSA) for comparison. (b)(3) - P.L. 86-36, IG Act, (b)(7)c, (b)(7)d [redacted]. (b)(3) - P.L. 86-36, (b)(7)d, (b)(7)c, IG Act [redacted]

⁴ (U//FOUO) By way of comparison, although the NRO (b)(3) 10 USC 424 [redacted] November, provided a (b)(3) 10 USC 424 [redacted] the NRO, and arranged for an NRO Air Force General to speak about his successful interactions with a local (b)(3) 10 USC 424 [redacted] near the Air Force base he previously commanded.

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(b)(3), (b)(7)c, (b)(7)d

(U) (b)(3) 10 USC 424

(U) (b)(3) 10 USC 424

(b)(3) 10 USC 424

(U//FOUO) During our review of the [redacted] office, an attorney from Kalijarvi, Chuzi, and Newman contacted the NRO OIG to say she learned of the IG review of the DIA [redacted] office. She has four clients who have had difficulties with filing complaints or were being discouraged from filing complaints by a particular individual within the [redacted] office. She stated this had been going on for years and provided copies of correspondence documenting the clients' complaints. The NRO OIG team met with the [redacted] (b)(3) 10 USC 424 to discuss the allegation that [redacted] (b)(3), (b)(7)c allegedly dissuaded employees from filing complaints. The [redacted] (b)(3) 10 U.S.C. stated she spoke with her counselor, who was previously the [redacted] (b)(3) 10 USC 424 (b)(3) 10 USC 424 (b)(3) 10 USC 424 and suspects the counselor is not well versed in the [redacted] (b)(3) 10 USC 424 offices in processing complaints. The issues raised in the attorney letters all occurred before the [redacted] (b)(3) 10 USC 424 became a DIA employee in [redacted] (b)(3) 10 U.S.C. however, [redacted] (b)(3) 10 U.S.C. and [redacted] (b)(3) 10 U.S.C. 424, 424 insisted she be the one to issue a letter of reprimand to the counselor involved. The [redacted] (b)(3) 10 USC 424 said she was not comfortable writing such a letter because she was not an employee of DIA at the time of the alleged incidents and the allegations were no longer current. However, she did as she was told and on 14 February 2005 she issued a the letter of reprimand referencing a 1 October 2003 letter received from Kalijarvi, Chuzi, and Newman. The [redacted] (b)(3) 10 USC 424 stated she reviewed a letter [redacted] (b)(3) 10 U.S.C. 424 wrote in response to the law firm's 1 October 2003 letter and did not want to be critical, but [redacted] (b)(3) 10 U.S.C. 424 (b)(7)c did not supply the law firm with any information. Proper procedure would have been to reference any actions the agency took to address a complainant's dissatisfaction. His letter "didn't answer the mail."

(U//FOUO) The NRO OIG reviewed two pre-complaint or informal case files and four formal complaint case files. The file review revealed that one of the two pre-complaint cases had initially been inappropriately handled. The EEOC became involved and demanded that DIA further process the case in accordance with an order the EEOC described. Two of the four formal case files were for employees represented by the law firm Kalijarvi, Chuzi and Newman. One had reached a settlement and is closed. The other case is still ongoing. The complainant in this latter case requested mediation that included participants whom the complainant was not previously aware would be participating. The mediation did not go well due to one of these additional participants. The law firm representing the complainant corresponded with [redacted] (b)(3) 10 U.S.C. 424. The current [redacted] (b)(3) 10 U.S.C. 424 was not an employee during this time, but is concerned about the letter [redacted] (b)(3) 10 U.S.C. 424 supplied to the law firm in response. Though the letter indicated the mediation program is being reviewed, it did not inform the law firm as to what was actually

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being done. Typically, the problem incurred during the mediation would have been documented and placed in the case file. EEOC MD 110, Chapter 5, Section IV Agency Dismissal Process, D. Allegations of Dissatisfaction Regarding Processing of Pending Complaints, 2. states, "The agency official responsible for the quality of complaints processing must add a record of the complainant's concerns and any actions the agency took to resolve the concerns, to the complaint file maintained on the underlying complaint. If no action was taken, the file must contain an explanation of the agency's reason(s) for not taking any action." Nothing was placed in the complainant's case file regarding the inappropriate mediation session. Had this been done, then when the law firm contacted him, (b)(3) 10 U.S.C. 424 (b)(7)c could have advised the law firm that he was aware of the issue and stated what had been done to correct it, or he could have stated that he was unaware of the issue and that an inquiry would be done. (b)(3) 10 U.S.C. 424 (b)(7)c letter did not address the law firm's concerns. The (b)(3) 10 U.S.C. 424 (b)(7)c has since become involved with this particular case, and has improved the organization of the case file. She is well versed in what has transpired and adequately answered the questions the OIG team addressed with her.

(U) The review of the four formal case files revealed a definite improvement since the current (b)(3) 10 U.S.C. 424 arrival. The files that have been reviewed by the current (b)(3) 10 U.S.C. 424 are organized and were much easier for the OIG to review and understand what took place. The files prior to the involvement of the current (b)(3) 10 U.S.C. 424 were difficult to review, resulting in numerous questions. The current (b)(3) 10 U.S.C. 424 stated she does not have a seasoned staff and improvement will take time. Since joining the (b)(3) 10 U.S.C. 424 staff in July of 2004, the (b)(3) 10 U.S.C. 424 has created the following improvements:

(b)(3) 10 U.S.C. 424

(U//FOUO) The (b)(3) 10 U.S.C. 424 has been assessing the skills of her two (b)(3) (b)(7)c. One has potential and has been designated as the individual (b)(3) (b)(7)c.

(b)(3) (b)(7)c, (b)(7)d

issues. She would like to replace this employee with another who is currently a member of the (b)(3) 10 USC 424 team. That particular employee has a law degree; the (b)(3) 10 U.S.C. 424 believes this would be an asset on the (b)(3) 10 USC side. The (b)(3) 10 U.S.C. 424 stated she presented her proposal to (b)(3) 10 U.S.C. 424 and (b)(3) 10 U.S.C. 424 (b)(7)c but it was rejected. She suspects (b)(3) 10 U.S.C. 424 management wants

(U) CONCLUSIONS

(U//FOUO) OIG concludes that (b)(3) 10 USC 424, (b)(5), (b)(7)c

(U//~~FOUO~~) ~~(b)(3) 10 USC 424 (b)(7)(C)~~ [REDACTED] concludes that [REDACTED] has made racially and sexually offensive or derogatory comments in the workplace. These, as well as other comments and actions by him were witnessed and described to OIG by multiple sources. These actions have created a hostile, abusive and intimidating work environment in [REDACTED] OIG further concludes that [REDACTED]

prior to moving to DLA.

(U//FOUO) OIG also concludes that [REDACTED] She has made racially and sexually offensive or derogatory comments in the workplace, which were witnessed and described to OIG by multiple sources. These actions have contributed to a hostile, abusive or intimidating work environment in [REDACTED] and a poorly functioning office.

(U//FOUO) With regard to [REDACTED] programs and their effectiveness, OIG concludes that the

has been deficient in the past, but is improving. The staff is inexperienced in certain areas, and deficiencies remain. However, recently adopted guidance, templates and other internal mechanisms aimed at ensuring uniform processing signals continuing improvement.

(U//FOUO) OIG also concludes that caution is warranted as DIA considers significant changes in its approach to (b)(3) 10 USC 424 [REDACTED] OIG's benchmarking with other Intelligence Community agencies suggests that eliminating (b)(3) 10 USC 424 [REDACTED] could have unintended adverse consequences; any such actions at DIA should be carefully considered.

(U) RECOMMENDATIONS

(U//FOUO) The OIG recommends that (b)(3) 10 USC 424, (b)(5), (b)(7)c

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~~(U//FOUO)~~ The OIG recommends that [REDACTED] (b)(3) 10 USC 424, (b)(5), (b)(7)c

~~(U//FOUO)~~ The OIG recommends that [REDACTED] (b)(3) 10 USC 424, (b)(5), (b)(7)c

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(U) APPENDIX A: MD EMPLOYEE'S COMPLAINT STATEMENT

(U//~~FOUO~~) (b)(3) - P.L. 86-36, (b)(7)c, (b)(7)d, (b)(3) IG Act detailed statement regarding her complaint of discrimination.


Detailed Statement of (b)(3) - P.L. 86-36, (b)(7)c.
(b)(7)d, (b)(3) IG Act

Regarding her complaint of discrimination.

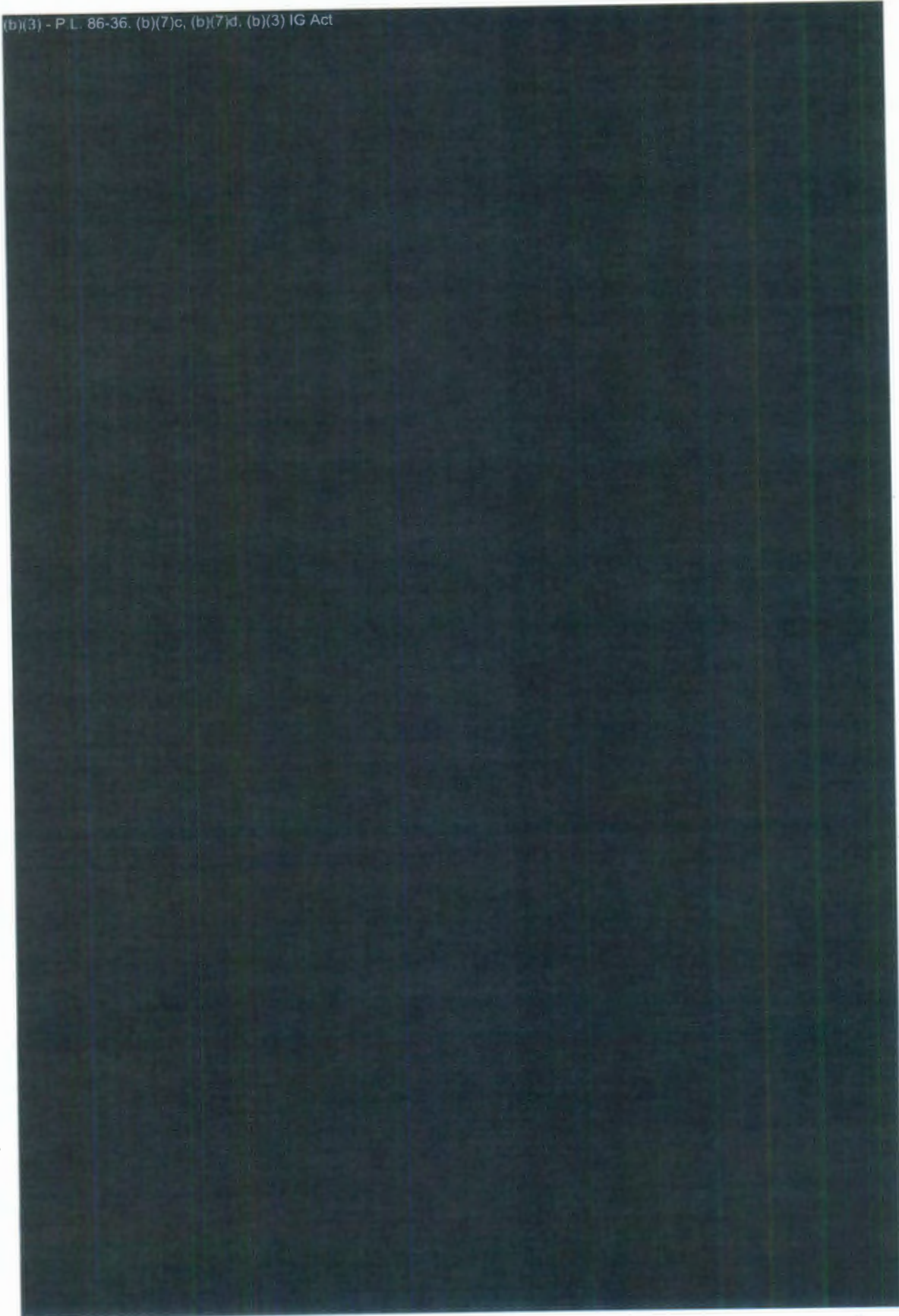
(b)(3) - P.L. 86-36, (b)(7)c, (b)(7)d, (b)(3) IG Act




(b)(3) - P.L. 86-36, (b)(7)c, (b)(7)d, (b)(3) IG Act



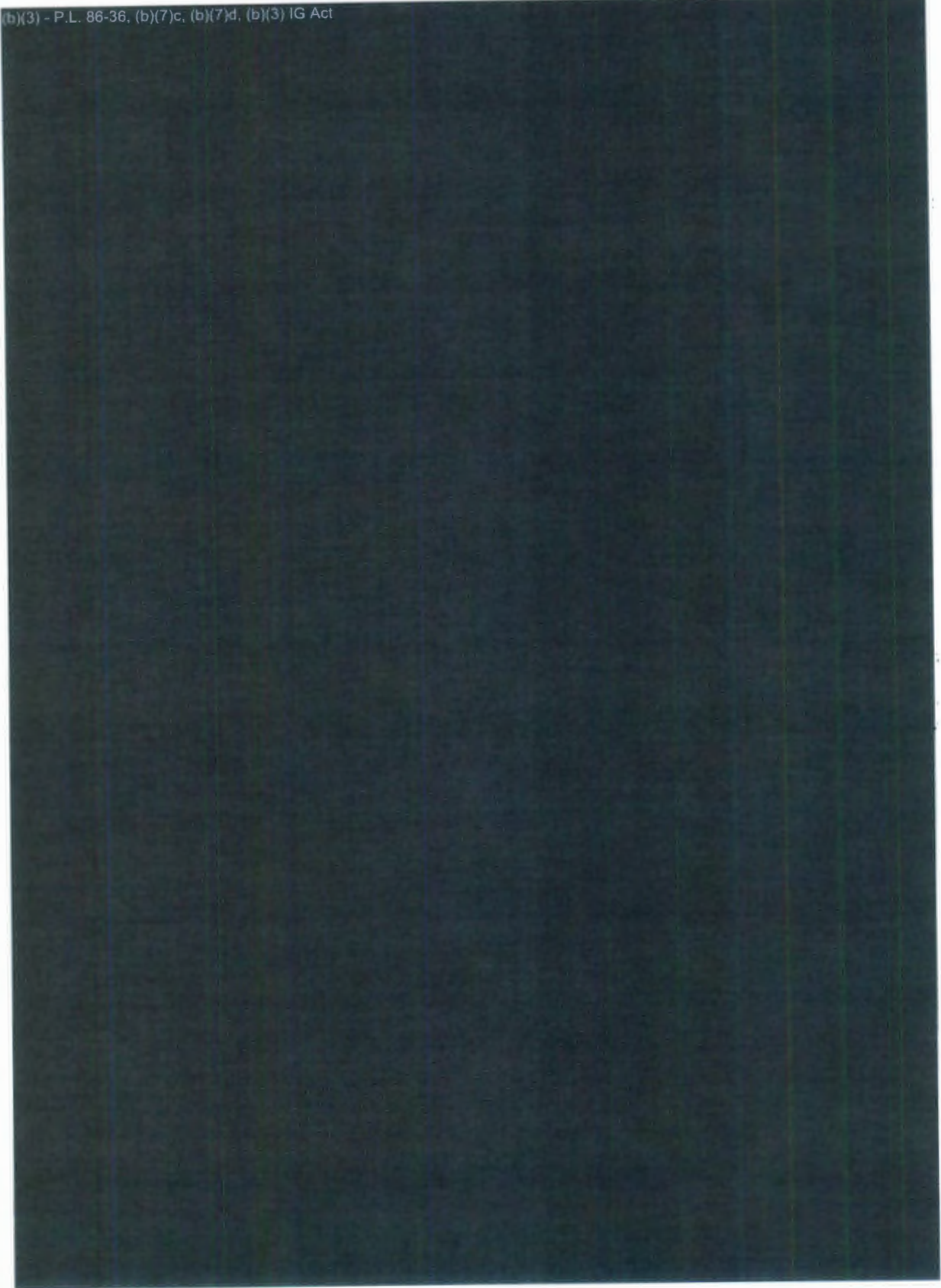
(b)(3) - P.L. 86-36, (b)(7)c, (b)(7)d, (b)(3) IG Act




(b)(3) - P.L. 86-36, (b)(7)c, (b)(7)d, (b)(3) IG Act



(b)(3) - P.L. 86-36, (b)(7)c, (b)(7)d, (b)(3) IG Act



(b)(3) - P.L. 86-36, (b)(7)c, (b)(7)d, (b)(3) IG Act



(b)(3) - P L 86-36, (b)(7)c, (b)(7)d, (b)(3) IG Act



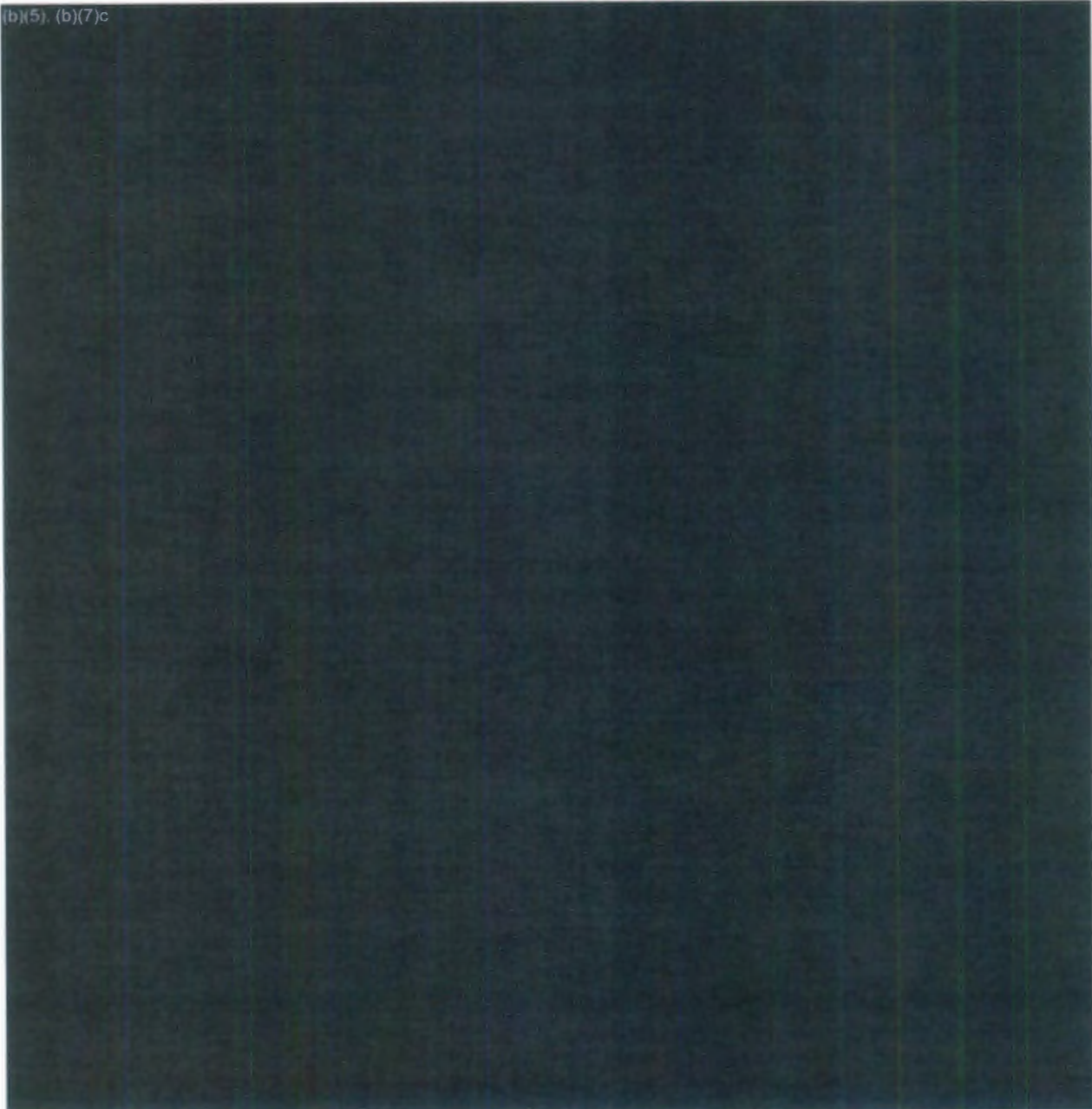
(U) APPENDIX B: IG Act, (b)(7)c DOCUMENT

(U) The document was provided by a former (b)(7)c, IG Act The document provides a sample of (b)(7)c, (b)(3) IG Act work while an employee (b)(7)c, IG Act, (b)(6)



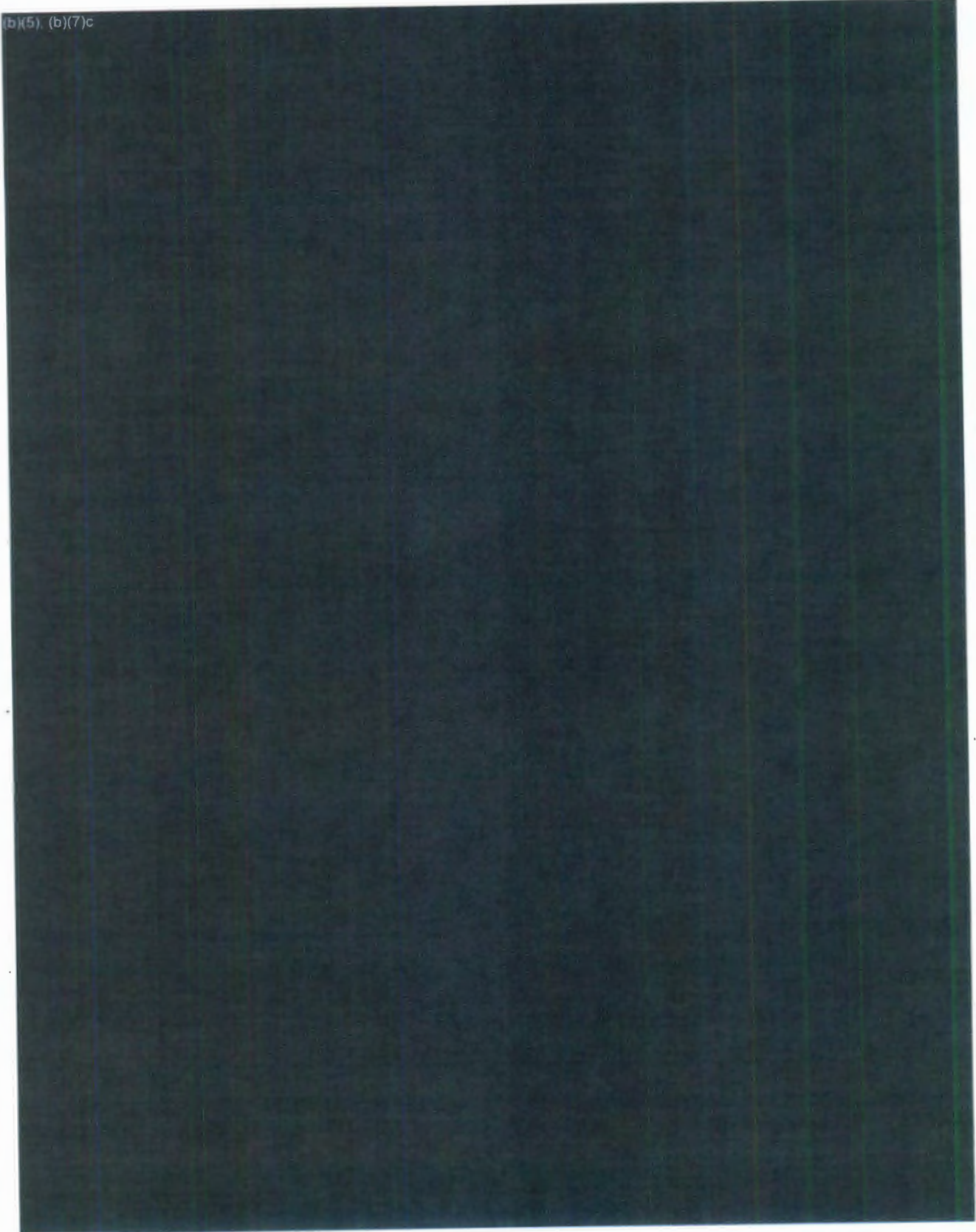
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(b)(5), (b)(7)c

A large, solid black rectangular redaction box covers the majority of the page content, starting below the header and ending above the footer. The text "(b)(5), (b)(7)c" is printed in the top left corner of this redacted area.

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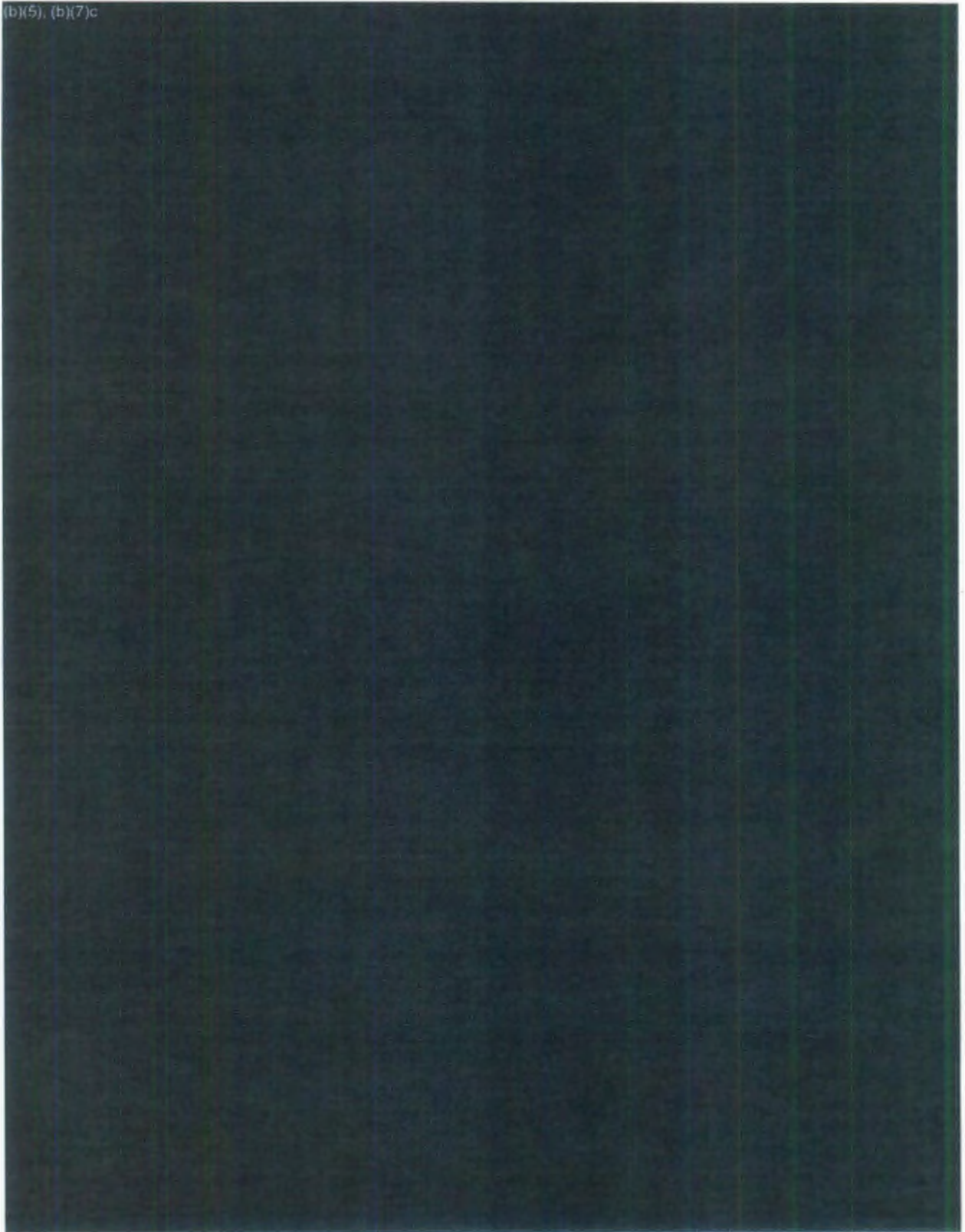
(b)(5), (b)(7)c



U07 45/4000 10-17-10000

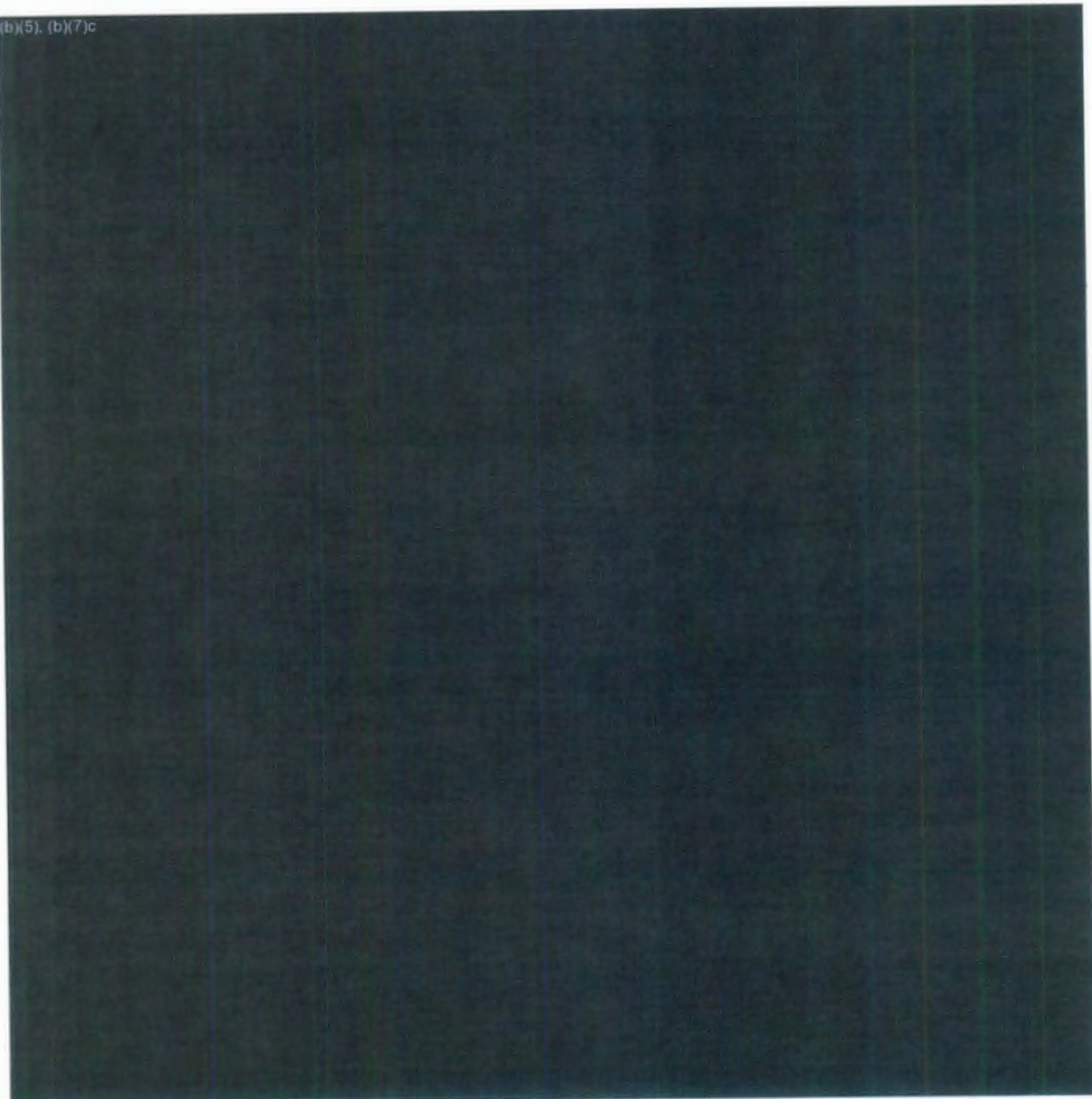
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(b)(5), (b)(7)c



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(b)(5), (b)(7)c



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(U) APPENDIX C: E-MAIL EXCHANGE

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Message0270

Subject: RE: Request from DNI/FBI
From: (b)(3) 10 U.S.C. 424, (b)(7)c
Date: 3/31/2005 12:30:53 PM
To: (b)(3) 10 U.S.C. 424, (b)(7)c
CC: (b)(3) 10 U.S.C. 424, (b)(7)c

Message Body

<OCT-SecuritySettings><DIV>Classification: [REDACTED] 20300329</DIV></OCT-SecuritySettings>

(b)(3) 10 U.S.C. 424, (b)(5), (b)(7)c

(b)(3) 10 USC 424

Defense Intelligence Agency
Washington, DC 20340

(b)(3) 10 USC 424

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

From: (b)(3) 10 U.S.C. 424, (b)(7)c
Sent: Thursday, March 31, 2005 6:38 AM
To: (b)(3) 10 U.S.C. 424, (b)(7)c
Cc: (b)(3) 10 U.S.C. 424, (b)(7)c
Subject: RE: Request from DNI/FBI
Importance: High
Sensitivity: Private
Classification: [REDACTED]

(b)(3) 10 USC 424, (b)(5), (b)(7)c

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

From: (b)(3) 10 U.S.C. 424, (b)(7)c
Sent: Wednesday, March 30, 2005 8:22 AM
To: (b)(3) 10 U.S.C. 424, (b)(7)c
Cc: (b)(3) 10 U.S.C. 424, (b)(7)c
Subject: RE: Request from DNI/FBI
Sensitivity: Private

(b)(3) 10 U.S.C. 424

(b)(3) 10 USC 424

From: (b)(3) 10 U.S.C. 424,

To: (b)(3) 10 U.S.C. 424, (b)(7)c

Cc:

Sensitivity: Private

Classification

(b)(3) 10 U.S.C. 424, (b)(5), (b)(7)C

From: (b)(3) 10 U.S.C. 424

To: (b)(3) 10 U.S.C. 424.

(b)(3) 10 U.S.C. 424, (b)(5), (b)(7)c

From: (b)(3) 10 U.S.C. 424, (b)(7)C

To: (b)(3) 10 U.S.C. 424.

Cc: (b)(3) 10 U.S.C. 424, (b)(7)c

Classification

(b)(3) 10 U.S.C. 424, (b)(5), (b)(7)c

(b)(3) 10 USC 424

Defense Intelligence Agency
Washington, DC 20340

(b)(3) 10 USC 424

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

From: (b)(3) 10 U.S.C. 424.

Sent: Tuesday, March 29, 2005 2:02 PM

To: (b)(3) 10 U.S.C. 424, (b)(7)c

Cc:

Subject: RE: Request from DNI/FBI

CLASSIFICATION: UNCLASSIFIED

CAVEATS: ~~FOUO~~

TERMS: NONE

(b)(3) 10 U.S.C. 424, (b)(5), (b)(7)c

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

From: (b)(3) 10 U.S.C. 424, (b)(7)c

Sent: Tuesday, March 29, 2005 1:59 PM

To: (b)(3) 10 U.S.C. 424, (b)(7)c

Cc:

Subject: RE: Request from DNI/FBI

Classification: Unclassified

(b)(3) 10 U.S.C. 424, (b)(5), (b)(7)c

(b)(3) 10 USC 424

Defense Intelligence Agency

Washington, DC 20340

(b)(3) 10 USC 424

(b)(3) 10 U.S.C. 424, (b)(5), (b)(7)c

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

From: (b)(3) 10 U.S.C. 424 (b)(7)c
Sent: Tuesday, March 29, 2005 10:05 AM
To: (b)(3) 10 U.S.C. 424, (b)(7)c
Cc: [REDACTED]
Subject: RE: Request from DNI/FBI
CLASSIFICATION: UNCLASSIFIED
CAVEATS: NONE
TERMS: NONE

(b)(3) 10 U.S.C. 424, (b)(5), (b)(7)c

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

From: (b)(3) 10 U.S.C. 424 (b)(7)c
Sent: Tuesday, March 29, 2005 9:47 AM
To: (b)(3) 10 U.S.C. 424, (b)(7)c
Cc: [REDACTED]
Subject: Request from DNI/FBI
Importance: High
Classification: Unclassified

(b)(3) 10 U.S.C. 424, (b)(5), (b)(7)c

Classification: Unclassified

CLASSIFICATION: UNCLASSIFIED
CAVEATS: NONE
TERMS: NONE

Classification: Unclassified

CLASSIFICATION: UNCLASSIFIED
CAVEATS: ~~FOUO~~
TERMS: NONE

DERIVED FROM: (b)(3) 10 U.S.C.
DECLASSIFY ON: 20300329

DERIVED FROM: (b)(3) 10 U.S.C. 424
DECLASSIFY ON: 20300329

CI [REDACTED]

DERIVED FROM: (b)(3) 10 U.S.C. 424
DECLASSIFY ON: 20300329

DERIVED FROM: (b)(3) 10 U.S.C. 424
DECLASSIFY ON: 20300329

DERIVED FROM: (b)(3) 10 U.S.C. 424
DECLASSIFY ON: 20300329

DERIVED FROM: (b)(3) 10 U.S.C. 424
DECLASSIFY ON: 20300329
<OCT-SecuritySettings><DIV>Classification: 20300329</DIV></OCT-SecuritySettings>

Outlook Header Information

Conversation Topic: Request from DNI/FBI

Subject: RE: Request from DNI/FBI

From: (b)(3) 10 U.S.C. 424, (b)(7)c

Sender: (b)(3) 10 U.S.C. 424, (b)(7)c

To: (b)(3) 10 U.S.C. 424,

CC: (b)(3) 10 U.S.C. 424, (b)(7)c

Received By: (b)(3) 10 U.S.C. 424, (b)(7)c

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