

governmentattic.org

"Rummaging in the government's attic"

Description of document: Office of the Director of National Intelligence (ODNI) / Inspector General of the Intelligence Community (IC IG) records regarding a Management Referral to the Intelligence Community Chief Information Officer (IC CIO) regarding an allegation of potential conflict or unnecessary redundancy between two information technology initiatives, Central Intelligence Agency's (CIA) QUANTUM LEAP program and The National Counterterrorism Center's (NCTC) INITIATE program, 2012 Requested date: 28-March-2015 Released date: 17-May-2017 Posted date: 20-August-2018 Source of document: **FOIA Request** FOIA/Privacy Act Office Office of the Director of National Intelligence (ODNI) Washington, DC 20511 Fax: (703) 275-1299 Email: DNI-FOIA@dni.gov

The governmentattic.org web site ("the site") is noncommercial and free to the public. The site and materials made available on the site, such as this file, are for reference only. The governmentattic.org web site and its principals have made every effort to make this information as complete and as accurate as possible, however, there may be mistakes and omissions, both typographical and in content. The governmentattic.org web site and its principals shall have neither liability nor responsibility to any person or entity with respect to any loss or damage caused, or alleged to have been caused, directly or indirectly, by the information provided on the governmentattic.org web site or in this file. The public records published on the site were obtained from government agencies using proper legal channels. Each document is identified as to the source. Any concerns about the contents of the site should be directed to the agency originating the document in question. GovernmentAttic.org is not responsible for the contents of documents published on the website.

-- Web site design Copyright 2007 governmentattic.org --

MAY 17 2017

Re: ODNI Case DF-2015-00162

This responds to your 28 March 2015 Freedom of Information Act (FOIA) request for an ODNI OIG document..."Management Referral to the IC CIO regarding an allegation of potential conflict or unnecessary redundancy between two information technology initiatives, CIA Quantum Leap program and NCTC's Initiate programs." The request was assigned ODNI case DF-2015-00162 (Enclosure 1).

Your request was processed in accordance with the FOIA, 5 U.S.C. § 552, as amended. A thorough search of our databases located 12 documents responsive to your request (Enclosure 2).

Upon review, ODNI has determined that some information is currently and properly classified in accordance with Executive Order 13526, Section 1.4(c), and therefore, exempt from disclosure pursuant to FOIA exemption (b)(1). In addition, some information is prohibited from disclosure pursuant to FOIA exemption (b)(3), which applies to information exempt by statutes, specifically:

- \circ 50 U.S.C. § 3024(i)(1), which protects information pertaining to intelligence sources and methods, and the National Security Act of 1947, as amended; and
- 50 U.S.C. § 3024(m)(1), which protects, among other things, the names and identifying 0 information of ODNI personnel.

If you wish to appeal our determination on this request, please explain the basis of your appeal and forward to: Office of the Director of National Intelligence, Information Management Division, Washington, DC 20511, within 90 days of the date of this letter.

However, you may find it helpful to contact the Office of Government Information Services (OGIS) at the National Archives and Records Administration to inquire about the FOIA mediation services they offer. The contact information for OGIS is: Office of Government Information Services, National Archives and Records Administration, 8601 Adelphi Road-OGIS, College Park, Maryland 20740-6001, email at ogis@nara.gov; telephone at 202-741-5770; toll free at 1-877-684-6448; or facsimile at 202-741-5769.

If you have any questions, feel free to email our Requester Service Center at DNI-FOIA@dni.gov or call us at (301) 243-1499. You can also contact ODNI's FOIA Liaison by email at DNI-FOIA-Liaison@dni.gov.

Sincerely,

Hickolson

Sally A. Nicholson Chief, FOIA Branch Information Management Division

Enclosures

OFFICE OF THE DIRECTOR OF NATIONAL INTELLIGENCE ASSISTANT DIRECTOR OF NATIONAL INTELLIGENCE AND CHIEF INFORMATION OFFICER WASHINGTON, DC 20511

2012-0343

MEMORANDUM FOR:	(b) (3) (3) (3) (b) (3) (b) (3) (b) (b) (3) (b) (b) (b) (b) (b) (b) (b) (b) (b) (b
SUBJECT:	(U) Evaluation of Potential Conflicts or Redundancy between

INITIATE and QUANTUM LEAP

REFERENCES:

(U) IC IG Management Referral, 29 June 2012

(U//FOUO) I am submitting the attached whitepaper in response to the IC IG Management Referral requesting IC CIO's assessment of a potential conflict or unnecessary redundancy between CIA's QUANTUM LEAP (QL) and NCTC's INITIATE programs. My primary finding is that redundant capabilities and data exist in the current information technology architecture of the two systems. The redundancy, however, is warranted in order to satisfy both mission needs of CIA and NCTC and their differing legal authorities to collect, process, exploit, and store US Persons and law enforcement-related data.

(U//FOUO) As the organization responsible for overall IT efficiencies, my office appreciates the IG bringing this matter to our attention. I believe the response addresses the concerns identified in the reference. If you have additional guestions, my point of contact is , Chief, Mission Services Branch. Her number is (D) (3)

Al Tarasiuk

15 NOS 2012 Date

Attachment:

(U) IC CIO QUANTUM LEAP and INITIATE Whitepaper (Classification: SECRET//NOFORN)

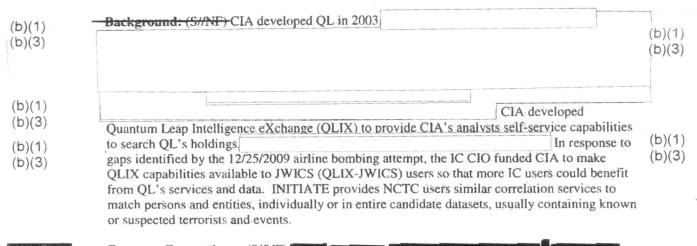
Classified By: (b)(3) Derived From: ODNI ANA S-08 Declassify On: 25X1

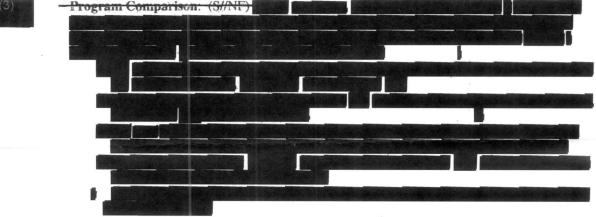
> This document is UNCLASSIFIED//FOUO when separated from attachments.

SECRET // NOFORN

IC IG Management Referral on QUANTUM LEAP and INITIATE

Parpose: (U//FOUO) In response to the IC IG Management Referral received 29 June 2012, the IC CIO conducted an evaluation of a potential conflict or unnecessary redundancy between CIA's QUANTUM LEAP (QL) and NCTC's INITIATE programs. The IC CIO contacted NCTC and CIA to discuss the capabilities, technologies, data and management, and operations of these systems and determined that NCTC's authorities to collect, process, exploit, and store US Persons and law enforcement related data influenced the development and implementation of the INITIATE program.





Primary Finding: (U/FOUO) The INITIATE Program provides capabilities that are essential to NCTC to fulfill its counterterrorism mission. QL is currently unable to meet NCTCs needs. Redundant capabilities and data do however exist in the current information technology architectures of the two systems.

Classified By: ODNI Derived From: ODNI ANA S-08 Reason: 1.4(c) Declassify On: 20371024

- SECRET / /NOFORN



INSPECTOR GENERAL OF THE INTELLIGENCE COMMUNITY Washington, DC 20511

29 June 2012

MEMORANDUM FOR:

SUBJECT:

Hon. Aldolfo Tarasiuk, ADNI/IC CIO

IC IG Management Referral

REPLY TO:

, Assistant Inspector General for Inspections

1. (U/FOUO) The Inspector General of the Intelligence Community (IC IG) uses a Management Referral process to communicate and facilitate responses to IC IG observations, issues, contacts, data and information needs, or other requirements. These management referrals may be used to inform future inspections.

2. (U/TOUO) We received several contacts regarding two information technology initiatives within the NCTC. The concerns expressed suggest a potential conflict or unnecessary redundancy between the INITIATE and QUANTUM LEAP programs. The IC IG has not assessed or validated the above concerns.

(U//FOUO) As your office is responsible for overall information technology efficiencies within the IC and ODNI, we request that you assess the status of the program efforts regarding potential conflicts or redundancy and report back to our office in 90 days.

<u>(IIITOUO)</u> I can be reached at secure of guidance or assistance as needed.

 $\frac{1}{1}$ (an be reached at secure o(3) and stand ready to provide you with any

	- UNCLASSIFIED//FOUD 28 Jun 12
(b)(3)	From: Subject: Management Referral on NCTC programs Adolfo Tarasiuk-Jr-DNI- Assistant Inspector General Office of the Director of National Intelligence Co. /2.03/
	This message is digitally signed.
	History This message has been forwarded.
	Al, per our telecon this am. Please see attached memorandum. If you need more time, just let us know, but felt you should be aware and assess. most regards and Happy 4th -
(b)(3)	CIO Management Referral_6-29-12FINAL.pdf Assistant Inspector General for Inspections Intelligence Community Office of the Inspector General
a. 4 4, 7	ICE mail: Management and a second
	INSPECTOR GENERAL SENSITIVE INFORMATION This email including any attachments is intended only for authorized recipients, Recipients may not further disseminate this information without the express permission of the sender or other Office of Inspector

disseminate this information without the express permission of the sender or other Office of Inspector General of the Intelligence Community personnel. This email may contain Inspector General sensitive information that is confidential, sensitive, work product or attorney-client privileged, or protected by Federal law, including protection from public disclosure under the Freedom of Information Act (FOIA), 5 USC §552. Accordingly, the use, dissemination, distribution or reproduction of this information to or by unauthorized or unintended recipients may be unlawful. If you have received this e-mail in error, please notify us immediately by return email, and please destroy all copies of the e-mail received in error.

See CO-12-036 b(3)

11/29/12

3

, · ·	SECRET / /NOFORN	28 Jun	12
	Classified By: 0(3) Derived From: COL S-06 Reason: 1.4(c) Declassify On: 20370629		
(3)	From: Subject Re: Hotline Complaint Excerpt Date: Doi/29/2012 09:52 AM To Cc	inetika fililiti	
	Ed,	add pur check 25 km² 19400 '94004000, Lendorfer Xe. (heper), yes religions (her	ur wy spenarse benerver ne
	Thanks. I appreciate your insight and interest.		
	Bill		
b)(2)	Senior Investigator Inspector General, Intelligence Community		
b)(3)			
	Per discussion this is not detail enough fa	-06/29/2012 08:32:30 AM	A.
	From: To: Cc:		
	Date: 06/29/2012 08:32 AM Subject: Re: Hotline Complaint Excerpt		2
	Per discussion this is not detail enough for an inspection at this time.		
*	However, NCTC has been living off of CIA's CWE and to me this appears an attempt onto their own system.	by NCTC to move	
	I'll contact the IC CIO and provide him an understanding of concerns over the two sys assess and get back to us. We'll note this information for consideration during the course of any NCTC compone other info comes in work with audits as necessary.		×
	regards 100		
	Assistant Inspector General for Inspections Intelligence Community Office of the Inspector General		
b)(3)			
	ICE mail have a galaxy and hav		
-	INSPECTOR GENERAL GENEITWE INFORMATION		
		ar a	
-	SECRET //NOTORI		

SECRET / /NOFORN

This email including any attachments is intended only for authorized recipients. Recipients may not further disseminate this information without the express permission of the sender or other Office of Inspector General of the Intelligence Community personnel. This email may contain Inspector General sensitive information that is confidential, sensitive, work product or attorney-client privileged, or protected by Federal law, including protection from public disclosure under the Freedom of Information Act (FOIA), 5 USC §552. Accordingly, the use, dissemination, distribution or reproduction of this information to or by unauthorized or unintended recipients may be unlawful. If you have received this e-mail in error, please notify us immediately by return email, and please destroy all copies of the e-mail received in error.

b(3)

Dear Audit & Inspection Management Teams,...

-06/28/2012 03:11:59 PM

SECRET / /NOFORN-

		SECRE		
	Classified By: D(3) Derived From: COL S-06 Reason: 1.4(c) Declassify On: 20370629			
	From: b(3) Date: 06/29/2012 09:48 AM		Re: management not letting employees know about Pat Roberts Intelligence scholarship internal deadlines meaning their employees were not able to apply in time	
(b)(3)	and the second second second	ĩo.		
		Boot		
(b)(3)	A start (Sality in Table) Sality (Sality Sality Sality (Sality Sality Sality Sality Sality Sality Sality Sality	i sesti edenomicanish (13) i	Discrete destands and any set of a province of the set of the	

This responds to your June 6 and June 22 emails to the IG Hotline, and follows up on your comments given to OIG investigators during a March 16 interview.

First, let me advise you that the concern you brought up in your June 22 email regarding IIG handling of the Pat Roberts Intelligence Scholarship Program announcement is not a matter the OIG would address. I suggest you forward that matter to the ODNI Employee Relations Officer per ODNI Instruction 74.01, 'Grievance Resolution.'

Second, and more importantly, we appreciate your concerns about waste regarding the procurement of INITIATE. While the appropriateness of that procurement is not suitable as an IG investigation, I believe it's worth consideration as an IC IG audit or inspection. Therefore, I have forwarded your concerns about that matter to the Chiefs of IC IG Audits and Inspections Divisions. Note that I did not include your name with the information I sent however, I told each chief that I have the name of the informant. If an Audit or Inspections team member wishes to speak with you, I will first contact you see if you will allow me to provide your name.

Please realize that I cannot assure you of an immediate response by either the Auditors or the Inspectors because each office has several projects scheduled. However, I have been assured that both offices will carefully weigh what you have presented to determine if and when an audit or inspection is appropriate.

Thank you,

(b)(3)	Inspector G	ieneral, Intelligence Community			
(b)(3)		Hello, I/m not sure this rises to the level of y			
(b)(3)	From: To: Date: Subject:	ICIG-Invest 06/22/2012 11:56 AM It management not letting employees know about Pat Roberts Intelligence scholarship internal deadlines, meaning their employees were not able to apply in time			

SECRET // NOFORN

SECRET / /NOFORN

Hello,

I'm not sure this rises to the level of your office but recently the ODNI put out a notice about the Pat Roberts Intelligence Scholarship Program (PRISP). ODNI communicated a deadline to the workforce, but my component within NCTC had its own deadline.

This internal deadline was not communicated to the workforce by our group management, NCTC/DI/IIG (Information Integration Group), which has more than one ODNI cadre under it. This meant when I applied, it was too late.

The NCTC Directorate of Intelligence Front Office had already made its choices of who was going to be nominated but my managers never let me know about any internal deadline. I therefore missed a deadline I didn't know about.

This seems a continuation of a pattern where IIG management does not prioritize taking care of its people. It seems to place more value on overselling a system they secured funding for that is inferior --it will identify fewer terrorists--to another system at another agency that we are able to use. The system IIG management is pushing so hard is called Initiate. The better system, which identifies more terrorists, is called Quantum Leap. Building and now pushing Initiate wastes money and doesn't help integrate IC IT infrastructure. In other words, IIG managers spend most of their time marketing a system they built that isn't as good as a system already built. Personnel like **b(3)**

SECRET / /NOFORN

Thank you.

(b)(3)

SECKET//HOPOIG

28 Jun 12

Classified By: **D(3)** Derived From: COL S-06 Reason: 1.4(c) Declassify On: 20370628

From: Subject: Hotline Complaint Excerpt Date: 06/28/2012 03:11 PM Cc: Cc:

Dear Audit & Inspection Management Teams,

Remember, I'm a new guy, so I get to try stuff out ...

The following are excerpts from recent Hotline complaints from the same employee. While he identified minor HR-focused issues that I've handled through separate channels he always comes back to the point that the Information Integration Group (IIG) procurement of INITIATE instead of QUANTUM LEAP is wasteful. We have now received three separate complaints about the same matter from the same employee. (I understand that **D**(S) the following two excerpts.)

The practicality of procuring INITIATE or QUANTUM LEAP does not lend itself to IG investigation. Therefore, I am forwarding the matter to your offices for consideration as a future Audit or Inspection topic. Please let me know if you have any interest in this matter. I will be happy to provide you with the name of the complainant, who I'm sure will be happy to cooperate with any OIG action. The two excerpts:

1. Management of (0(3) and the same case for CI subjects. Quantum Leap accesses more data, has had 10 years to refine itself, and actively solicits feedback to continually be improved. The IIG-backed system cannot do most of the things Quantum Leap can, yet it is touted as a successe.

If it is an ODNI priority not to stovepipe IT development and to have a common IT infrastructure as much as possible, I hope you can look into this because those of us responsible for making findings want to use the best tools and not miss anything. IIG management is pulling the wool over senior NCTC management's eyes, and pushing a system that will deliver inferior national security. If the idea is to prevent another Detroit airliner bomber (2009), the software $\boxed{0(3)}$ and $\boxed{0(3)}$ are pushing will not do it. They are making promises, but the system is inferior and spending money on it seems redundant. There is another, better system, more fully developed.

ODEM //NOFORM

Other analysts in IIG feel the same way, but they are assignees to NCTC from DHS.

- GECRET / /NOFORM

Contractors here in IIG also share these views.

2. This seems a continuation of a pattern where IIG management does not prioritize taking care of its people. It seems to place more value on overselling a system they secured funding for that is inferior--it will identify fewer terrorists—to another system at another agency that we are able to use. The system IIG management is pushing so hard is called Initiate. The better system, which identifies more terrorists, is called Quantum Leap. Building and now pushing Initiate wastes money and doesn't help integrate IC IT infrastructure. In other words, IIG managers spend most of their time marketing a system they built that isn't as good as a system already built. Personnel like b(3)

Hotline Manager/Senior Investigator Inspector General. Intelligence Community

(b)(3)

- SECRET / /NOFORN-

SECRET //NOFORM

(b)(3)

(b)(3)

From Subject: management not letting employees know about Pat LX-2, 1A-139, 917-2210 (Secure) Roberts Intelligence scholarship internal deadlines , 703-275-2216 (Comm.) meaning their employees were not able to apply in time Tc: ICIG-Invest Date: 06/22/2012 11:56 AM This message is digitally signed.

Hello,

I'm not sure this rises to the level of your office but recently the ODNI put out a notice about the Pat Roberts Intelligence Scholarship Program (PRISP). ODNI communicated a deadline to the workforce, but my component within NCTC had its own deadline.

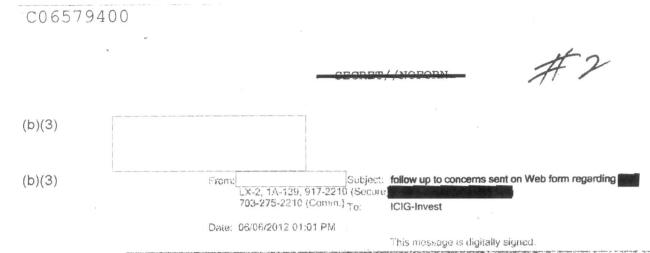
This internal deadline was not communicated to the workforce by our group management, NCTC/DI/IIG (Information Integration Group), which has more than one ODNI cadre under it. This meant when I applied, it was too late.

The NCTC Directorate of Intelligence Front Office had already made its choices of who was going to be nominated but my managers never let me know about any internal deadline. I therefore missed a deadline I didn't know about.

This seems a continuation of a pattern where IIG management does not prioritize taking care of its people, It seems to place more value on overselling a system they secured funding for that is inferior —it will identify fewer terronsts—to another system at another agency that we are able to use. The system IIG management is pushing so hard is called Initiate. The better system, which identifies more terronsts, is called Quantum Leap. Building and now pushing Initiate wastes money and doesn't help integrate IC IT infrastructure. In other words, IIG managers spend most of their time marketing a system they built that isn't as good as a system already built. Personnel like **5(6)**

Thank you.

(b)(3)



Hi. I've contacted your office via your web application on this same matter, but wanted to add something. I don't think this falls under anything criminal, but it does concern me. I couldn't say whether it fits more under fraud, waste, or abuse. Maybe a little of each.

Management of the Information Integration Group (IIG) (GC) in NCTC's Directorate of Intelligence recently received funds from NCIX for a system that is inferior to another available in the IC. This other system is called Quantum Leap. The IIG managers do not seem interested in results or details, they only want to garner money to advance the marketing and development of a system that we analysts know is inferior, keeps getting delayed, and whose results they seem to massage. Why? We're not sure. It may be vanity, ego, personal advancement (looking good) or maybe fear that they've spent a lot of money and need to justify it. They are briefing NCTC seniors, busy people who don't have time to look into the details, and generally paint a rosy picture. We analysts know that Quantum Leap is vastly better at identifying people with terrorism connections and this would be the same case for CI subjects. Quantum Leap accesses more data, has had 10 years to refine itself, and actively solicits feedback to continually be improved. The IIG-backed system cannot do most of the things Quantum Leap can, yet it is touted as a success.

If it is an ODNI priority not to stovepipe IT development and to have a common IT infrastructure as much as possible, I hope you can look into this because those of us responsible for making findings want to use the best tools and not miss anything. IIG management is pulling the wool over senior NCTC management's eyes, and pushing a system that will deliver inferior national security. If the idea is to prevent another Detroit airliner bomber (2009), the software **b(3)** and **b(3)** are pushing will not do it. They are making promises, but the system is inferior and spending money on it seems redundant. There is another, better system, more fully developed.

Other analysts in IIG feel the same way, but they are assignees to NCTC from DHS. Contractors here in IIG also share these views.

Thank you.

(b)(3)

SECKET//NOFORN

b(3)

(b)(3)

b(3)

(b)(3)

b(3)

3	From: b(3) Investigator	Subject:	Fw: reading other people 's emails without permission / not for security reasons
AN AN	DNI/ODNI Date: 06/18/2012 10:23 A/	To: M	b(3)
Caragony			This message is digitally signed.
History:	This message has be	een replied to).
Bill,	- Stern sentite		
Forwarded t From: To:			06/18/2012 10:22 AM
Cc:			
		Contraction of the second	
Date: Subject: Let's figure out Inspections. It specifically AIC	how we want to append		without permission / not for security reasons priginal offering with his most recent and refer it to entary practice of sending memo's between divisions,
Date: Subject: Let's figure out Inspections. It specifically AIC Regards, E(3) INSPECTOR GEN The information co which is protected records are often except as authoriz Intelligence.Comm distribution, or the	Re: Fw: reading other peop how we want to append seems that there is a desir a's. I'm just sayin'.	ION Incompanying I	priginal offering with his most recent and refer it to
Date: Subject: Let's figure out Inspections. It specifically AIC Regards, B(3) INSPECTOR GEN The information co which is protected records are often except as authoriz Intelligence. Comm	Re: Fw: reading other peop how we want to append seems that there is a desir a's. I'm just sayin'.	ION ICON ICCOMPANYING ier the Freedo not represent 1 not release ou are not the im on this informa	priginal offering with his most recent and refer it to entary practice of sending memo's between divisions, attachments may contain Inspector General sensitive information, m of information Act (FOIA), 5 USC §552. Matters within IG final approved government policy. Dissemination is prohibited utside of government channels without prior authorization from The tended recipient of this information, any disclosure, copying, attion is prohibited. If you received this e-mail in error, please notify
Date: Subject: Let's figure out Inspections. It specifically AIC Regards, B(3) INSPECTOR GEN The information or which is protected records are often except as authoriz Intelligence.Comm distribution, or the us immediately by	Re: Fw: reading other peop how we want to append seems that there is a desir a's. I'm just sayin'.	ION ICON ICCOMPANYING ier the Freedo not represent 1 not release ou are not the im on this informa	priginal offering with his most recent and refer it to entary practice of sending memo's between divisions, attachments may contain Inspector General sensitive information, m of information Act (FOIA), 5 USC §552. Matters within IG final approved government policy. Dissemination is prohibited utside of government channels without prior authorization from The tended recipient of this information, any disclosure, copying, attion is prohibited. If you received this e-mail in error, please notify
Date: Subject: Let's figure out Inspections. It specifically AIC Regards, E(3) INSPECTOR GEN The information co which is protected records are often except as authoriz Intelligence.Comm distribution, or the us immediately by	Re: Fw: reading other peop thow we want to append seems that there is a desir a's. I'm just sayin'. NERAL SENSITIVE INFORMATI ontained in this e-mail and any a from mandatory disclosure und pre-decisional in nature and do n ted under 50 USC \$403-3h. Do numity Inspector General. If you taking of any action in reliance of return e-mail.	ION ICON ICCOMPANYING ier the Freedo not represent 1 not release ou are not the im on this informa	priginal offering with his most recent and refer it to entary practice of sending memo's between divisions, attachments may contain Inspector General sensitive information, m of information Act (FOIA), 5 USC §552. Matters within IG final approved government policy. Dissemination is prohibited utside of government channels without prior authorization from The tended recipient of this information, any disclosure, copying, attion is prohibited. If you received this e-mail in error, please notify
Date: Subject: Let's figure out Inspections. It specifically AIC Regards, B(3) INSPECTOR GEN The information co which is protected records are often except as authoriz Intelligence.Comm distribution, or the us immediately by From: To:	Re: Fw: reading other peop how we want to append seems that there is a desir a's. I'm just sayin'. NERAL SENSITIVE INFORMATI ontained in this e-mail and any a from mandatory disclosure unid pre-decisional in nature and do re-decisional in nature a	ION ccompanying er the Freedon not represent 1 not release ou are not the im on this information ction we too	priginal offering with his most recent and refer it to entary practice of sending memo's between divisions, attachments may contain Inspector General sensitive information, m of information Act (FOIA), 5 USC §552. Matters within IG final approved government policy. Dissemination is prohibited utside of government channels without prior authorization from The tended recipient of this information, any disclosure, copying, attion is prohibited. If you received this e-mail in error, please notify

CONFIDENTIAL

CONFERENCE

	CONFIDENTIAL	
b(3)	From. To: Cc: Date: Subject: Fw: reading other people's emails without permission / not for security reasons	
	Hi	
(b)(3)	On 16 March, Lisa and I interviewed the complainant below. Investigations does not have an interest in this because the emails were not obtained inappropriately; however raised additional concerns which you may want to address during your future NCTC Inspection. According to	(b)(3)
(b)(3)	support for the CIA system, and according to the CIA system is a much more robust. considers building an additional system a waste of government funds.	(b)(3)
(b)(3)	If you have questions, please contact Lisa or me.	
	Thanks Ed,	
	Forwarded by the second se	
(b)(3)	From: To: ICIG-Invest Date: 03/01/2012 05:39 PM Subject: reading other people's emails without permission / not for security reasons	
	Good afternoon. I'm not sure if yours is the appropriate office to raise the following issue. It seems, without my knowing the definitions, perhaps a case of abuse or misconduct.	

My current supervisor (since Summer 2011), group chief of the NCTC/DI/Information Integration Group (IIG) told me earlier this week that he had requested a series of emails I sent others (not him), before I worked for him, in which I had cc'd my then supervisor. The emails go back to 2009.

The emails were submissions for D/NCTC's biweekly News from the Front Office notes to the NCTC workforce; they trumpeted accomplishments of individual members of our unit. Some are classified. The content of the emails was in the best spirit of maintaining high morale and retention, so I am not embarrassed by any of it. To the best of my knowledge, none of the notes recognizing achievements were controversial or contested.

To me, and apparently my supervisor then, it was wholly appropriate for me to send these. I was overseeing the work of some twenty people, and in a position to recognize individual contributions, and my current boss wasn't my supervisor at the time or in my leadership chain or involved with receiving or reviewing these submissions. In case it is relevant, our office has a policy in which my current boss would like to send such things, which I have followed.

This seems a violation of my privacy and perhaps questionable behavior from a professional, or perhaps misconduct or abuse. I feel like he violated my privacy and our trust. Can you please let me know what the appropriate step(s) is (are) at this point? Thank you.

(b)(3)

ODNI/NCTC

1

CONFIDENTIAL