NATIONAL SECURITY AGENCY/CENTRAL SECURITY SERVICE



INSPECTOR GENERAL

REPORT OF INVESTIGATION

10 August 2016

IV-15-0038

Alleged Labor Mischarging

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Approved for Release by NSA on 03-01-2021, FOIA Case # 85643 (litigation)

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(U) AUDITS

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(U) INVESTIGATIONS

(U) The OIG administers a system for receiving complaints (including anonymous tips) about fraud, waste, and mismanagement. Investigations may be undertaken in response to those complaints, at the request of management, as the result of irregularities that surface during inspections and audits, or at the initiative of the Inspector General.

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I. (U) SUMMARY

(U//~~FOUO~~) This investigation was conducted in response to a complaint received by the Office of the Inspector General (OIG) alleging that [redacted], a NSA contractor employed by the [redacted], may have submitted false labor charges while working on NSA contracts. Subsequently, the OIG opened an investigation on [redacted] regarding potential labor mischarging on two NSA contracts, [redacted] and contract [redacted] Technical Task Order (TTO) [redacted].[1] The [redacted] was the prime contractor for both contracts.[2]

(U//~~FOUO~~) The OIG obtained sworn testimony from [redacted] his former government leads for both contracts, the [redacted] team lead for the [redacted] contract, and the [redacted] program manager for the [redacted] contract. The OIG also compared [redacted] timesheets and access control records from 28 February 2014 to 27 February 2015. In addition, the OIG compared [redacted] classified computer log-on and log-off records to the access control records.

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(U//~~FOUO~~) Under oath, [redacted] said that he never knowingly submitted false labor charges. He testified that his timesheets were close to 100% correct, conceding only that they may have "fluctuated" by minutes that he worked but didn't record, or recorded but didn't work. Any discrepancies he attributed to "mistakes." However, the analysis of his timesheets and access control records showed an intentional effort to receive pay for hours not worked. On 140 of the 228 work days that were analyzed (61%), [redacted] claimed more time on his timesheets than he was within access control. On 57 days of those 140 days (41%), the discrepancy between the hours he billed and his time within access control was one hour or greater. On 16 of those 140 days (11%), the discrepancy between the hours he billed and his time within access control was two hours or greater. On 8 of those 140 days (6%), the discrepancy between the hours he billed and his time within access control was three hours or greater. Four of those 140 days had a discrepancy of 4 hours or greater, including 2 days in which he billed time to the contract, but records indicated he was never within access control. In total, he claimed 138.5 hours that he did not work.[3]

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[1] (U//~~FOUO~~) The name of the [redacted] contract was originally [redacted] For clarity, contract [redacted] is referred to as [redacted] throughout this report although some witnesses referred to it as [redacted] in their sworn testimony. The [redacted] contract, which did not have a Delivery Order or a Technical Task Order, is at Appendix E.1. The [redacted] contract and delivery order are at Appendix E.2. The TTO is not attached as an Appendix due to its level of classification.

[2] (U//~~FOUO~~) In an email to the OIG, the [redacted] reported that [redacted] was a legacy [redacted] employee. He began working for the [redacted] on [redacted] See Appendix C.1 for email. The prime contractor listed on the [redacted] contract is [redacted] however, for purposes of clarity, all references to [redacted] employer and the prime contractor for the [redacted] contract are documented in this report as [redacted]

[3] (U//~~FOUO~~) The OIG arrived at 138.5 hours after crediting [redacted] for contract-related absences and assumed that time spent within access control was time "worked."

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(U//~~FOUO~~) The OIG concluded, based on a preponderance of the evidence, that during the period of 28 February 2014 to 27 February 2015, [redacted] knowingly submitted false timesheets to his company in violation of 31 U.S.C. § 3802, causing the government to be billed for 138.5 labor hours he did not actually perform. His actions likely caused the [redacted] to violate Federal Acquisition Regulation (FAR) 31.201-2, thereby reducing allowable costs and payments under FAR 52.216-7.[4]

(U//~~FOUO~~) Based on labor rates that [redacted] provided to the OIG, the OIG roughly estimates the loss to be $12,911.[5] A summary of the investigative findings will be forwarded to the prime contractor, the [redacted], and the Maryland Procurement Office (B3P). The OIG will also provide a summary of the investigative findings to Associate Directorate for Security and Counterintelligence (ADS&CI), Special Actions, Q242.

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[4] (U//~~FOUO~~) [redacted] may have also violated 18 U.S.C. §§ 287 and 1001, by knowingly and willfully falsifying his timesheets. This potential violation was reported to the U.S. Attorney for the District of Maryland on [redacted].

[5] (U//~~FOUO~~) From 28 February through 30 June 2014, while working on the [redacted] contract, the OIG found 56.25 discrepant hours for a total approximate loss of $4879. During the time he worked on the [redacted] contract his labor rate was $86.74 per hour ($86.74 x 56.25 = $4,879). From 1 July 2014 through 27 February 2015, while working on the [redacted] contract, the OIG found 82.25 discrepant hours for a total approximate loss of $8,032. During the time he worked on the [redacted] contract [redacted] had three different labor rates. From 1 through 31 July 2014 his labor rate was $79.78 per hour and the OIG found 5.00 discrepant hours ($79.78 x 5 = $399). From 1 August through 31 December 2014 his labor rate was $99.73 per hour and the OIG found 56.5 discrepant hours ($99.73 x 56.5 = $5,635). From 1 January through 27 February 2015 his labor rate was $96.29 per hour and the OIG found 20.75 discrepant hours ($96.29 x 20.75 = $1,998).

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II. (U) BACKGROUND

(U) Introduction

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(U//~~FOUO~~) On 21 November 2013, the OIG received an email on the classified Hotline. The person who submitted the complaint told the OIG that he/she had received second-hand information that, on several days [redacted] an employee of the [redacted] arrived to work late, took extended lunch breaks, and left at his regularly scheduled time but claimed on his timesheet that he had worked a full day.

(U//~~FOUO~~) During the timeframe reviewed [redacted] worked on two different contracts. From 28 February 2014 through 30 June 2014, he worked on the [redacted] contract, and the place of performance was the [redacted] facility. From 1 July 2014 through 27 February 2015 [redacted] worked on the [redacted] contract, and the place of performance was primarily National Business Park (NBP) [redacted] with infrequent work-related meetings in a [redacted] office located in [redacted]

(U//~~FOUO~~) The OIG interviewed [redacted] and five witnesses whose testimony is included in this report. Witnesses interviewed for the timeframe when [redacted] worked on the [redacted] contract included [redacted] government lead, and [redacted] team lead. Witnesses interviewed for the timeframe when [redacted] worked on the [redacted] contract included [redacted] government lead, [redacted] government lead, and [redacted] program manager.

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(U) Applicable Authorities

(U//~~FOUO~~) The investigation looked at possible violations of the following authorities. Applicable excerpts are contained in Appendix A.

(U) 31 U.S.C. § 3802 – False Claims and Statements; liability

(U) FAR 31.201-2 – Determining Allowability

(U) FAR 52.216-7 – Allowable Cost and Payment

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III. (U) FINDINGS

*(U//~~FOUO~~) **ALLEGATION:** During the period of 28 February 2014 to 27 February 2015, did [redacted] knowingly submit false timesheets to his company, causing the Government to be billed for labor he did not actually perform in violation of 31 U.S.C. § 3802; and likely causing the [redacted] to violate FAR 31.201-2 thereby reducing allowable costs and payments under FAR 52.216-7?*

*(U//~~FOUO~~) **CONCLUSION: Substantiated.***

(U) Documentary Evidence

(U//~~FOUO~~) **The [redacted] contract [redacted] a Firm Fixed Price/Level of Effort (FFP/LOE) contract,** was obtained and reviewed. The contract is attached at Appendix E.1. and states the following.

(U) ... Place of Performance ...

Unless the written approval of the Contracting Officer is obtained in advance, the work herein shall not be performed at any facility, other than the Government's site.

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(U//~~FOUO~~) **The [redacted] contract [redacted] a Cost Plus Fixed Fee contract,** was obtained and reviewed. The contract is attached at Appendix E.2. and states the following.

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(U) F.5 ... Place of Performance ...

Unless the written approval of the Contracting Officer is obtained in advance, the work herein shall not be performed at any facility, other than the Contractor's facility located at Linthicum, MD or at the Government's facility.

(U//~~FOUO~~) TTO [redacted] states the following.

Place of Performance: Government Site and Contractor Site

(U//~~FOUO~~) **Timesheets** submitted by [redacted] from 28 February 2014 to 27 February 2015, were obtained from the [redacted]. The timesheets show the number of hours per day that [redacted] claimed to have worked. The timesheets are attached at Appendix C.1.

(U//~~FOUO~~) **Spreadsheet analysis.** NSA access control records for [redacted] covering the period 28 February 2014 to 27 February 2015 (228 work days) were obtained and compared to his timesheets for that same period. The comparison showed that on 140 of the 228 work days that were analyzed (61%), [redacted] claimed more time on his timesheets than he was within

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access control. On 57 days of those 140 days (41%), the discrepancy between the hours he billed and his time within access control was one hour or greater. On 16 of those 140 days (11%), the discrepancy between the hours he billed and his time within access control was two hours or greater. On 8 of those 140 days (6%), the discrepancy between the hours he billed and his time within access control was three hours or greater. Four of those 140 days had a discrepancy of 4 hours or greater including 2 days in which he billed time to the contract, but records indicated he was never within access control.[6] In total, the OIG comparison reflected 138.5 hours claimed by [redacted] when he was not within access control working.[7] The analysis is attached at Appendix B.

(U//~~FOUO~~) **Comments Regarding the Discrepancies (Appendix D.2 includes two submissions from [redacted] to the OIG; Appendix D.1 consolidates both of [redacted] submissions and also includes the OIG's comments).** [redacted] was provided an opportunity to review the OIG's spreadsheet analysis and provide explanations for his absences from access control. [redacted] provided credible information, supported by witness testimony, that he had contract-related work at [redacted] and [redacted] He also explained that restroom facilities were located outside of access control. Additionally, on four days [redacted] NSA badge was not active, and on one day he traveled between buildings. For these credible justifications, the OIG credited [redacted] 69.75 hours.

(U//~~FOUO~~) For 89 of the 140 days in which he overcharged (64%) [redacted] provided no explanation. In addition, the majority of his comments and explanations did not result in a credit because they were insufficient. For example, on eight Fridays when [redacted] timesheets were due, he said that he completed his timesheet early, took a long lunch or departed earlier than he had planned and forgot to submit a corrected timesheet. On six days, [redacted] attended a [redacted] meeting in [redacted] spaces (outside of access control) and claimed the time against the government contract charge number, by mistake. For one day, [redacted] said he claimed time as worked when he was gathering documentation to file his Security Financial Disclosure.

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(U//~~FOUO~~) **Classified computer log-on and log-off records** were obtained for [redacted] classified computer for 28 February 2014 to 27 February 2015. [redacted] performed the majority of his duties on his classified computer. [redacted] claimed he did not always swipe his badge at the access control system upon his initial entry to his office, which was located inside of a Sensitive Compartmented Information Facility (SCIF) in the [redacted] building. We compared the entry and exit times on the OIG's analysis spreadsheet to the times [redacted] logged-on and off of his classified computer. The comparison showed that, overall, [redacted] entry times into the [redacted] facility and his computer log-on times had a consistent pattern of being approximately 3 to 6 minutes apart. Therefore, the OIG did not credit

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[6] (U//~~FOUO~~) The OIG analysis showed that [redacted] was not inside of access control on 26 and 31 December 2014 but claimed 5 and 9 hours, respectively, as time worked on his timesheet. [redacted] told the OIG that he had to complete his timesheet in advance due to upcoming federal holidays and had intended to work on the 26th and 31st, but ended up not working and forgot to submit a corrected timesheet, which he said was a mistake.

[7] (U//~~FOUO~~) The OIG arrived at 138.5 hours after crediting [redacted] for contract-related absences and assumed that time spent within access control was time "worked."

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any time for days when told the OIG that he probably arrived at work earlier than recorded on the OIG's analysis spreadsheet but did not swipe his badge to enter the SCIF. The log-on and log-off records are at Appendix F.

(U//~~FOUO~~) **Information from Ethics Director.** On 28 April 2015, Ethics Director emailed the OIG that has been employed with since During the timeframe reviewed by the OIG, he worked on the contract from 28 February 2014 through 30 June 2014 as a and his bill rate was $86.74 per hour. From 1 July 2014 through 27 February 2015, he worked on the (later renamed contract From 1 through 31 July 2014 his bill rate was $79.78 per hour, from 1 August 2014 through 31 December 2014 his bill rate was $99.73 per hour, and from 1 January 2015 through 27 February 2015 his bill rate was $96.29 per hour.

(U//~~FOUO~~) also provided a copy of the new hire orientation checklist that all employees receive during orientation. The checklist shows that employees are required to complete ten training courses within their first 90 days of employment. Training included Timecard Training/Reporting Guidelines, which is designed to provide employees with general knowledge of policy and charging rules, and Ethics Checkpoint, which is designed to help employees follow three steps whenever they are not sure about a situation or action they may face. email and attachments are at Appendix C.1.

(U//~~FOUO~~) On 12 June 2015, emailed the OIG and provided proof that completed his timecard training on 20 September 2012. (Appendix C.2)

(U//~~FOUO~~) On 2 November 2015, emailed the OIG that the Timecard Training/Reporting Guidelines training received on 20 September 2012 provided with an understanding that he was only authorized to claim time as worked when he performed contract-related work; that breaks away from the work location would not be considered time worked; and that consequences were associated with timecard fraud.

(U//~~FOUO~~) In addition, provided a copy of the content of training for Basic Labor Charging. At part III.A., Employee Responsibility, it states that it is up to each employee to make sure that time is recorded accurately and honestly. At the section, Audits and the Consequences of Noncompliance, it states that there are consequences to deliberate mischarging of labor costs and that the government takes labor charging issues seriously.

(U//~~FOUO~~) Finally, provided copies of the training slides presented to on his first day of employment, which included topics such as Policies, Time Reporting Summary, Timecard Procedures/Audits, Compliance: Legal, Regulatory, and Political Environment, and Ethics and Compliance: A Culture of Integrity. email and attachments are at Appendix C.3.

(U//~~FOUO~~) **Information from the Contracting Officer Representative.** In email exchanges between the OIG and COR for the contract, provided that place of performance was the facility; the

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origin of the query regarding [redacted] time and attendance; and specific contract information. (Appendix C.4)

(U//~~FOUO~~) **Information from the [redacted] Contracting Officer Representative.** In an email to the OIG dated 22 June 2015, [redacted] COR for the [redacted] contract, provided that [redacted] was approved for a retention badge on 8 July 2014, one week after he started working on the contract.[8] (Appendix C.5)

(U) Testimonial Evidence

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(U//~~FOUO~~) Testimonial evidence is presented in this section under subheadings for each contract that [redacted] worked on, [redacted] and [redacted] The two subheadings are preceded by [redacted] testimony regarding general topics, such as timekeeping responsibilities, that pertain to the entire timeframe reviewed.

(U//~~FOUO~~) **Testimony that is not contract-specific.**

(U//~~FOUO~~) [redacted] an employee of the [redacted] was interviewed on 9 February 2015 and provided the following sworn testimony, which is applicable to the entire timeframe reviewed.

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(U//~~FOUO~~) [redacted] considered his timesheets to be 100 percent accurate when he submitted them. If they were not 100 percent accurate, they were very close to it. For example, recently, [redacted] entered on his timesheet that he was departing at 1800 hours, but ended up departing around 1820 hours. Therefore, there may have been occasions when the time he entered on his timesheet fluctuated several minutes either way.[9]

(U//~~FOUO~~) [redacted] occasionally made mistakes on his timesheets, and in those instances he submitted a corrected timesheet. Sometimes [redacted] would complete his timesheet early, especially on Friday's because timesheets had to be submitted to [redacted] by 1000 hours every other Friday. [redacted] would enter the time he planned to depart for the day on his timesheet, but if he ended up departing earlier due to one of his children being ill, he submitted a corrected timesheet. Another type of mistake he occasionally had to correct was when he charged an event to the incorrect charge number.

(U//~~FOUO~~) [redacted] attended annual ethics training which consisted of a briefing and two or three computer training modules. Ethics training included information on what one may and

[8] (U//~~FOUO~~) The OIG credited 8 hours each day for a total of 32 hours on 1, 2, 3, and 7 July 2014–the workdays preceding 8 July 2014 when [redacted] was at work but was unable to swipe his NSA badge at the SCIF door. In addition, the OIG credited 2.50 hours on 8 July 2014 when the access control system did not register an initial entry or final exit badge swipe for the day.

[9] (U//~~FOUO~~) The 138.5 false hours includes time credited to [redacted] for any occasions in which he was in access control for longer than he recorded on his timesheet. Overall he overcharged on 140 days and only undercharged on 21.

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may not charge to the contract. Basically, if it was not a task assigned in relation to the contract or approved by the government, he was not permitted to charge that time. confirmed that a document provided to the OIG entitled, "Basic Labor Charging," was information from one of the training modules he completed. (Appendix C.3.)

(U//~~FOUO~~) did not always write meetings and appointments on his calendar. Therefore, it was difficult trying to recall where he may have been when he was not inside of access control. automatically deleted company email about every 30 days and periodically deleted his NSA emails.

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(U//~~FOUO~~) When the OIG investigator asked what he thought the comparison of his timesheets and access control records would show if the OIG were to analyze the data from early March 2015 to the present time, said that through September 2015, the data may look similar to the timeframe reviewed because he was still working in However, since the beginning of October 2015, has been working in building, and his time and attendance records would be perfect because he is required to use NSA access control to enter and exit the building every day.[10]

(U//~~FOUO~~) never knowingly submitted false labor charges. He believed that anyone who did should not be given a second chance. However, if he made timekeeping mistakes, which he conceded that he may have done, then he believed he should be given a second chance. always entered his hours on his timesheets himself. He has never been counseled with regard to his time and attendance and feels very embarrassed that he is being investigated for labor mischarging.

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CONTRACT 1

(U//~~FOUO~~) worked on the contract from 28 February 2014 through 30 June 2014.

(U//~~FOUO~~) **an employee of the** , was interviewed on 9 February 2015 and provided the following sworn testimony.

(U//~~FOUO~~) While working on the contract, was assigned to which is part of the [11] His office was located within the building and he performed all of his duties from his classified workstation. To enter the building, used the main entrance which required the use of NSA's access control system. There was probably never an occasion when he did not use access control to enter

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[10] (U//~~FOUO~~) In comparison to when worked in the building, where he was also required to use NSA access control to enter and exit the building every day, the OIG found 57.50 discrepant hours over 75 days included in the analysis when he worked on the contract.

[11] (U//~~FOUO~~) organization.

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(U//~~FOUO~~) [redacted] labor category was [redacted] and his duties consisted of webpage design. He worked on the [redacted] contract for approximately one year as part of a team that included three other [redacted] employees, including [redacted] team manager. The government lead for the [redacted] contract was [redacted]

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(U//~~FOUO~~) [redacted] never worked more than 40 hours per week. Sometimes he only worked 38 or 39 hours per week because he took small increments of leave to attend events with his children. His schedule was Monday through Friday and he did not work on weekends, from home, nor was he on-call.

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(U//~~FOUO~~) When [redacted] first started working on the [redacted] contract he did not know that the office had core hours. On one occasion, he arrived in the office shortly after the start of the core hours and [redacted] was on the telephone with [redacted] wife trying to determine if [redacted] was coming to work that day. After that incident, [redacted] arrived before the start of the core hours—between 0900-0930 hours and usually departed between 1730-1800 hours.[12]

(U//~~FOUO~~) On most days [redacted] brought his lunch to work and sometimes ate his lunch in the [redacted] or [redacted] cafeteria. On a few occasions he went outside for a few minutes and walked around the [redacted] parking lot for exercise. On one occasion he spent about 20 minutes walking around the [redacted] parking lot with a friend who was attending a class in [redacted] [redacted] said he did not charge the time he spent on breaks to the contract. He would either work later that same day or make the time up on another day during the pay period.

(U//~~FOUO~~) On rare occasions [redacted] visited one of the [redacted] buildings to attend [redacted] quarterly all-hands meeting or ethics training, which he charged as overhead to [redacted] If he attended another type of meeting or training and did not know whether it could be charged to the contract, he asked the [redacted] official who was holding the meeting or asked another official for guidance on how the activity should be charged. Near the end of June 2014, [redacted] may have attended interviews with [redacted] and [redacted] could not remember [redacted] last name) in the National Business Park (NBP) [redacted] building because the [redacted] contract was about to end. [redacted] said he knew that he should not have charged time to the contract that he spent on interviews, and if he did, it was a mistake.[13]

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(U//~~FOUO~~) While working on the [redacted] contract, [redacted] entered the hours he worked using the [redacted] website portal. He used his personal computer, at his home, to enter his hours worked. [redacted] was the approver for his timesheets.

(U//~~FOUO~~) [redacted] **government lead, [redacted] contract**, was interviewed on 28 March 2016 and provided the following sworn testimony.

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[12] (U//~~FOUO~~) During the timeframe reviewed under the [redacted] contract, [redacted] was within access control on 75 days and sporadically entered access control before 0930 hours on only 15 days (20%). He entered access control after 0930 on 60 days (80%) including 38 days (51%) when he entered after 1000 hours. The record also shows that that he departed access control after 1730 hours on 35 days (47%). On 29 days he departed before 1700 (39%).

[13] (U//~~FOUO~~) During the timeframe when [redacted] worked on the [redacted] contract, the OIG did not find any occasions of mischarging to the incorrect charge number.

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(U//~~FOUO~~) During the timeframe of 28 February 2014 through 30 June 2014, [redacted] was a GG15, Chief, [redacted] and the government lead for the [redacted] contract. [redacted] was a member of the Web Team under the contract. All of [redacted] work was performed from his classified workstation in the [redacted] building. [redacted] would not have attended any contract-related meetings outside of [redacted].[14]

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(U//~~FOUO~~) [redacted]'s desk was located in a private office within a larger office area in the [redacted] building. [redacted] desk was in a cubicle in the larger office area where the members of the Web and SharePoint teams were located. [redacted] usually arrived at work between 0600-0630 hours and departed around 1530 hours. On most mornings, around 0730-0800 hours, [redacted] walked through the office area where the team members were seated to say good morning. [redacted] who normally did not arrive in the office until approximately 1000 hours, was usually not present during [redacted]'s morning walk-through. On most afternoons, [redacted] walked through the office area again and rarely saw [redacted] because it may have been around the time when [redacted] took his lunch break.

(U//~~FOUO~~) On two occasions, [redacted] told [redacted], the [redacted] team lead, that on most days he did not see [redacted] in the office and asked her if she knew where he was and if she was tracking his time. [redacted] answered [redacted] in the affirmative.

(U//~~FOUO~~) About one week after [redacted] told [redacted] for the second time that he did not see [redacted] in the office, [redacted] the contracting officer representative (COR) for the [redacted] contract, told [redacted] that [redacted] supervisor at [redacted] had requested [redacted] confirm (access control) records from NSA. [redacted] assumed that [redacted] had done her due diligence and reported [redacted]'s concern about [redacted] to either [redacted] or to her [redacted] supervisor. Although [redacted] did not have any details, he thought that before [redacted] reported the matter she may have monitored [redacted] arrival and departure times.[15]

(U//~~FOUO~~) [redacted] **team lead**; was interviewed on 7 April 2016, and provided the following sworn testimony.

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(U//~~FOUO~~) In June 2009, [redacted] began working on the [redacted] contract in [redacted]. She was a [redacted] senior web developer and program manager. She first met [redacted] when he began working on the [redacted] contract as a member of the Web Team in the summer of 2013.

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[14] (U//~~FOUO~~) In email exchanges between the OIG and [redacted] COR, [redacted] stated that all of [redacted] work was within [redacted] and there were no contract provisions for work to be performed outside of [redacted] (Appendix C.4)

[15] (U//~~FOUO~~) In email exchanges between the OIG and [redacted] COR, dated 16 and 17 June 2015, [redacted] told the OIG that the [redacted] program manager, [redacted] asked him to provide [redacted] access control records to her. He said [redacted] had not personally observed [redacted] being gone from the office for long periods of time, but speculated that [redacted] co-contractors had and reported it to her. (Appendix C.4)

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remained working on the contract as the Web Team lead until the contract ended around 1 July 2014.

(U//~~FOUO~~) As the program manager, served as the liaison between the team members and She verified training plans, answered human resource-related questions, and signed the timesheets of the team members, including timesheet.

(U//~~FOUO~~) The members of the Web Team were contractors, The team was located in the building and all of work was performed from his classified workstation in would not have attended any meetings or training outside of that he should have charged to the contract.

(U//~~FOUO~~) Although could not remember the specific timeframe, initially, she could not always see from her desk when he was sitting at his desk because each desk was surrounded by partitions. At some later time—perhaps in March 2014, the partitions were removed and she, and sat in an open office environment.

(U//~~FOUO~~) The core hours for the team were from 1000 to 1400 hours. The team members were permitted to flex their arrival and departure times as long as the office was covered during the core hours. The team members worked 40 hours per week and were expected to work 8 hours per day, Monday through Friday. No one on the team worked on weekends, from home, or was on call. required employees to complete their timesheet on a daily basis. and the other team members had access to an unclassified computer where they could enter the hours they worked using the timekeeping system.

(b)(3)-P.L. 86-36
(b)(6)

(U//~~FOUO~~) normally arrived in the office between 1000 and 1100 hours, which was acceptable as long as he worked an 8 hour day or made up any missed time on another day of the same week. Rarely, he arrived as early at 0900 hours. Generally, arrived at work by 0700 hours and departed between 1500 and 1600 hours. Although was usually aware of when arrived in the office, she did not always know when he left for the day because she usually departed before he did. She trusted that accurately recorded his time worked on his timesheets.

(U//~~FOUO~~) During first week of working on the contract, he arrived in the office after 1000 hours but had not informed that he would be arriving after the beginning of the core hours. told that in accordance with Agency policy, during the first hour of expected arrival time (1000-1100), she should try to determine his whereabouts. called home and cell phone before calling wife. Soon thereafter, arrived in the office and made him aware of the rule regarding core hours. After that, never had any problems with arriving after 1000 and not calling in or informing her ahead of time that he would be late.

(b)(3)-P.L. 86-36

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(U//~~FOUO~~) noticed that took long lunch breaks almost every day, some of which were around two hours long, and that he sometimes went to nearby restaurants for lunch. She trusted that accurately accounted for his lunch breaks on his timesheets because breaks were not chargeable to the contract. should have been aware that breaks were not chargeable to the contract because provided training to all of their employees explaining this rule.

(U//~~FOUO~~) Around February 2014, one of team members, told that she thought was not always working 8 hours per day and she did not think that he was making up the time later in the week. worked a later shift similar to shift and said she had observed arriving at or after 1000 hours but departing earlier than she departed without having worked for 8 hours.

(U//~~FOUO~~) reported concerns about time and attendance to her supervisor, told that she would report the matter to COR. noticed that after she reported the matter to began visiting the office area where desk was located, which was something he had never done previously. She assumed he was checking to see if was in the office.

(U//~~FOUO~~) After reported concern to stayed late for a few days and documented when was arriving and departing. When turned in his timesheet that included the days that she had monitored his arrival and departure times, noticed there were discrepancies. She met with and pointed out the discrepancies to him. did not provide any excuses for the discrepancies nor did he state that the entries were a mistake. He did, however, correct his timesheet and resubmit it because told him that she would not sign it until it was corrected. monitored another week or two of arrival and departure times and did not believe that he recorded inaccurate times on his timesheets.[16]

(b) (3)-P.L. 86-36
(b) (6)

CONTRACT 2

(b) (3)-P.L. 86-36

(U//~~FOUO~~) worked on the contract from 1 July 2014 through 27 February 2015.

(U//~~FOUO~~) **an employee of the**, was interviewed on 9 February 2015 and provided the following sworn testimony.

(U//~~FOUO~~) While working on the contract, was assigned to organization within the Data Acquisition Organization). His labor category was

[16] (U//~~FOUO~~) no longer had access to the document she created that included arrival and departure times because she was no longer employed by and did not have access to her emails from that timeframe.

(b) (3)-P.L. 86-36
(b) (4)

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(U//~~FOUO~~) office was located within a SCIF on the 4th floor of the New Business Park (NBP) building. did not have an access control system at the main entrance, however, an NSA access control system was installed at the door of the SCIF. If one of coworkers swiped his or her NSA badge to open the SCIF door and recognized or other coworkers who were about to enter the SCIF, the coworker would hold the door open for them and they would enter the SCIF without swiping their own badge. This was a routine practice for individuals who worked within the SCIF did not always swipe his badge upon his initial arrival to the SCIF in the morning if a coworker had already opened the door.

(U//~~FOUO~~) Individuals who worked in the SCIF were not required to swipe their badge throughout the day when exiting and re-entering the SCIF. usually did not swipe his badge when he left or reentered the SCIF to walk to the restroom or to Subway restaurant to purchase lunch. However, when he made his final exit of the day from the SCIF, he usually swiped his badge.

(U//~~FOUO~~) Occasionally, performed contract-related work in a lab located on the first floor of To enter the lab, one had to first enter a generic code into the door lock to enter what was called the "annex" and then the lab, which was also a SCIF, was located a short distance down the hall. The lab is where and his coworkers installed software or trained users of the software. Although there was an NSA badge swipe at the entrance of the lab, and others did not always use the badge swipe when entering the lab because oftentimes a coworker would hold the door open for them after swiping their badge. This was a routine practice when entering the lab.[17]

(b)(3)-P.L. 86-36

(U//~~FOUO~~) usually spent up to two hours every other week, and sometimes longer, performing contract-related work in the building where had an office. The time spent performing contract related duties in was chargeable to the contract. The office was within a SCIF located on the 2nd floor. did not have a badge swipe at the main entrance, however, to enter the SCIF, employees had to swipe their badge (not the NSA badge). Oftentimes, when swiped his badge at it would fail to register. After two failed attempts, he would ring the doorbell and someone would allow him to enter. A sign-in log was available but it was used mostly for visitors who were not cleared. Therefore, either did not sign the log or may have signed it on a rare occasion. A few of team members worked within the SCIF including and the systems administrator. met with the other team members, attended software demonstrations, and training while in He and his team members also used a lab located inside of for contract-related work.

(b)(3)-P.L. 86-36
(b)(6)

[17] (U//~~FOUO~~) In an email to the OIG dated 26 February 2016, stated that he did not have access to the 1st floor lab for "so long." (Appendix D.2) In an email to the OIG dated 11 April 2016, provided additional information about his access to the lab. He said the access list for the 1st floor lab was separate from the 4th floor SCIF access list and he was not put on the access list for the 1st floor lab until around January 2015. Until he was placed on the access list, he gained access to the lab by entering with one of his coworkers. (Appendix D.3)

(U//~~FOUO~~) may have visited on a few occasions to meet with a employee for 10 or 15 minutes and forgot to charge the time to overhead. If this occurred, and he charged the time to the government, it was a mistake.

(U//~~FOUO~~) worked 40 hours per week and usually 8 hours per day. He was not on-call, did not work from home, or on weekends. He normally arrived at the office between 0900 and 0930 hours. He normally departed between 1730 and 1800 hours.[18] did not have a cafeteria or a vending machine, and, therefore, usually ate lunch at his desk. On average, left two times per week for lunch. He spent a total of approximately 30-40 minutes to walk to Subway restaurant, which was located in the nearby building, eat lunch, and return to the office. On occasion, he also drove his car to Café Joes (located in the business park) and would be gone from the office for approximately 45 minutes, total. did not charge the time he spent on his lunch breaks to the contract. He would always make the time up at the end of the day or on another day during the pay period.

(U//~~FOUO~~) On approximately about three occasions, made private telephone calls from his vehicle. The calls were very short in duration and he charged the time to the contract because he felt it was no different than making a call at his desk, but in those instances, he required privacy.

(b) (3)-P.L. 86-36
(b) (6)

(U//~~FOUO~~) Initially, government lead was and after she left the office his government lead was the Program Manager, worked in an office that was located down the hall from office. The COR, sat in the same office as but his desk was located in a corner that was quite a distance from where desk was located. rarely had a need to communicate with did not know who the lead was for the Technical Task Order to which he was assigned to work.

(U//~~FOUO~~) sometimes used an unclassified computer in his office to enter his hours worked into the timekeeping system. If the computer was being used by someone else, and was ready to leave for the day, he would enter his hours from home. At home, he tried to enter his hours the same evening after work. If he was rushing after work to attend an after school event with his children and did not have time, he would enter his hours the following morning. There was a 1000 hours deadline but occasionally would miss the deadline by an hour. On rare occasions, he was late entering his hours for an entire day. He relied on memory for documenting his hours worked because he did not write them down. The approver for his timesheets was

(U//~~FOUO~~) **GG14, government lead, contract,** was interviewed on 23 March 2016 and provided the following sworn testimony.

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[18] (U//~~FOUO~~) During the timeframe reviewed when worked on the contract, he was within access control on 144 days and sporadically entered access control before 0930 hours on only 20 days (14%). He entered access control after 0930 on 124 days (86%) including 85 days (59%) when he entered after 1000 hours. The record also shows that that he departed access control after 1730 hours on 84 days (58%). On 35 days he departed before 1700 (24%).

(b) (3)-P.L. 86-36

(U//~~FOUO~~) From July 2014 through early November 2014, served as the program manager and government co-lead for Delivery Order (DO), Technical Task Order (TTO), under the contract. After she left this position, her government co-lead, became the sole government lead for the contract.

(U//~~FOUO~~) As co-leads, and had oversight for several teams consisting of about 10-12 contractors per team. worked under TTO on the and he performed software development work. TTO ended in April 2015.

(U//~~FOUO~~) Other individuals who worked on TTO included Program Manager for the DO), (technical lead), (TTO team lead), and Not all of the team members were employees. Some were employed by

(U//~~FOUO~~) Initially, the Contracting Officer Representative (COR) for the contract was and later, was not required to communicate with CORs in the performance of his duties.

(U//~~FOUO~~) When started working on the contract in late-June to early-July 2014, he did not have his NSA badge approved until around mid-July. did not get his network account established until 9 July 2014.[19]

(b) (3)-P.L. 86-36
(b) (6)

(U//~~FOUO~~) and held weekly meetings with all of the teams during which they discussed requirements and tasks for projects. attended these meetings. He learned quickly and performed well on his assigned tasks. was impressed with how quickly he and had prototypes ready for demonstration.

(U//~~FOUO~~) desk was located within a SCIF on the 4th floor of a commercial building that does not have an access control system at the main entrance. However, an access control system was installed at the door of the SCIF for swiping of the NSA badge. Everyone who worked within the SCIF was expected to swipe their badge upon every entry to and exit from the SCIF. This included when they left the SCIF for brief periods of time, such as to use the restroom. and explained to and all of the other team members who worked within the SCIF that everyone was expected to swipe their NSA badge upon entry to, and exit from, the SCIF. Typically, everyone followed the badge swiping rule, but it was not always followed by everyone one hundred percent of the time. Sometimes a person would enter the SCIF, swipe his or her badge, and then hold the door for coworker(s) who entered behind them without swiping their respective badge(s). In addition, when exiting the SCIF, the door could be opened without swiping the badge and therefore, sometimes people did not always swipe on the exit. could not remember if the rule for badge swiping was documented anywhere.

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[19] (U//~~FOUO~~) The OIG credited 32 hours for 1, 2, 3, and 7 July 2014 when did not have his NSA badge but was within access control and claimed 8 hours worked each day.

(b) (3)-P.L. 86-36

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(b) (3)-P.L. 86-36

(U//~~FOUO~~) The first floor of [redacted] had office space for the team which consisted of an unclassified area that included a conference room and a SCIF area with several labs. To access the unclassified space on the first floor, a five digit code was required. Once in the unclassified space, one could enter the SCIF door after swiping their NSA badge. [redacted] may have spent 4-6 hours per week in the 1st floor SCIF lab between July and October 2014 in order to become familiar with the equipment. [redacted] did not know how much time he would have spent in the 1st floor lab after she left the contract in October 2014. Team members who used the 1st floor lab may have held the door for others after swiping their badge to enter or exit. Therefore, it is possible that [redacted] may not have swiped his badge upon every entry and exit. There were no desks in the 1st floor lab of [redacted] Most of the work [redacted] performed would have been from his desk in [redacted]

(U//~~FOUO~~) Within the 4th floor SCIF area of [redacted] were eight other labs, and [redacted] had access to two of them. To enter any of the labs on the 4th floor, one had to enter a generic six-digit code to gain access. [redacted] performed work in the labs on the 4th floor for probably two or three times per week for a total of 4-6 hours per week.

(U//~~FOUO~~) If anyone required access to [redacted] when the building was closed, they had to have a key card in order to enter. [redacted] did not believe that [redacted] was issued a key card.

(U//~~FOUO~~) [redacted] may have spent up to two hours every other week, or sometimes more, performing contract-related work in [redacted] a [redacted] building located across the street from [redacted] It took approximately 5 to 10 minutes to walk from [redacted] to [redacted] The time [redacted] spent working in [redacted] was chargeable to the contract. Approximately five of [redacted] team members sat in a SCIF in [redacted] which required the swiping of their [redacted] badge. Team members who sat in [redacted] included [redacted] and [redacted] a [redacted] Finance Manager and the program manager for the DO, also sat in [redacted] as well as [redacted] the [redacted] systems administrator for the lab. On about three or four occasions during the timeframe reviewed by the OIG, all of the team members attended meetings in [redacted] that lasted about three or four hours.

(b) (3)-P.L. 86-36
(b) (6)

(U//~~FOUO~~) [redacted] did not have a cafeteria or a vending machine, and, therefore, [redacted] and others sometimes left the building for lunch. Lunch breaks were not chargeable to the contract, and [redacted] assumed that those who took a lunch break were making up the time spent on a break.

(U//~~FOUO~~) [redacted] sat about three desks away from where [redacted] desk was located, and she saw him on a daily basis. He usually arrived at the office around or after 1000 hours. [redacted] did not know when he departed for the day because she departed before he did. It was not a problem that [redacted] arrived at 1000 hours or later because the office culture was very flexible with regard to work hours and other employees also arrived at 1000 hours or later.

(b) (3)-P.L. 86-36

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(U//~~FOUO~~) had no concerns regarding work hours, and she never suspected that he might be claiming time as worked when he did not work. No one ever reported concerns to regarding time and attendance. She did not review timesheets and was not sure if anyone did.

(U//~~FOUO~~) **government lead, contract**, was interviewed on 19 April 2016 and provided the following sworn testimony:

(U//~~FOUO~~) During the timeframe reviewed by the OIG, worked in the organization where he was one of three government program managers for the contract. The other government program managers were and Each program manager was associated with a different TTO. After left the organization (date unknown), assumed workload. After left the organization in September 2014, assumed workload. The CORs were and The CORs handled all of the administrative aspects of the contract.

(b) (3)-P.L. 86-36
(b) (6)

(b) (3)-P.L. 86-36

(U//~~FOUO~~) knows as a government contractor who was assigned to the team on the contract. Up until September 2014, was the government program manager for the team that worked on. After left, was government lead. No one ever reported any concerns regarding to

(b) (3)-P.L. 86-36

(U//~~FOUO~~) was responsible for the development of the specifications and tasks that needed to be done with regard to the contract. He coordinated all contract-related work with the contractor program manager, and distributed the work to the contractor team members. coordinated all technical task exchanges, guidance, and feedback with who was in charge of all of the TTOs under the contract. In turn, provided status updates on tasks to

(U//~~FOUO~~) had no direct responsibilities with regard to or any of the contractors. As a government employee, was not permitted to manage individual contractors or assign tasks to them, which is why everything pertaining to the contractor employees was funneled through

(U//~~FOUO~~) and desks were located on the 4th floor of is a commercial building that does not have a badge swipe at the main entrance. However, the entire 4th floor was a SCIF, and swiping of the NSA badge was required to enter the SCIF. sat with the government team members, and sat with the contractor team members. could not see desk from where he sat. However, if he walked by the area where the contractors sat, he could see because they all sat in an open area. performed the majority of his duties from the 4th floor SCIF in 20

[20] (U//~~FOUO~~) Following the OIG interview, provided an email to the OIG stating he could not remember where desk was located. He was not sure if it was in or

(b) (3)-P.L. 86-36
(b) (6)

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(U//~~FOUO~~) It was well-known by everyone who worked within the SCIF that swiping of their NSA badge was required for every entry to and exit from the SCIF. However, there were probably occasions when someone would swipe their badge and then others entered the SCIF without swiping their respective badges. Due to safety reasons, the SCIF door could be opened from the inside of the SCIF without swiping the NSA badge. However, it was well-engrained into the office culture that the swiping of each person's badge for an entry to or exit from the SCIF was required. If someone left the SCIF for a brief period of time, for example, to use the restroom, they were still required to swipe their badge.

(U//~~FOUO~~) [redacted] did not know if a sign was posted by the SCIF door stating that each person must swipe their NSA badge for entry and exit. He was not aware of a specific event or meeting when the expectation to swipe the badge upon entry and exit would have been communicated to the individuals who worked inside of the SCIF. He was fairly certain that it would have been communicated in one of the security review meetings that employees would have attended prior to working in the SCIF.

(U//~~FOUO~~) [redacted] may have performed some contract-related work from the [redacted] annex, which was located on the first floor. To enter the annex, one had to enter through a glass door with a generic combination lock. Just inside of the door was an unclassified lobby and a conference room for unclassified meetings and demonstrations. At the end of the hallway within the annex was a SCIF door with the traditional SCIF combination lock and NSA badge swipe. The same badge swiping rules that applied to the SCIF on the 4th floor, applied to the annex SCIF on the 1st floor.

(U//~~FOUO~~) Occasionally, [redacted] spent time working within the annex for demonstrations and testing of equipment and training other people on how to use products. When he was required to perform these functions, he may have spent approximately four hours in one day in the first floor annex but then weeks may have gone by before he would have to be in the annex again. After he first started working on the contract in July 2014, [redacted] may have spent four to six hours per day in the first floor SCIF to become familiar with new equipment, but at some point, he would have been sufficiently familiar with the equipment and would not have needed to be in the SCIF for that purpose. There were no ongoing tasks in the annex.

(b)(3)-P.L. 86-36

(b)(3)-P.L. 86-36
(b)(6)

(U//~~FOUO~~) Individuals who worked on the contract took breaks, including [redacted] but [redacted] did not know how [redacted] or anyone else accounted for breaks on their timesheets. He did not keep track of what [redacted] or any of the contractors were working on or where [redacted] or other contractors may have been when they were not at their desks.

(U//~~FOUO~~) [redacted] **program manager,** [redacted] **contract**, was interviewed on 16 May 2016 and provided the following sworn testimony.

(U//~~FOUO~~) In March 2014, [redacted] began working on the [redacted] contract. She served as the [redacted] deputy program manager for the contract and the technical program manager for the various TTO's associated with the contract. During the timeframe reviewed by the OIG, 1 July 2014 through 27 February 2015, [redacted] served in these roles and worked

with [redacted] an employee of the [redacted]. As the deputy program manager, [redacted] assisted [redacted] the [redacted] program manager. [redacted] was the technical lead and assisted [redacted] in her technical duties.

(U//~~FOUO~~) In July 2104, [redacted] began working on the [redacted] contract and was assigned to the [redacted] team. As the technical program manager, [redacted] assigned and tracked progress on tasks she assigned to the members of the [redacted] team. [redacted] and [redacted] were the only members of the [redacted] team who were [redacted] employees. The other team members were sub-contractors.

(U//~~FOUO~~) [redacted] and [redacted] primary place of performance was in the [redacted] building. Their office was located in a SCIF that encompassed the entire 4th floor. The main entrance of [redacted] did not have a badge swipe, however, the 4th floor SCIF had an NSA badge swipe. Not every NSA badge could be swiped for entry into the SCIF until special access approval was granted.

(U//~~FOUO~~) [redacted] desk was located in the opposite side of the office than where [redacted] desk was located. When [redacted] was sitting at her desk, she could not see [redacted] when he was sitting at his desk. [redacted] generally arrived at his desk around 1030 hours, and [redacted] generally arrived at her desk around 0700 hours and departed for the day before [redacted] did. Everyone in the office was on flextime, and, therefore, it was not a problem that [redacted] arrived around 1030 hours, or sometimes later.

(b) (3)-P.L. 86-36
(b) (6)

(U//~~FOUO~~) Every person who worked within the SCIF was expected to swipe his or her badge upon each entry to and exit from the SCIF. [redacted] did not know if anyone ever said it was a requirement but, typically, that is what they were supposed to do. Some individuals who worked in the SCIF may have entered the SCIF without swiping their badge when a coworker held the door open for them. No one ever told the employees of the SCIF that they had to swipe their badge for every entry and exit. Swiping of each badge to enter and exit the SCIF was an unwritten rule that [redacted] came to know by working in the NSA culture. Even if someone was leaving the SCIF to use the restroom, he or she should have swiped their badge.

(b) (3)-P.L. 86-36

(U//~~FOUO~~) Within the SCIF were several labs and [redacted] performed the majority of lab-related work in [redacted] perhaps 4-6 hours per week. A lab was also located on the 1st floor of [redacted] where some of the contract-related work was also performed. The door to the 1st floor lab also had an NSA badge swipe.

(U//~~FOUO~~) All of the teams who worked on the contract used the 1st floor lab for demonstrations of equipment. Some of the teams were in the lab every day. However, [redacted] and the other members of the [redacted] team did not have a reason to be in the lab as often. When [redacted] first started working on the contract in July 2014, he may have spent several hours in the 1st floor lab of [redacted] to become familiar with some of the equipment. Other than when he may have initially spent time in the lab to become familiar with equipment, "on rare occasions–a couple of times," during the timeframe reviewed by the OIG, [redacted] may have spent some time in the 1st floor lab performing other contract-related work. For example, he may have assisted with demonstrations of equipment. He probably never

spent any time alone working in the lab. did not believe that would have had any reason to spend an extended period of time in the 1st floor lab.

(U//~~FOUO~~) Soon after started working on the contract, one of the other team members escorted to visit the various office and lab locations used by team members who were working on the contract to introduce him to other team members. This may have occurred on 22 July 2014. Some of the places would have visited included a SCIF located on the 3rd floor of and the lab on the 1st floor of also had offices in the building, but would not have performed any contract-related work in

(U//~~FOUO~~) held bi-weekly meetings with all of the team members to discuss contract-related work and the government lead, also attended these meetings. attended and participated in the meetings, which were held in She also met with each team member, including two or three times per week to review progress on contract tasks and discuss any other pertinent information. These meetings occurred within the 4th floor SCIF. Around July 2014, asked all of the team members to submit weekly status reports to her, which documented the tasks they had worked on during the week prior.[21]

(U//~~FOUO~~) worked Monday through Friday and was not permitted to work on government-observed holidays without the written approval of the contracting officer. If or any other contractor wanted to enter on a government-observed holiday, weekend, or prior to 0600 hours or depart after 1800 hours, they required a "data card" for entering and exiting the building. was not issued a data card. recalled that on one day during the timeframe reviewed by the OIG, as well as several government personnel, wanted to enter when it was closed but they were unable to do so because they did not have a data card. She could not remember the details of the event, only that had later told her about how he tried to get into the building, and he had to randomly call coworkers to see if they were at work so they could let him into the building. This may have occurred on the day after Thanksgiving 2014 (28 November 2014).

(b)(3)-P.L. 86-36
(b)(6)

(U//~~FOUO~~) Using the electronic timekeeping system, which had access to on an unclassified computer system, was required to enter his hours on his timesheet on a daily basis by close of business. was required to submit his timesheet information on a weekly basis. permitted a late submission deadline of 0900 hours the following morning. If a timesheet was not entered by 0900, the system sent an automatic email to the employee with a reminder to submit their timesheet.

(U//~~FOUO~~) Around December 2014, began signing all of the timesheets for the team members, including timesheet. Prior to when began signing timesheets, either or may have

[21] (U//~~FOUO~~) provided to the OIG copies of weekly status reports (WSR) that were submitted to her by The OIG provided the WSR's to so that he could review them for possible mitigating information.

(b)(3)-P.L. 86-36

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been responsible for signing them. [redacted] was [redacted] manager with regard to personnel matters.

(U//~~FOUO~~) On one occasion during the timeframe reviewed by the OIG, [redacted] arrived in the office later than his general arrival time of 1030 hours. When this occurred, [redacted] called [redacted] on his cell phone to determine his whereabouts and [redacted] answered his cell phone and told her that he had just returned from a trip and was running late. After this occurrence, if [redacted] arrived later than his documented arrival time, he either called in or gave advance notice.

(U//~~FOUO~~) On several occasions during the timeframe reviewed by the OIG, [redacted] went to [redacted] desk to speak with him but he was not at his desk. On those occasions, [redacted] asked [redacted] if he knew where [redacted] was and he told her that [redacted] was at lunch. [redacted] sometimes took long lunches. On occasion, she would check back about an hour later and [redacted] would still be at lunch. He was permitted to take breaks during the day but breaks were not chargeable to the contract. He should have known what the rules were regarding breaks because of [redacted] time reporting training. In order to gain access to the electronic timekeeping system, one had to take the training.

(b) (3)-P.L. 86-36
(b) (6)

(b) (3)-P.L. 86-36

(U//~~FOUO~~) Other than on a few occasions when [redacted] entered an incorrect charge number on his timesheet that required correcting, [redacted] never suspected or discovered any other mistakes or problems with [redacted] timesheets. Many team members made the same mistake of entering incorrect charge numbers on their timesheets because the charge numbers changed frequently. Therefore, the fact that [redacted] may have entered incorrect charge numbers was not of particular concern to [redacted]

(U) Analysis and Conclusion

(U//~~FOUO~~) 31 U.S.C. § 3802 prohibits any person from making, presenting, or submitting a claim that the person knows or has reason to know is false, fictitious, or fraudulent. Under applicable legal standards, a person "knowingly" makes a false statement whenever he or she acts with knowledge of its falsity or acts with reckless disregard of whether the statement is true.[22]

(U//~~FOUO~~) Between 28 February 2014 and 27 February 2015, [redacted] routinely submitted false and inaccurate timesheets. In total, he claimed 138.5 hours that he did not work.

(U//~~FOUO~~) Under oath, [redacted] said that he never knowingly submitted false labor charges. He testified that his timesheets were close to 100% correct, conceding only that they may have "fluctuated" by minutes that he worked but didn't record, or recorded but didn't work. Any discrepancies he attributed to "mistakes." However, the data showed otherwise. As reflected in Appendix B, on 140 of the 228 work days that were analyzed (61%), [redacted] claimed more time on his timesheets than he was within access control. On 57 days of those 140

[22] (U) *See, e.g., U.S. v. Lange*, 528 F.2d 1280 (5th Cir., 1976); 31 U.S.C. 3729.

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days (41%), the discrepancy between the hours he billed and his time within access control was one hour or greater. On 16 of those 140 days (11%), the discrepancy between the hours he billed and his time within access control was two hours or greater. On 8 of those 140 days (6%), the discrepancy between the hours he billed and his time within access control was three hours or greater. Four of those 140 days had a discrepancy of 4 hours or greater, including 2 days in which he billed time to the contract, but records indicated he was never within access control. Such a pattern suggests that [redacted] knew that his timesheets were false, or acted with such reckless disregard of the truth that he, in effect, knowingly made a false statement in violation of 31 U.S.C. § 3802.

(U//~~FOUO~~) [redacted] attributed some of the discrepancies between access control and his timesheets to arriving at work earlier than the time reflected on the access control record. He said that on those occurrences, he did not swipe his badge upon entry into the [redacted] SCIF because a coworker held the door open for him. For each of the occasions when [redacted] claimed he did not swipe his badge upon his initial entry into the SCIF, the OIG compared [redacted] classified computer log-on records to the access control records. The OIG found that on the majority of days when [redacted] was working in [redacted] on the [redacted] contract, he logged on to his computer within 3 to 6 minutes after the SCIF initial entry timestamp shown on the access control record. Overall, his computer log-on times showed a consistent pattern of being approximately 3 to 6 minutes apart from the time he entered the SCIF. Therefore, the OIG did not find it reasonable to believe that he had arrived earlier on some days and failed to swipe his badge, while on the majority of other days, he did not.

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(b) (6)

(U//~~FOUO~~) [redacted] also claimed he occasionally worked outside of access control, specifically at [redacted] and [redacted]. The OIG was able to corroborate some lab work, travel time, and badging problems for which he was credited 69.75 hours. Outside of this, [redacted] was unable to produce any calendars, emails, or notes to show that he worked outside of access control.

(b) (3)-P.L. 86-36

(U//~~FOUO~~) [redacted] also demonstrated reckless disregard for whether the timesheets he submitted to [redacted] were accurate. He told the OIG that on several occasions he completed his timesheet early, took a long lunch break or left earlier than he had originally planned, but forgot to submit a corrected timesheet. On some days [redacted] charged the government for meetings or training sessions at [redacted] which should have been charged to overhead. Company policy states that employees are responsible for accurately reporting time worked. Federal Acquisition Regulation (FAR) 31.201-2 Determining Allowability states that "[a] contractor is responsible for costs appropriately and for maintaining records, including supporting documentation, adequate to demonstrate that costs claimed have been incurred, are allocable to the contract, and comply with applicable cost principles in the subpart and agency supplements." By failing to accurately document his work hours, [redacted] likely caused [redacted] to violate FAR 31.201-2, thereby reducing allowable costs and payments under FAR 52.216 Allowable Cost and Payment.

(U//~~FOUO~~) The preponderance of the evidence supports the conclusion that during the period of 28 February 2014 to 27 February 2015, [redacted] knowingly submitted false timesheets to his company in violation of 31 U.S.C. § 3802, causing the government to be billed for 138.5

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labor hours he did not actually perform. His actions likely caused the [redacted] to violate Federal Acquisition Regulation (FAR) 31.201-2, thereby reducing allowable costs and payments under FAR 52.216-7.

(b)(3)-P.L. 86-36

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IV. (U) RESPONSE TO TENTATIVE CONCLUSION

(U//~~FOUO~~) [redacted] responded to the OIG's tentative conclusion, as follows. (See Appendix G for two emails from [redacted] dated 11 July 2016)

"(U//~~FOUO~~) I think the term "within access control" needs to be addressed. I have been very clear that I was not on either of the access swipe lists for [redacted] nor the floor level of [redacted] for some time (at least half of my time) while on [redacted] Your percentage of days when my time within access control is less than I charged is totally not in step with the actual time I was working.

(b) (3)-P.L. 86-36
(b) (6)

(U//~~FOUO~~) The fact that you ignored my first 3 days on [redacted] (when I was in [redacted] exclusively) shows that I was at work; just not within your access control records. And please don't forget: I would spend some time in [redacted] throughout my whole tenure on [redacted] Also, the time I notified you of when I was meeting with an investigator in the floor level of [redacted] also shows that I could be down on that ground level floor (whether in that Annex room and/or the lab down there) without officially being within access control records. And again: I spent time down there throughout my whole tenure on [redacted]

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(U//~~FOUO~~) It is true that I did not officially document my time in these other areas. I never, ever thought of doing that until this investigation. In my eyes, why would I document every move I make while working? It was just me going to get work done. I have been to [redacted] for my current project a few times but never felt the need to document it. When I was working in [redacted] I spent A LOT of time in [redacted] and I never felt the need to document it. In my eyes it was me just going to where the current work needed to be done. Of course, [redacted] and [redacted] have traditional turnstiles at the door and I was still within them. But [redacted] having people in multiple buildings, and the layout of [redacted] make for an unusual setup access control-wise. But it was always just me going to do whatever work needed to be done, wherever it needed to be done.[23]

(U//~~FOUO~~) Did I make some mistakes? Yes Ma'am, I did. I wish there was some easy way to rectify them. If there was, I would instantly do it. That week between Christmas and New Year's Eve…..terrible mistakes. I hope they are obvious mistakes. I would never charge a day and not come in on purpose. I would have taken LWOP (just like I have about every year) if I knew we were going away that New Year's Eve. (I am assuming I was out of vacation by that point….I usually am).

(U//~~FOUO~~) If you knew me as a person, you would know that I would never charge incorrectly on purpose. I was taught right from wrong a long time ago and always try to do the right thing."

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[23] (U//~~FOUO~~) [redacted] references to [redacted] and [redacted] have no relevance to the timeframe reviewed by the OIG.

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(U//~~FOUO~~) The OIG responded to [redacted] in an email and asked that he provide the dates for when he was added to the access lists for [redacted] and [redacted] told the OIG that he was added to the access list for [redacted] around February of 2015 and for [redacted] around June or July 2015. (See Appendix G for emails dated 11 July 2016)

(U//~~FOUO~~) [redacted] told the OIG that he tried to open the SCIF door in [redacted] several times during the timeframe reviewed and it would not work. He said he either rang the doorbell and someone opened the door for him to enter or he accompanied one of his coworkers to [redacted] and the coworker opened the door by swiping their badge and he entered after them. (See Appendix G for email dated 18 July 2016)

(U//~~FOUO~~) The OIG took additional investigative actions and contacted the COR for the [redacted] contract; and asked him to confirm when [redacted] was added to the access list for the [redacted] first floor SCIF. [redacted] told the OIG that [redacted] was added to both the first and the fourth floor SCIFs in [redacted] on the same day, 7 July 2014. (See Appendix C6 for emails)

(U//~~FOUO~~) The OIG notified [redacted] that, based on information provided to the OIG (by the [redacted] COR), [redacted] was added to the access list for [redacted] first and fourth floor SCIFs on the same day, 7 July 2014. [redacted] responded and said that when a coworker walked him through the first floor lab for the first time, the coworker suggested to [redacted] that he be added to the access list for the lab. Based on the coworker's comment, [redacted] assumed that he did not have access and only entered the lab when other coworkers opened the door. It was not until "months later" that he [realized he] had access. (See Appendix G for email dated 18 July 2016)

(b)(3)-P.L. 86-36

(b)(3)-P.L. 86-36
(b)(6)

(U//~~FOUO~~) The OIG contacted [redacted] and obtained [redacted] access control records for [redacted] The [redacted] official told the OIG that [redacted] employees are required to swipe their [redacted] badge upon entry into the [redacted] SCIF but are not required to swipe their badge when exiting. The OIG reviewed the [redacted] access control records and found that [redacted] swiped his [redacted] badge to enter the SCIF on six days during the timeframe reviewed by the OIG (07/01/2014, 07/02/2014, 07/03/2014, 07/07/2014, 08/07/2014, and 09/30/2014). No additional time was mitigated for these dates because no discrepant time was recorded on any of the dates. The [redacted] official also told the OIG that [redacted] badge was programmed to begin access at [redacted] on 1 July 2014 and his access was removed on 11 November 2015, when the contract ended. (See Appendix C.7 for email dated 2 August 2016 from the [redacted] official to the OIG dated)

(U//~~FOUO~~) After considering [redacted] responses to the OIG's tentative conclusion and the additional information the OIG obtained from the [redacted] COR and the [redacted] official, the OIG found that none of the additional information [redacted] provided to the OIG changed the tentative conclusion. Therefore, the tentative conclusion became the final conclusion.

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V. (U) CONCLUSION

(U//~~FOUO~~) The preponderance of the evidence supports the conclusion that during the period of 28 February 2014 to 27 February 2015, [redacted] knowingly submitted false timesheets to his company in violation of 31 U.S.C. § 3802, causing the government to be billed for 138.50 labor hours he did not actually perform. His actions likely caused the [redacted] to violate Federal Acquisition Regulation (FAR) 31.201-2, thereby reducing allowable costs and payments under FAR 52.216-7.

(b) (3)-P.L. 86-36

(b) (3)-P.L. 86-36
(b) (6)

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VI. (U) DISTRIBUTION OF RESULTS

(U//~~FOUO~~) A summary of this report of investigation will be provided to:

A. ADS&CI, Special Actions (Q242), for information.

B. [redacted] for information.

C. Maryland Procurement Office (B3P), to recover the funds due to the government.

[redacted]
Senior Investigator

Concurred by:

[redacted]
Assistant Inspector General
for
Investigations

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APPENDIX A

(U) Applicable Authorities

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Doc ID: 6717805

(U) 31 U.S.C. § 3802 – False Claims and Statements; liability

(a)(1) Any person who makes, presents, or submits, or causes to be made, presented, or submitted, a claim that the person knows or has reason to know—

(A) is false, fictitious, or fraudulent;

(B) includes or is supported by any written statement which asserts a material fact which is false, fictitious, or fraudulent;

(C) includes or is supported by any written statement that—

(i) omits a material fact;

(ii) is false, fictitious, or fraudulent as a result of such omission; and

(iii) is a statement in which the person making, presenting, or submitting such statement has a duty to include such material fact; or

(D) is payment for the provision of property or services which the person has not provided as claimed,

shall be subject to, in addition to any other remedy that may be prescribed by law, a civil penalty of not more than $5,000 for each such claim. Except as provided in paragraph (3) of this subsection, such person shall also be subject to an assessment, in lieu of damages sustained by the United States because of such claim, of not more than twice the amount of such claim, or the portion of such claim, which is determined under this chapter to be in violation of the preceding sentence.

(2) Any person who makes, presents, or submits, or causes to be made, presented, or submitted, a written statement that –

(A) the person knows or has reason to know—

(i) asserts a material fact which is false, fictitious, or fraudulent; or

(ii) (I) omits a material fact; and

(II) is false, fictitious, or fraudulent as a result of such omission;

(B) in the case of a statement described in clause (ii) of subparagraph (A), is a statement in which the person making, presenting, or submitting such statement has a duty to include such material fact; and

(C) contains or is accompanied by an express certification or affirmation of the truthfulness and accuracy of the contents of the statement,

shall be subject to, in addition to any other remedy that may be prescribed by law, a civil penalty of not more than $5,000 for each such statement.

(U) Federal Acquisition Regulation 31.201-2 Determining Allowability:

(a) A cost is allowable only when the costs complies with all of the following requirements:

(1) Reasonableness.

(2) Allocability.

(3) Standards promulgated by the CAS Board, if applicable; otherwise generally accepted accounting principles and practices appropriate to the circumstances.

(4) Terms of the contract.

(5) Any limitations set forth in this subpart.

(d) A contractor is responsible for accounting for costs appropriately and for maintaining records, including supporting documentation, adequate to demonstrate that costs claimed have been incurred, are allocable to the contract, and comply with applicable cost principles in this subpart and agency supplements. The contracting officer may disallow all or part of a claimed cost that is inadequately supported.

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(U) Federal Acquisition Regulation 52.216-7 Allowable Cost and Payment

(a) Invoicing
(1) The Government will make payments to the Contractor when requested as work progresses, but (except for small business concerns) not more often than once every 2 weeks, in amounts determined to be allowable by the Contracting Officer in accordance with Federal Acquisition Regulation (FAR) Subpart 31.2 in effect on the date of this contract and the terms of this contract. . . .

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APPENDIX B

(U) Analysis Spreadsheet

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(b) (3)-P.L. 86-36
(b) (6)

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Date	DOW	Time	Location	Gaps	Confirm Total	> 30 min. MID-DAY GAP	Total Hours	COMPANY BILLED	DISCREPANT HOURS	ADJ.	Empl. Disc. HOURS (NET)	NOTES
			CONTRACT			(b) (3)-P.L. 86-36			-		-	
28-Feb-14	Fri	9:58							-		-	
28-Feb-14		12:41							-		-	
28-Feb-14		14:12		1:31					-		-	
28-Feb-14		18:32							-		-	
28-Feb-14		18:33		0:01					-		-	
28-Feb-14		18:34			8:35	1:32	7:03	8:00	0.75		0.75	
									-		-	
4-Mar-14	Tue	9:57							-		-	
4-Mar-14		12:41							-		-	
4-Mar-14		12:48		0:06					-		-	
4-Mar-14		15:03							-		-	
4-Mar-14		15:59		0:55					-		-	
4-Mar-14		18:46			8:49	1:02	7:46	8:00	-		-	
									-		-	
5-Mar-14	Wed	10:34							-		-	
5-Mar-14		12:18							-		-	
5-Mar-14		13:25		1:06					-		-	
5-Mar-14		14:20							-		-	
5-Mar-14		14:25		0:05					-		-	
5-Mar-14		18:05			7:31	1:12	6:18	8:00	1.50		1.50	
									-		-	
6-Mar-14	Thu	9:15							-		-	
6-Mar-14		12:46							-		-	
6-Mar-14		13:43		0:57					-		-	
6-Mar-14		18:39			9:24	0:57	8:27	8:00	(0.25)		(0.25)	
									-		-	
7-Mar-14	Fri	9:14							-		-	
7-Mar-14		12:03							-		-	
7-Mar-14		13:49		1:45					-		-	
7-Mar-14		17:18			8:03	1:45	6:18	8:00	1.50		1.50	
									-		-	
10-Mar-14	Mon	10:33							-		-	
10-Mar-14		16:40			6:07		6:07	7:00	0.75		0.75	
									-		-	
11-Mar-14	Tue	10:05							-		-	
11-Mar-14		13:00							-		-	
11-Mar-14		14:20		1:20					-		-	
11-Mar-14		18:22			8:17	1:20	6:57	8:00	1.00		1.00	
									-		-	
12-Mar-14	Wed	9:52							-		-	
12-Mar-14		11:39							-		-	
12-Mar-14		12:00		0:21					-		-	
12-Mar-14		16:09			6:17		6:17	7:00	0.50		0.50	
									-		-	

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13-Mar-14	Thu	9:50						-	-
13-Mar-14		14:07						-	-
13-Mar-14		15:13	1:05					-	-
13-Mar-14		18:41		8:51	1:05	7:45	8:30	0.50	0.50
14-Mar-14	Fri	9:37						-	-
14-Mar-14		11:51						-	-
14-Mar-14		13:19	1:28					-	-
14-Mar-14		17:19		7:41	1:28	6:12	8:30	2.25	2.25
18-Mar-14	Tue	10:08						-	-
18-Mar-14		13:08						-	-
18-Mar-14		14:24	1:16					-	-
18-Mar-14		18:31		8:22	1:16	7:05	8:00	0.75	0.75
19-Mar-14	Wed	9:35						-	-
19-Mar-14		12:32						-	-
19-Mar-14		12:33	0:00					-	-
19-Mar-14		12:35						-	-
19-Mar-14		14:35	2:00					-	-
19-Mar-14		18:14		8:38	2:00	6:37	7:00	0.25	0.25
20-Mar-14	Thu	9:40						-	-
20-Mar-14		18:36		8:56		8:56	9:00	-	-
21-Mar-14	Fri	10:12						-	-
21-Mar-14		13:02						-	-
21-Mar-14		14:30	1:27					-	-
21-Mar-14		17:07						-	-
21-Mar-14		17:08	0:00					-	-
21-Mar-14		17:08		6:55	1:27	5:27	8:00	2.50	2.50
24-Mar-14	Mon	10:03						-	-
24-Mar-14		16:08		6:04		6:04	6:00	-	-
25-Mar-14	Tue	9:21						-	-
25-Mar-14		12:36						-	-
25-Mar-14		12:40	0:03					-	-
25-Mar-14		13:48						-	-
25-Mar-14		13:52	0:03					-	-
25-Mar-14		14:21		4:59		4:59	8:00	3.00	3.00
26-Mar-14	Wed	9:55						-	-
26-Mar-14		16:54		6:58		6:58	8:00	1.00	1.00
27-Mar-14	Thu	9:28						-	-
27-Mar-14		11:54						-	-
27-Mar-14		11:59	0:04					-	-
27-Mar-14		12:50						-	-
27-Mar-14		12:55	0:04					-	-

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27-Mar-14		18:39		9:11		9:11	9:00	-	-
								-	-
28-Mar-14	Fri	9:24						-	-
28-Mar-14		12:39						-	-
28-Mar-14		14:03	1:24					-	-
28-Mar-14		17:55		8:30	1:24	7:06	9:00	1.75	1.75
								-	-
1-Apr-14	Tue	9:46						-	-
1-Apr-14		13:02						-	-
1-Apr-14		14:27	1:25					-	-
1-Apr-14		18:51		9:05	1:25	7:40	8:00	0.25	0.25
								-	-
2-Apr-14	Wed	10:04						-	-
2-Apr-14		12:51						-	-
2-Apr-14		12:54	0:03					-	-
2-Apr-14		13:25						-	-
2-Apr-14		13:29	0:04					-	-
2-Apr-14		16:21		6:17		6:17	7:00	0.50	0.50
								-	-
3-Apr-14	Thu	9:29						-	-
3-Apr-14		12:38						-	-
3-Apr-14		12:41	0:03					-	-
3-Apr-14		13:37						-	-
3-Apr-14		13:41	0:03					-	-
3-Apr-14		18:18		8:49		8:49	9:00	-	-
								-	-
4-Apr-14	Fri	9:17						-	-
4-Apr-14		16:23		7:06		7:06	7:00	-	-
								-	-
7-Apr-14	Mon	10:43						-	-
7-Apr-14		13:09						-	-
7-Apr-14		14:26	1:17					-	-
7-Apr-14		17:04		6:20	1:17	5:03	6:00	0.75	0.75
								-	-
8-Apr-14	Tue	10:44						-	-
8-Apr-14		12:54						-	-
8-Apr-14		14:20	1:26					-	-
8-Apr-14		18:28		7:44	1:26	6:18	7:30	1.00	1.00
								-	-
9-Apr-14	Wed	9:46						-	-
9-Apr-14		11:43						-	-
9-Apr-14		13:40	1:56					-	-
9-Apr-14		15:04		5:18	1:56	3:21	4:00	0.50	0.50
								-	-
18-Apr-14	Fri	10:17						-	-
18-Apr-14		12:22						-	-
18-Apr-14		13:21	0:59					-	-
18-Apr-14		16:21						-	-
18-Apr-14		16:27	0:06					-	-
18-Apr-14		18:13		7:56	1:05	6:51	7:00	-	-

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21-Apr-14	Mon	10:18						-	-
21-Apr-14		16:20		6:01		6:01	7:00	0.75	0.75
22-Apr-14	Tue	10:01						-	-
22-Apr-14		14:45						-	-
22-Apr-14		14:47	0:01					-	-
22-Apr-14		18:16		8:14		8:14	8:00	-	-
23-Apr-14	Wed	9:29						-	-
23-Apr-14		11:09						-	-
23-Apr-14		11:12	0:02					-	-
23-Apr-14		15:56		6:26		6:26	7:00	0.50	0.50
24-Apr-14	Thu	9:57						-	-
24-Apr-14		16:42		6:45		6:45	7:30	0.50	0.50
25-Apr-14	Fri	9:56						-	-
25-Apr-14		9:56						-	-
25-Apr-14		12:36						-	-
25-Apr-14		12:36	0:00					-	-
25-Apr-14		13:01	0:25					-	-
25-Apr-14		13:01						-	-
25-Apr-14		13:39						-	-
25-Apr-14		14:27	0:47					-	-
25-Apr-14		17:01		7:04	1:13	5:51	7:00	1.00	1.00
28-Apr-14	Mon	10:31						-	-
28-Apr-14		17:27		6:55		6:55	7:00	-	-
29-Apr-14	Tue	10:36						-	-
29-Apr-14		17:59		7:23		7:23	9:00	1.50	1.50
30-Apr-14	Wed	10:28						-	-
30-Apr-14		12:08						-	-
30-Apr-14		12:12	0:04					-	-
30-Apr-14		13:19						-	-
30-Apr-14		13:23	0:04					-	-
30-Apr-14		17:32		7:03		7:03	8:00	0.75	0.75
1-May-14	Thu	10:35						-	-
1-May-14		12:08						-	-
1-May-14		12:23	0:14					-	-
1-May-14		19:11						-	-
1-May-14		19:14	0:03	8:39		8:39	9:00	0.25	0.25
2-May-14	Fri	10:13						-	-
2-May-14		11:45						-	-
2-May-14		11:52	0:07					-	-
2-May-14		16:43		6:30		6:30	7:00	0.25	0.25

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5-May-14	Mon	9:41						-	-
5-May-14		13:00						-	-
5-May-14		14:20	1:19					-	-
5-May-14		16:13		6:32	1:19	5:12	7:00	1.75	1.75
								-	-
6-May-14	Tue	10:10						-	-
6-May-14		12:22						-	-
6-May-14		12:26	0:04					-	-
6-May-14		13:32						-	-
6-May-14		13:36	0:03					-	-
6-May-14		16:59		6:48		6:48	7:00	-	-
								-	-
7-May-14	Wed	10:09						-	-
7-May-14		11:28						-	-
7-May-14		11:53	0:25					-	-
7-May-14		15:28						-	-
7-May-14		15:31	0:02					-	-
7-May-14		17:48		7:38		7:38	8:30	0.75	0.75
								-	-
8-May-14	Thu	9:33						-	-
8-May-14		12:50						-	-
8-May-14		13:34	0:44					-	-
8-May-14		13:40						-	-
8-May-14		13:42	0:02					-	-
8-May-14		15:10						-	-
8-May-14		15:17	0:06					-	-
8-May-14		17:56		8:23	0:53	7:29	8:30	1.00	1.00
								-	-
9-May-14	Fri	9:35						-	-
9-May-14		11:06						-	-
9-May-14		11:11	0:05					-	-
9-May-14		12:05						-	-
9-May-14		15:26	3:20					-	-
9-May-14		16:44		7:09	3:25	3:43	8:00	4.25	4.25
								-	-
12-May-14	Mon	10:25						-	-
12-May-14		16:12		5:47		5:47	7:00	1.00	1.00
								-	-
13-May-14	Tue	10:23						-	-
13-May-14		15:49		5:26		5:26	7:00	1.50	1.50
								-	-
14-May-14	Wed	10:31						-	-
14-May-14		15:46						-	-
14-May-14		15:48	0:02					-	-
14-May-14		18:08		7:36		7:36	8:00	0.25	0.25
								-	-
15-May-14	Thu	10:24						-	-
15-May-14		17:58		7:33		7:33	8:00	0.25	0.25
								-	-

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16-May-14	Fri	10:06						-		-	
16-May-14		11:24						-		-	
16-May-14		11:29	0:04					-		-	
16-May-14		15:54		5:47		5:47	7:00	1.00		1.00	
								-		-	
19-May-14	Mon	10:30						-		-	
19-May-14		16:58		6:27		6:27	7:00	0.50		0.50	
								-		-	
20-May-14	Tue	9:59						-		-	
20-May-14		12:47						-		-	
20-May-14		14:18	1:31					-		-	
20-May-14		18:48		8:49	1:31	7:18	8:00	0.50		0.50	
								-		-	
21-May-14	Wed	10:32						-		-	
21-May-14		13:05						-		-	
21-May-14		13:06	0:01					-		-	
21-May-14		17:42		7:10		7:10	8:00	0.75		0.75	
								-		-	
22-May-14	Thu	9:57						-		-	
22-May-14		12:33						-		-	
22-May-14		12:48	0:14					-		-	
22-May-14		14:03						-		-	
22-May-14		14:11	0:07					-		-	
22-May-14		18:43		8:45		8:45	8:00	(0.75)		(0.75)	
								-		-	
23-May-14	Fri	7:38						-		-	
23-May-14		12:52						-		-	
23-May-14		14:19	1:27					-		-	
23-May-14		17:47		10:08	1:27	8:41	9:00	0.25		0.25	
								-		-	
27-May-14	Tue	8:58						-		-	
27-May-14		10:30						-		-	
27-May-14		11:01	0:31					-		-	
27-May-14		11:33						-		-	
27-May-14		13:06	1:32					-		-	
27-May-14		18:32		9:34	2:04	7:30	8:30	0.75	(0.75)	-	Credited travel time
								-		-	
28-May-14	Wed	9:47						-		-	
28-May-14		13:21						-		-	
28-May-14		13:30	0:08					-		-	
28-May-14		17:21		7:34		7:34	7:30	-		-	
								-		-	
29-May-14	Thu	10:08						-		-	
29-May-14		11:58						-		-	
29-May-14		14:10	2:12					-		-	
29-May-14		18:21		8:12	2:12	6:00	8:00	1.75		1.75	
								-		-	
30-May-14	Fri	9:37						-		-	
30-May-14		11:38						-		-	
30-May-14		11:41	0:02					-		-	

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30-May-14		12:48						-	-
30-May-14		14:02	1:13					-	-
30-May-14		16:23		6:45	1:16	5:28	7:00	1.50	1.50
								-	-
2-Jun-14	Mon	10:19						-	-
2-Jun-14		12:34						-	-
2-Jun-14		14:19	1:44					-	-
2-Jun-14		16:08		5:48	1:44	4:04	6:00	1.75	1.75
								-	-
3-Jun-14	Tue	10:45						-	-
3-Jun-14		12:05						-	-
3-Jun-14		12:07	0:01					-	-
3-Jun-14		13:11						-	-
3-Jun-14		14:35	1:23					-	-
3-Jun-14		17:15		6:30	1:25	5:04	7:00	1.75	1.75
								-	-
4-Jun-14	Wed	10:28						-	-
4-Jun-14		17:20		6:51		6:51	7:00	-	-
								-	-
5-Jun-14	Thu	9:17						-	-
5-Jun-14		11:39						-	-
5-Jun-14		12:01	0:21					-	-
5-Jun-14		16:19		7:01		7:01	7:00	-	-
								-	-
6-Jun-14	Fri	9:39						-	-
6-Jun-14		12:32						-	-
6-Jun-14		12:40	0:08					-	-
6-Jun-14		16:29		6:50		6:50	8:00	1.00	1.00
								-	-
9-Jun-14	Mon	9:25						-	-
9-Jun-14		16:31		7:06		7:06	7:00	-	-
								-	-
10-Jun-14	Tue	10:18						-	-
10-Jun-14		13:16						-	-
10-Jun-14		14:48	1:31					-	-
10-Jun-14		18:06		7:47	1:31	6:15	8:00	1.50	1.50
								-	-
11-Jun-14	Wed	10:11						-	-
11-Jun-14		16:42		6:30		6:30	7:00	0.25	0.25
								-	-
12-Jun-14	Thu	9:28						-	-
12-Jun-14		12:20						-	-
12-Jun-14		13:01	0:41					-	-
12-Jun-14		18:13		8:44	0:41	8:02	8:30	0.25	0.25
								-	-
13-Jun-14	Fri	10:02						-	-
13-Jun-14		10:54						-	-
13-Jun-14		13:45	2:51					-	-
13-Jun-14		16:53		6:51	2:51	4:00	8:00	3.75	3.75
								-	-

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16-Jun-14	Mon	10:38	[redacted]					-		-
16-Jun-14		12:27						-		-
16-Jun-14		12:33		0:05				-		-
16-Jun-14		16:35			5:57		5:57	6:00	-	-
									-	-
17-Jun-14	Tue	10:55							-	-
17-Jun-14		12:20							-	-
17-Jun-14		12:34		0:14					-	-
17-Jun-14		15:35			4:40		4:40	5:30	0.75	0.75
									-	-
19-Jun-14	Thu	8:44							-	-
19-Jun-14		12:27							-	-
19-Jun-14		13:39		1:12					-	-
19-Jun-14		18:42			9:58	1:12	8:45	9:30	0.50	0.50
									-	-
20-Jun-14	Fri	8:29							-	-
20-Jun-14		12:40			4:11		4:11	4:00	-	-
									-	-
23-Jun-14	Mon	11:53							-	-
23-Jun-14		13:54							-	-
23-Jun-14		13:59		0:05					-	-
23-Jun-14		17:05			5:11		5:11	5:00	-	-
									-	-
24-Jun-14	Tue	9:11							-	-
24-Jun-14		11:56							-	-
24-Jun-14		12:00		0:03					-	-
24-Jun-14		13:38		1:37					-	-
24-Jun-14		17:57			8:46	1:41	7:05	9:00	1.75	1.75
									-	-
25-Jun-14	Wed	10:09							-	-
25-Jun-14		11:22							-	-
25-Jun-14		12:02		0:40					-	-
25-Jun-14		18:21			8:11	0:40	7:31	8:00	0.25	0.25
									-	-
26-Jun-14	Thu	9:57							-	-
26-Jun-14		12:33							-	-
26-Jun-14		12:38		0:05					-	-
26-Jun-14		14:36							-	-
26-Jun-14		15:02		0:26					-	-
26-Jun-14		18:46			8:49	0:31	8:17	9:00	0.50	0.50
									-	-
30-Jun-14	Mon	10:09							-	-
30-Jun-14		16:57							-	-
30-Jun-14		17:04		0:07					-	-
30-Jun-14		18:27			8:17		8:17	8:00	(0.25)	(0.25)
			[redacted] CONTRACT							
1-Jul-14			NO ACCESS		0:00		0:00	8:00	8.00	(8.00) - New contract & badge was not active

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[redacted] (b)(3)-P.L. 86-36

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2-Jul-14			NO ACCESS	0:00	0:00	8:00	8.00	(8.00)	-	
3-Jul-14			NO ACCESS	0:00	0:00	8:00	8.00	(8.00)	-	
7-Jul-14	Mon	11:07		0:00	0:00	8:00	8.00	(8.00)	-	
8-Jul-14	Tue	9:59					-		-	
8-Jul-14		9:59					-		-	
8-Jul-14		10:00					-		-	
8-Jul-14		10:12					-		-	
8-Jul-14		14:05					-		-	
8-Jul-14		14:06					-		-	
8-Jul-14		15:26					-		-	No MAINENT/EXIT
8-Jul-14		15:26		5:26	5:26	8:00	2.50	(2.50)	-	Badging a[redacted]
9-Jul-14	Wed	10:03					-		-	
9-Jul-14		10:03					-		-	
9-Jul-14		10:44					-		-	
9-Jul-14		10:44					-		-	
9-Jul-14		14:51					-		-	
9-Jul-14		14:51					-		-	
9-Jul-14		16:40					-		-	
9-Jul-14		16:40					-		-	
9-Jul-14		17:07					-		-	
9-Jul-14		17:20		0:13			-		-	
9-Jul-14		17:20					-		-	
9-Jul-14		17:58		7:54	7:54	8:30	0.50		0.50	
10-Jul-14	Thu	9:44					-		-	
10-Jul-14		9:44					-		-	
10-Jul-14		10:43					-		-	
10-Jul-14		10:43					-		-	
10-Jul-14		12:13					-		-	
10-Jul-14		12:21		0:07			-		-	
10-Jul-14		12:21					-		-	
10-Jul-14		14:08					-		-	
10-Jul-14		14:08					-		-	
10-Jul-14		14:55					-		-	
10-Jul-14		14:55					-		-	
10-Jul-14		15:52					-		-	
10-Jul-14		15:57		0:05			-		-	
10-Jul-14		15:58					-		-	
10-Jul-14		17:22					-		-	
10-Jul-14		17:22					-		-	
10-Jul-14		18:08		8:24	8:24	8:30	-		-	
11-Jul-14	Fri	9:41					-		-	
11-Jul-14		11:47					-		-	
11-Jul-14		13:53					-		-	
11-Jul-14		13:53					-		-	

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11-Jul-14		15:55						-	-	
11-Jul-14		16:00	0:05					-	-	
11-Jul-14		16:01						-	-	
11-Jul-14		17:18		7:37	7:37	7:00	(0.50)	0.50	-	NO MAINENT
							-		-	
14-Jul-14	Mon	10:24					-		-	
14-Jul-14		10:24					-		-	
14-Jul-14		11:33					-		-	
14-Jul-14		11:39	0:05				-		-	
14-Jul-14		11:39					-		-	
14-Jul-14		12:56					-		-	
14-Jul-14		12:58	0:02				-		-	
14-Jul-14		12:59					-		-	
14-Jul-14		15:24					-		-	
14-Jul-14		15:27	0:02				-		-	
14-Jul-14		15:27					-		-	
14-Jul-14		18:04		7:40	7:40	8:30	0.75		0.75	
							-		-	
15-Jul-14	Tue	9:49					-		-	
15-Jul-14		9:49					-		-	
15-Jul-14		11:08					-		-	
15-Jul-14		11:08					-		-	
15-Jul-14		12:40					-		-	
15-Jul-14		12:50	0:10				-		-	
15-Jul-14		12:50					-		-	
15-Jul-14		14:52					-		-	
15-Jul-14		14:52					-		-	
15-Jul-14		15:53					-		-	
15-Jul-14		15:56	0:02				-		-	
15-Jul-14		15:56					-		-	
15-Jul-14		18:13		8:24	8:24	8:30	-		-	
							-		-	
16-Jul-14	Wed	9:53					-		-	
16-Jul-14		9:53					-		-	
16-Jul-14		10:46					-		-	
16-Jul-14		10:49	0:03				-		-	
16-Jul-14		10:49					-		-	
16-Jul-14		12:56					-		-	
16-Jul-14		15:05					-		-	
16-Jul-14		15:05					-		-	
16-Jul-14		18:12		8:18	8:18	9:00	0.50		0.50	
							-		-	
17-Jul-14	Thu	9:45					-		-	
17-Jul-14		9:46					-		-	
17-Jul-14		10:08					-		-	
17-Jul-14		10:10	0:02				-		-	
17-Jul-14		10:10					-		-	
17-Jul-14		11:42					-		-	
17-Jul-14		11:47	0:04				-		-	
17-Jul-14		11:47					-		-	

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17-Jul-14		14:02					-	-
17-Jul-14		14:02					-	-
17-Jul-14		15:10					-	-
17-Jul-14		15:10					-	-
17-Jul-14		16:05					-	-
17-Jul-14		16:26	0:20				-	-
17-Jul-14		16:26					-	-
17-Jul-14		17:20		7:34	7:34	8:00	0.25	0.25
							-	
18-Jul-14	Fri	9:31					-	-
18-Jul-14		9:31					-	-
18-Jul-14		10:44					-	-
18-Jul-14		10:46	0:02				-	-
18-Jul-14		10:46					-	-
18-Jul-14		12:21					-	-
18-Jul-14		12:37	0:16				-	-
18-Jul-14		12:40					-	-
18-Jul-14		14:19					-	-
18-Jul-14		14:21	0:02	4:50	4:50	5:00	-	-
							-	
21-Jul-14	Mon	10:06					-	-
21-Jul-14		10:06					-	-
21-Jul-14		12:08					-	-
21-Jul-14		12:10	0:02				-	-
21-Jul-14		12:10					-	-
21-Jul-14		13:53					-	-
21-Jul-14		13:55	0:02				-	-
21-Jul-14		13:55					-	-
21-Jul-14		15:27					-	-
21-Jul-14		15:27					-	-
21-Jul-14		15:56					-	-
21-Jul-14		16:17	0:21				-	-
21-Jul-14		16:17					-	-
21-Jul-14		17:57					-	-
21-Jul-14		17:59	0:02				-	-
21-Jul-14		17:59					-	-
21-Jul-14		18:30		8:24	8:24	9:00	0.50	0.50
							-	
22-Jul-14	Tue	10:32					-	-
22-Jul-14		10:32					-	-
22-Jul-14		11:45					-	-
22-Jul-14		11:48	0:02				-	-
22-Jul-14		11:48					-	-
22-Jul-14		12:43					-	-
22-Jul-14		13:05	0:21				-	-
22-Jul-14		13:05					-	-
22-Jul-14		13:13					-	-
22-Jul-14		14:25	1:11				-	-
22-Jul-14		15:48					-	-
22-Jul-14		15:51	0:02				-	-

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22-Jul-14		15:51								
22-Jul-14		16:28								
22-Jul-14		17:22	0:54							
22-Jul-14		17:23								Meetings in [redacted]
22-Jul-14		18:31		7:58	2:32	5:26	9:00	3.50	(2.50)	1.00 [redacted] lab and restroom breaks
23-Jul-14	Wed	12:40								
23-Jul-14		12:41								
23-Jul-14		14:05								
23-Jul-14		14:09	0:04							
23-Jul-14		14:10								
23-Jul-14		16:23								
23-Jul-14		16:29	0:06							
23-Jul-14		16:30								
23-Jul-14		16:33								
23-Jul-14		16:40	0:07							
23-Jul-14		16:40								
23-Jul-14		17:24		4:43		4:43	6:00	1.25		1.25
24-Jul-14	Thu	9:17								
24-Jul-14		9:17								
24-Jul-14		11:20								
24-Jul-14		11:23	0:02							
24-Jul-14		11:23								
24-Jul-14		13:00								
24-Jul-14		13:02	0:02							
24-Jul-14		13:02								
24-Jul-14		14:59		5:42		5:42	6:00	0.25		0.25
4-Aug-14	Mon	10:23								
4-Aug-14		10:23								
4-Aug-14		11:48								
4-Aug-14		11:57	0:08							
4-Aug-14		11:57								
4-Aug-14		14:31								
4-Aug-14		15:46	1:14							
4-Aug-14		15:46								
4-Aug-14		18:02		7:29	1:22	6:16	8:00	1.50	(0.50)	1.00 Restroom breaks
5-Aug-14	Tue	10:30								
5-Aug-14		10:30								
5-Aug-14		11:43								
5-Aug-14		11:46	0:02							
5-Aug-14		11:46								
5-Aug-14		14:19								
5-Aug-14		14:19								
5-Aug-14		17:33		7:03		7:03	9:00	1.75		1.75
6-Aug-14	Wed	10:17								
6-Aug-14		10:17								

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6-Aug-14		11:42					-	-
6-Aug-14		11:42					-	-
6-Aug-14		14:11					-	-
6-Aug-14		14:11					-	-
6-Aug-14		15:16					-	-
6-Aug-14		15:31	0:15				-	-
6-Aug-14		15:31					-	-
6-Aug-14		17:50		7:32	7:32	7:30	-	-
							-	-
7-Aug-14	Thu	9:38					-	-
7-Aug-14		9:38					-	-
7-Aug-14		10:48					-	-
7-Aug-14		10:53	0:05				-	-
7-Aug-14		10:53					-	-
7-Aug-14		11:43					-	-
7-Aug-14		11:45	0:02				-	-
7-Aug-14		11:45					-	-
7-Aug-14		14:12					-	-
7-Aug-14		14:12					-	-
7-Aug-14		15:35					-	-
7-Aug-14		15:39	0:04				-	-
7-Aug-14		15:39					-	-
7-Aug-14		16:06		6:28	6:28	6:00	(0.25)	(0.25)
							-	-
8-Aug-14	Fri	10:27					-	-
8-Aug-14		10:27					-	-
8-Aug-14		13:56					-	-
8-Aug-14		13:56					-	-
8-Aug-14		15:53					-	-
8-Aug-14		15:53					-	-
8-Aug-14		17:29					-	-
8-Aug-14		17:33	0:03				-	-
8-Aug-14		17:33					-	-
8-Aug-14		17:55		7:27	7:27	9:00	1.50	1.50
							-	-
11-Aug-14	Mon	10:39					-	-
11-Aug-14		10:39					-	-
11-Aug-14		12:33					-	-
11-Aug-14		12:36	0:03				-	-
11-Aug-14		12:36					-	-
11-Aug-14		14:10					-	-
11-Aug-14		14:11					-	-
11-Aug-14		15:52					-	-
11-Aug-14		15:52					-	-
11-Aug-14		16:09					-	-
11-Aug-14		16:13	0:03				-	-
11-Aug-14		16:13					-	-
11-Aug-14		18:14		7:34	7:34	7:30	-	-
							-	-
12-Aug-14	Tue	10:20					-	-

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12-Aug-14		10:21					-	-
12-Aug-14		10:21					-	-
12-Aug-14		12:35					-	-
12-Aug-14		12:35					-	-
12-Aug-14		14:01					-	-
12-Aug-14		14:01					-	-
12-Aug-14		17:06					-	-
12-Aug-14		17:07					-	-
12-Aug-14		17:20		6:59	6:59	8:30	1.50	1.50
							-	-
13-Aug-14	Wed	9:38					-	-
13-Aug-14		9:38					-	-
13-Aug-14		11:03					-	-
13-Aug-14		11:16	0:13				-	-
13-Aug-14		11:16					-	-
13-Aug-14		12:13					-	-
13-Aug-14		12:13					-	-
13-Aug-14		14:44					-	-
13-Aug-14		14:44					-	-
13-Aug-14		15:12					-	-
13-Aug-14		15:13	0:01				-	-
13-Aug-14		15:13					-	-
13-Aug-14		16:20					-	-
13-Aug-14		16:27	0:06				-	-
13-Aug-14		16:27					-	-
13-Aug-14		16:43		7:05	7:05	7:30	0.25	0.25
							-	-
14-Aug-14	Thu	9:41					-	-
14-Aug-14		9:41					-	-
14-Aug-14		11:47					-	-
14-Aug-14		11:51	0:04				-	-
14-Aug-14		11:51					-	-
14-Aug-14		14:45					-	-
14-Aug-14		14:45					-	-
14-Aug-14		15:16					-	-
14-Aug-14		15:36	0:20				-	-
14-Aug-14		15:36					-	-
14-Aug-14		18:10		8:28	8:28	9:00	0.50	0.50
							-	-
15-Aug-14	Fri	9:56					-	-
15-Aug-14		9:56					-	-
15-Aug-14		11:08					-	-
15-Aug-14		11:08					-	-
15-Aug-14		14:27					-	-
15-Aug-14		14:27					-	-
15-Aug-14		15:03					-	-
15-Aug-14		15:05	0:02				-	-
15-Aug-14		15:06					-	-
15-Aug-14		16:20					-	-
15-Aug-14		16:20					-	-

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15-Aug-14		17:00					-	-
15-Aug-14		17:00					-	-
15-Aug-14		17:24		7:28	7:28	7:30	-	-
							-	-
18-Aug-14	Mon	10:57					-	-
18-Aug-14		10:57					-	-
18-Aug-14		12:45					-	-
18-Aug-14		12:48	0:02				-	-
18-Aug-14		12:48					-	-
18-Aug-14		13:58					-	-
18-Aug-14		14:00	0:01				-	-
18-Aug-14		14:00					-	-
18-Aug-14		16:04					-	-
18-Aug-14		16:27	0:22				-	-
18-Aug-14		16:27					-	-
18-Aug-14		16:54					-	-
18-Aug-14		16:54					-	-
18-Aug-14		17:46		6:49	6:49	7:30	0.50	0.50
							-	-
19-Aug-14	Tue	10:44					-	-
19-Aug-14		10:44					-	-
19-Aug-14		13:25					-	-
19-Aug-14		13:25					-	-
19-Aug-14		15:48					-	-
19-Aug-14		15:50	0:02				-	-
19-Aug-14		15:50					-	-
19-Aug-14		17:36					-	-
19-Aug-14		17:38	0:02				-	-
19-Aug-14		17:38					-	-
19-Aug-14		18:08		7:24	7:24	8:30	1.00	1.00
							-	-
25-Aug-14	Mon	11:11					-	-
25-Aug-14		11:11					-	-
25-Aug-14		14:02					-	-
25-Aug-14		14:04	0:01				-	-
25-Aug-14		14:04					-	-
25-Aug-14		14:51					-	-
25-Aug-14		14:53	0:02				-	-
25-Aug-14		14:54					-	-
25-Aug-14		18:05		6:54	6:54	7:00	-	-
							-	-
26-Aug-14	Tue	8:59					-	-
26-Aug-14		9:00					-	-
26-Aug-14		10:06					-	-
26-Aug-14		10:06					-	-
26-Aug-14		11:50					-	-
26-Aug-14		11:52	0:02				-	-
26-Aug-14		11:52					-	-
26-Aug-14		14:08					-	-
26-Aug-14		14:08					-	-

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26-Aug-14		15:26			6:26		6:26	7:00	0.50		0.50
27-Aug-14	Wed	9:50							-		-
27-Aug-14		9:50							-		-
27-Aug-14		10:13							-		-
27-Aug-14		10:16		0:03					-		-
27-Aug-14		10:16							-		-
27-Aug-14		12:41							-		-
27-Aug-14		12:41							-		-
27-Aug-14		14:50							-		-
27-Aug-14		14:54		0:04					-		-
27-Aug-14		14:54							-		-
27-Aug-14		16:24			6:33		6:33	7:00	0.25		0.25
28-Aug-14	Thu	10:27							-		-
28-Aug-14		10:27							-		-
28-Aug-14		11:14							-		-
28-Aug-14		12:58		1:44					-		-
28-Aug-14		12:58							-		-
28-Aug-14		16:19							-		-
28-Aug-14		16:22		0:02					-		-
28-Aug-14		16:22							-		-
28-Aug-14		18:24			7:57	1:46	6:10	9:00	2.75	(1.75)	1.00 Meetings in
29-Aug-14	Fri	9:19							-		-
29-Aug-14		9:19							-		-
29-Aug-14		10:15							-		-
29-Aug-14		10:19		0:03					-		-
29-Aug-14		10:19							-		-
29-Aug-14		11:21							-		-
29-Aug-14		11:24		0:02					-		-
29-Aug-14		11:24							-		-
29-Aug-14		14:01							-		-
29-Aug-14		14:01							-		-
29-Aug-14		14:08		0:06					-		-
29-Aug-14		14:09			4:49		4:49	9:00	4.00	(4.00)	- No MAINEXIT
2-Sep-14	Tue	10:16							-		-
2-Sep-14		10:16							-		-
2-Sep-14		10:33							-		-
2-Sep-14		10:35		0:02					-		-
2-Sep-14		10:35							-		-
2-Sep-14		11:30							-		-
2-Sep-14		14:14							-		-
2-Sep-14		14:14							-		-
2-Sep-14		18:05			7:48		7:48	7:30	(0.25)		(0.25)
3-Sep-14	Wed	9:13							-		-
3-Sep-14		9:13							-		-
3-Sep-14		10:59							-		-

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3-Sep-14		10:59					-	-
3-Sep-14		12:30					-	-
3-Sep-14		12:33	0:03				-	-
3-Sep-14		12:33					-	-
3-Sep-14		14:18					-	-
3-Sep-14		14:18					-	-
3-Sep-14		15:08					-	-
3-Sep-14		15:11	0:02				-	-
3-Sep-14		15:11					-	-
3-Sep-14		17:33		8:19	8:19	8:00	(0.25)	(0.25)
							-	-
4-Sep-14	Thu	9:34					-	-
4-Sep-14		9:34					-	-
4-Sep-14		13:16					-	-
4-Sep-14		13:18	0:02				-	-
4-Sep-14		13:18					-	-
4-Sep-14		14:56					-	-
4-Sep-14		14:56					-	-
4-Sep-14		15:49					-	-
4-Sep-14		16:09	0:20				-	-
4-Sep-14		16:09					-	-
4-Sep-14		18:14		8:40	8:40	8:30	-	-
							-	-
5-Sep-14	Fri	9:20					-	-
5-Sep-14		9:20					-	-
5-Sep-14		11:32					-	-
5-Sep-14		11:32					-	-
5-Sep-14		14:08					-	-
5-Sep-14		14:08					-	-
5-Sep-14		14:14					-	-
5-Sep-14		14:30	0:15				-	-
5-Sep-14		14:30					-	-
5-Sep-14		17:40		8:19	8:19	8:00	(0.25)	(0.25)
							-	-
8-Sep-14	Mon	10:01					-	-
8-Sep-14		10:02					-	-
8-Sep-14		11:50					-	-
8-Sep-14		11:53	0:03				-	-
8-Sep-14		11:53					-	-
8-Sep-14		15:35					-	-
8-Sep-14		15:36					-	-
8-Sep-14		18:10		8:08	8:08	7:30	(0.50)	(0.50)
							-	-
9-Sep-14	Tue	10:15					-	-
9-Sep-14		10:15					-	-
9-Sep-14		11:24					-	-
9-Sep-14		11:27	0:02				-	-
9-Sep-14		11:27					-	-
9-Sep-14		13:41					-	-
9-Sep-14		13:41					-	-

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9-Sep-14		14:48					-	-
9-Sep-14		14:52	0:04				-	-
9-Sep-14		14:52					-	-
9-Sep-14		17:22		7:06		7:06	7:30	0.25	0.25
							-	-
10-Sep-14	Wed	8:59					-	-
10-Sep-14		8:59					-	-
10-Sep-14		10:55					-	-
10-Sep-14		10:57	0:02				-	-
10-Sep-14		10:58					-	-
10-Sep-14		12:40					-	-
10-Sep-14		12:42	0:02				-	-
10-Sep-14		12:42					-	-
10-Sep-14		13:04					-	-
10-Sep-14		14:15	1:11				-	-
10-Sep-14		14:15					-	-
10-Sep-14		16:30					-	-
10-Sep-14		16:32	0:02				-	-
10-Sep-14		16:32					-	-
10-Sep-14		17:37		8:38	1:18	7:19	8:30	1.00	1.00
							-	-
11-Sep-14	Thu	9:41					-	-
11-Sep-14		9:41					-	-
11-Sep-14		10:00					-	-
11-Sep-14		10:00					-	-
11-Sep-14		11:34					-	-
11-Sep-14		11:37	0:02				-	-
11-Sep-14		11:37					-	-
11-Sep-14		13:55					-	-
11-Sep-14		14:04	0:09				-	-
11-Sep-14		14:07					-	-
11-Sep-14		14:07					-	-
11-Sep-14		15:22					-	-
11-Sep-14		15:34	0:11				-	-
11-Sep-14		15:34					-	-
11-Sep-14		16:11		6:30		6:30	7:30	0.75	0.75
							-	-
12-Sep-14	Fri	9:23					-	-
12-Sep-14		9:23					-	-
12-Sep-14		11:16					-	-
12-Sep-14		11:21	0:04				-	-
12-Sep-14		11:21					-	-
12-Sep-14		14:29					-	-
12-Sep-14		14:29					-	-
12-Sep-14		15:33					-	-
12-Sep-14		15:33					-	-
12-Sep-14		16:38					-	-
12-Sep-14		16:38					-	-
12-Sep-14		17:41		8:17		8:17	9:00	0.50	0.50
							-	-

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15-Sep-14	Mon	10:38								
15-Sep-14		10:39								
15-Sep-14		11:27								
15-Sep-14		11:35	0:07							
15-Sep-14		11:35								
15-Sep-14		12:43								
15-Sep-14		13:33	0:50							
15-Sep-14		13:33								
15-Sep-14		13:50								
15-Sep-14		13:57	0:07							
15-Sep-14		13:57								
15-Sep-14		16:39								
15-Sep-14		16:42	0:03							
15-Sep-14		16:43								
15-Sep-14		17:50		7:11	1:09	6:01	7:00	0.75	(0.50)	0.25 restroom breaks
16-Sep-14	Tue	9:57								
16-Sep-14		9:57								
16-Sep-14		11:08								
16-Sep-14		11:11	0:02							
16-Sep-14		11:11								
16-Sep-14		12:33								
16-Sep-14		12:35	0:02							
16-Sep-14		12:36								
16-Sep-14		14:58								
16-Sep-14		14:58								
16-Sep-14		16:08								
16-Sep-14		16:18	0:09							
16-Sep-14		16:18								
16-Sep-14		17:42		7:44		7:44	7:30			
17-Sep-14	Wed	9:40								
17-Sep-14		11:36								
17-Sep-14		11:38	0:02							
17-Sep-14		11:39								
17-Sep-14		14:42								
17-Sep-14		14:42								
17-Sep-14		16:47								
17-Sep-14		16:52	0:04							
17-Sep-14		16:52								
17-Sep-14		17:48		8:07		8:07	8:00			
18-Sep-14	Thu	10:01								
18-Sep-14		10:01								
18-Sep-14		11:37								
18-Sep-14		11:41	0:04							
18-Sep-14		11:42								
18-Sep-14		13:13								
18-Sep-14		14:29	1:16							
18-Sep-14		14:29								

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18-Sep-14		16:26						-	-	
18-Sep-14		16:28	0:02					-	-	
18-Sep-14		16:28						-	-	
18-Sep-14		18:08		8:07	1:22	6:45	8:30	1.50	(0.50)	1.00 restroom breaks
								-	-	
19-Sep-14	Fri	9:26						-	-	
19-Sep-14		9:26						-	-	
19-Sep-14		11:03						-	-	
19-Sep-14		11:06	0:02					-	-	
19-Sep-14		11:06						-	-	
19-Sep-14		12:54						-	-	
19-Sep-14		12:58	0:03					-	-	
19-Sep-14		12:58						-	-	
19-Sep-14		14:46						-	-	
19-Sep-14		14:46						-	-	
19-Sep-14		16:29						-	-	
19-Sep-14		16:31	0:02					-	-	
19-Sep-14		16:31						-	-	
19-Sep-14		17:59		8:32		8:32	8:00	(0.50)		(0.50)
								-	-	
22-Sep-14	Mon	10:10						-	-	
22-Sep-14		10:11						-	-	
22-Sep-14		12:42						-	-	
22-Sep-14		12:42						-	-	
22-Sep-14		14:49						-	-	
22-Sep-14		14:49						-	-	
22-Sep-14		15:07						-	-	
22-Sep-14		15:24	0:16					-	-	
22-Sep-14		15:24						-	-	
22-Sep-14		17:42		7:31		7:31	7:30	-	-	
								-	-	
23-Sep-14	Tue	9:39						-	-	
23-Sep-14		9:39						-	-	
23-Sep-14		10:51						-	-	
23-Sep-14		10:54	0:02					-	-	
23-Sep-14		10:54						-	-	
23-Sep-14		11:48						-	-	
23-Sep-14		11:48						-	-	
23-Sep-14		12:41						-	-	
23-Sep-14		12:43	0:02					-	-	
23-Sep-14		12:43						-	-	
23-Sep-14		15:03						-	-	
23-Sep-14		15:03						-	-	
23-Sep-14		16:30						-	-	
23-Sep-14		16:33	0:03					-	-	
23-Sep-14		16:33						-	-	
23-Sep-14		17:57		8:18		8:18	7:30	(0.75)		(0.75)
								-	-	
24-Sep-14	Wed	9:23						-	-	
24-Sep-14		9:23						-	-	

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24-Sep-14		10:59						
24-Sep-14		11:03	0:03					
24-Sep-14		11:03						
24-Sep-14		14:25						
24-Sep-14		14:25						
24-Sep-14		15:53						
24-Sep-14		15:55	0:02					
24-Sep-14		15:56						
24-Sep-14		18:05		8:42	8:42	8:30		
25-Sep-14	Thu	12:04						
25-Sep-14		12:04						
25-Sep-14		12:54						
25-Sep-14		12:57	0:02					
25-Sep-14		12:57						
25-Sep-14		14:13						
25-Sep-14		14:15	0:02					
25-Sep-14		14:16						
25-Sep-14		16:34						
25-Sep-14		16:37	0:03					
25-Sep-14		16:37						
25-Sep-14		18:01		5:56	5:56	6:00		
26-Sep-14	Fri	10:03						
26-Sep-14		10:03						
26-Sep-14		11:49						
26-Sep-14		11:56	0:06					
26-Sep-14		11:56						
26-Sep-14		14:29						
26-Sep-14		14:29						
26-Sep-14		14:38						
26-Sep-14		14:57	0:18					
26-Sep-14		14:57						
26-Sep-14		16:23		6:20	6:20	7:30	1.00	(1.00)
29-Sep-14	Mon	11:59						
29-Sep-14		11:59						
29-Sep-14		12:38						
29-Sep-14		12:40	0:02					
29-Sep-14		12:40						
29-Sep-14		13:50						
29-Sep-14		13:54	0:04					
29-Sep-14		13:54						
29-Sep-14		16:24						
29-Sep-14		16:24						
29-Sep-14		18:16		6:16	6:16	5:30	(0.75)	(0.75)
30-Sep-14	Tue	9:12						
30-Sep-14		9:12						
30-Sep-14		10:46						

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30-Sep-14		10:56	[redacted]	0:09				-		-
30-Sep-14		10:56						-		-
30-Sep-14		12:22						-		-
30-Sep-14		12:30		0:07				-		-
30-Sep-14		12:30						-		-
30-Sep-14		17:24						-		-
30-Sep-14		17:24						-		-
30-Sep-14		18:02			8:49	8:49	8:30	(0.25)		(0.25)
								-		-
1-Oct-14	Wed	9:46						-		-
1-Oct-14		9:46						-		-
1-Oct-14		11:09						-		-
1-Oct-14		11:13		0:03				-		-
1-Oct-14		11:13						-		-
1-Oct-14		12:29						-		-
1-Oct-14		12:32		0:03				-		-
1-Oct-14		12:32						-		-
1-Oct-14		14:53						-		-
1-Oct-14		14:53						-		-
1-Oct-14		16:39						-		-
1-Oct-14		16:44		0:05				-		-
1-Oct-14		16:44						-		-
1-Oct-14		17:58			8:11	8:11	9:00	0.75		0.75
								-		-
2-Oct-14	Thu	8:57						-		-
2-Oct-14		8:57						-		-
2-Oct-14		10:22						-		-
2-Oct-14		10:24		0:02				-		-
2-Oct-14		10:24						-		-
2-Oct-14		11:57						-		-
2-Oct-14		12:03		0:06				-		-
2-Oct-14		12:03						-		-
2-Oct-14		13:04						-		-
2-Oct-14		13:08		0:04				-		-
2-Oct-14		13:08						-		-
2-Oct-14		13:10						-		-
2-Oct-14		13:10						-		-
2-Oct-14		14:18			5:21	5:21	9:00	3.50	(3.50)	- [redacted]ab
								-		-
6-Oct-14	Mon	9:55						-		-
6-Oct-14		9:55						-		-
6-Oct-14		13:46						-		-
6-Oct-14		13:46						-		-
6-Oct-14		14:40						-		-
6-Oct-14		14:43		0:02				-		-
6-Oct-14		14:46						-		-
6-Oct-14		18:01			8:06	8:06	8:00	-		-
								-		-
7-Oct-14	Tue	11:48						-		-
7-Oct-14		11:48						-		-

[redacted]

(b) (3)-P.L. 86-36

7-Oct-14		11:57					-	-
7-Oct-14		12:04	0:06				-	-
7-Oct-14		12:04					-	-
7-Oct-14		13:38					-	-
7-Oct-14		13:41	0:03				-	-
7-Oct-14		13:41					-	-
7-Oct-14		14:59					-	-
7-Oct-14		15:07	0:08				-	-
7-Oct-14		15:07					-	-
7-Oct-14		16:55					-	-
7-Oct-14		16:58	0:03				-	-
7-Oct-14		16:59					-	-
7-Oct-14		18:03		6:14	6:14	9:00	2.75	2.75
							-	-
8-Oct-14	Wed	10:13					-	-
8-Oct-14		10:13					-	-
8-Oct-14		11:54					-	-
8-Oct-14		11:57	0:03				-	-
8-Oct-14		11:57					-	-
8-Oct-14		14:14					-	-
8-Oct-14		14:14					-	-
8-Oct-14		16:33					-	-
8-Oct-14		16:33					-	-
8-Oct-14		17:51		7:37	7:37	6:00	(1.50)	(1.50)
							-	-
9-Oct-14	Thu	10:51					-	-
9-Oct-14		10:51					-	-
9-Oct-14		10:51					-	-
9-Oct-14		12:13					-	-
9-Oct-14		12:15	0:02				-	-
9-Oct-14		12:15					-	-
9-Oct-14		14:17					-	-
9-Oct-14		14:17					-	-
9-Oct-14		15:36					-	-
9-Oct-14		15:52	0:15				-	-
9-Oct-14		15:52					-	-
9-Oct-14		18:14		7:23	7:23	7:00	(0.25)	(0.25)
							-	-
10-Oct-14	Fri	10:12					-	-
10-Oct-14		10:12					-	-
10-Oct-14		12:39					-	-
10-Oct-14		12:43	0:03				-	-
10-Oct-14		12:43					-	-
10-Oct-14		15:07					-	-
10-Oct-14		15:07					-	-
10-Oct-14		16:16					-	-
10-Oct-14		16:22	0:06				-	-
10-Oct-14		16:22					-	-
10-Oct-14		17:08		6:56	6:56	7:00	-	-
							-	-

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14-Oct-14	Tue	9:59					-	-
14-Oct-14		9:59					-	-
14-Oct-14		11:00					-	-
14-Oct-14		11:02	0:02				-	-
14-Oct-14		11:02					-	-
14-Oct-14		14:19					-	-
14-Oct-14		14:19					-	-
14-Oct-14		15:16					-	-
14-Oct-14		15:18	0:02				-	-
14-Oct-14		15:18					-	-
14-Oct-14		17:37		7:37	7:37	8:30	0.75	0.75
							-	-
15-Oct-14	Wed	9:42					-	-
15-Oct-14		9:42					-	-
15-Oct-14		10:33					-	-
15-Oct-14		10:33					-	-
15-Oct-14		12:04					-	-
15-Oct-14		12:06	0:02				-	-
15-Oct-14		12:07					-	-
15-Oct-14		14:04					-	-
15-Oct-14		14:04					-	-
15-Oct-14		16:34					-	-
15-Oct-14		16:37	0:03				-	-
15-Oct-14		16:37					-	-
15-Oct-14		17:39					-	-
15-Oct-14		17:42	0:02				-	-
15-Oct-14		17:42					-	-
15-Oct-14		18:12		8:30	8:30	8:30	-	-
							-	-
16-Oct-14	Thu	10:04					-	-
16-Oct-14		10:05					-	-
16-Oct-14		12:15					-	-
16-Oct-14		12:26	0:10				-	-
16-Oct-14		12:26					-	-
16-Oct-14		14:15					-	-
16-Oct-14		14:18	0:02				-	-
16-Oct-14		14:18					-	-
16-Oct-14		15:43					-	-
16-Oct-14		15:43					-	-
16-Oct-14		17:16					-	-
16-Oct-14		17:19	0:03				-	-
16-Oct-14		17:19					-	-
16-Oct-14		17:54		7:49	7:49	8:30	0.50	0.50
							-	-
17-Oct-14	Fri	10:55					-	-
17-Oct-14		10:55					-	-
17-Oct-14		14:42					-	-
17-Oct-14		14:42					-	-
17-Oct-14		17:37		6:42	6:42	8:30	1.75	1.75
							-	-

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UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

20-Oct-14	Mon	10:12						-	-
20-Oct-14		11:43						-	-
20-Oct-14		11:46	0:03					-	-
20-Oct-14		11:46						-	-
20-Oct-14		13:44						-	-
20-Oct-14		13:44						-	-
20-Oct-14		16:42						-	-
20-Oct-14		16:49	0:06					-	-
20-Oct-14		16:49						-	-
20-Oct-14		18:17		8:05		8:05	9:00	0.75	0.75
								-	-
21-Oct-14	Tue	9:27						-	-
21-Oct-14		9:27						-	-
21-Oct-14		11:34						-	-
21-Oct-14		11:37	0:03					-	-
21-Oct-14		11:37						-	-
21-Oct-14		12:56						-	-
21-Oct-14		13:05	0:08					-	-
21-Oct-14		13:05						-	-
21-Oct-14		14:55						-	-
21-Oct-14		14:55						-	-
21-Oct-14		16:28						-	-
21-Oct-14		16:49	0:20					-	-
21-Oct-14		16:49						-	-
21-Oct-14		18:17		8:50	0:32	8:18	8:30	-	-
								-	-
22-Oct-14	Wed	9:52						-	-
22-Oct-14		9:52						-	-
22-Oct-14		10:09						-	-
22-Oct-14		10:13	0:04					-	-
22-Oct-14		10:13						-	-
22-Oct-14		12:34						-	-
22-Oct-14		12:36	0:02					-	-
22-Oct-14		12:36						-	-
22-Oct-14		14:42						-	-
22-Oct-14		14:42						-	-
22-Oct-14		15:06						-	-
22-Oct-14		15:27	0:21					-	-
22-Oct-14		15:27						-	-
22-Oct-14		16:51		6:59		6:59	7:00	-	-
								-	-
23-Oct-14	Thu	10:00						-	-
23-Oct-14		10:00						-	-
23-Oct-14		11:46						-	-
23-Oct-14		11:55	0:08					-	-
23-Oct-14		11:55						-	-
23-Oct-14		12:56						-	-
23-Oct-14		12:58	0:01					-	-
23-Oct-14		12:58						-	-
23-Oct-14		14:22						-	-

UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

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23-Oct-14		14:22					
23-Oct-14		16:15					
23-Oct-14		16:19	0:03				
23-Oct-14		16:19					
23-Oct-14		18:11		8:11	8:11	8:00	
24-Oct-14	Fri	10:07					
24-Oct-14		10:07					
24-Oct-14		11:08					
24-Oct-14		11:11	0:02				
24-Oct-14		11:11					
24-Oct-14		13:33					
24-Oct-14		13:34					
24-Oct-14		15:40					
24-Oct-14		15:43	0:02				
24-Oct-14		15:43					
24-Oct-14		17:43		7:35	7:35	7:30	
27-Oct-14	Mon	10:19					
27-Oct-14		10:19					
27-Oct-14		10:49					
27-Oct-14		10:55	0:06				
27-Oct-14		10:55					
27-Oct-14		13:11					
27-Oct-14		13:14	0:03				
27-Oct-14		13:14					
27-Oct-14		17:18					
27-Oct-14		17:24	0:05				
27-Oct-14		17:24					
27-Oct-14		17:40		7:20	7:20	7:30	
28-Oct-14	Tue	10:38					
28-Oct-14		10:38					
28-Oct-14		14:53					
28-Oct-14		14:53					
28-Oct-14		17:15					
28-Oct-14		17:28	0:13				
28-Oct-14		17:28					
28-Oct-14		17:37		6:59	6:59	7:00	
29-Oct-14	Wed	10:28					
29-Oct-14		10:28					
29-Oct-14		11:24					
29-Oct-14		11:27	0:02				
29-Oct-14		11:27					
29-Oct-14		12:51					
29-Oct-14		12:54	0:02				
29-Oct-14		12:54					
29-Oct-14		14:50					
29-Oct-14		14:50					

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29-Oct-14		14:58					-	-
29-Oct-14		15:02	0:03				-	-
29-Oct-14		15:02					-	-
29-Oct-14		16:59					-	-
29-Oct-14		17:00					-	-
29-Oct-14		17:36		7:07	7:07	7:30	0.25	0.25
							-	
30-Oct-14	Thu	9:36					-	-
30-Oct-14		9:36					-	-
30-Oct-14		12:02					-	-
30-Oct-14		12:05	0:02				-	-
30-Oct-14		12:05					-	-
30-Oct-14		14:48					-	-
30-Oct-14		14:48					-	-
30-Oct-14		16:23					-	-
30-Oct-14		16:28	0:04				-	-
30-Oct-14		16:28					-	-
30-Oct-14		18:11		8:35	8:35	8:30	-	-
							-	
31-Oct-14	Fri	9:36					-	-
31-Oct-14		9:36					-	-
31-Oct-14		10:23					-	-
31-Oct-14		10:30	0:06				-	-
31-Oct-14		10:30					-	-
31-Oct-14		12:52					-	-
31-Oct-14		12:54	0:02				-	-
31-Oct-14		12:55					-	-
31-Oct-14		15:08					-	-
31-Oct-14		15:08					-	-
31-Oct-14		15:32					-	-
31-Oct-14		15:32					-	-
31-Oct-14		15:40					-	-
31-Oct-14		15:41					-	-
31-Oct-14		16:10		6:33	6:33	8:00	1.25	1.25
							-	
3-Nov-14	Mon	10:02					-	-
3-Nov-14		10:02					-	-
3-Nov-14		11:03					-	-
3-Nov-14		11:06	0:03				-	-
3-Nov-14		11:06					-	-
3-Nov-14		13:48					-	-
3-Nov-14		13:48					-	-
3-Nov-14		13:58					-	-
3-Nov-14		13:58					-	-
3-Nov-14		16:26					-	-
3-Nov-14		16:41	0:14				-	-
3-Nov-14		16:41					-	-
3-Nov-14		17:38		7:36	7:36	7:30	-	-
							-	
4-Nov-14	Tue	9:51					-	-

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4-Nov-14		9:51						-		-
4-Nov-14		11:38						-		-
4-Nov-14		11:41	0:03					-		-
4-Nov-14		11:41						-		-
4-Nov-14		14:29						-		-
4-Nov-14		14:29						-		-
4-Nov-14		16:09						-		-
4-Nov-14		16:17	0:08					-		-
4-Nov-14		16:17						-		-
4-Nov-14		17:19		7:27		7:27	7:30	-		-
5-Nov-14	Wed	10:06						-		-
5-Nov-14		10:06						-		-
5-Nov-14		11:36						-		-
5-Nov-14		11:39	0:03					-		-
5-Nov-14		11:39						-		-
5-Nov-14		13:05						-		-
5-Nov-14		13:09	0:03					-		-
5-Nov-14		13:09						-		-
5-Nov-14		14:45						-		-
5-Nov-14		14:45						-		-
5-Nov-14		16:04						-		-
5-Nov-14		16:08	0:03					-		-
5-Nov-14		16:08						-		-
5-Nov-14		18:14		8:08		8:08	8:30	0.25		0.25
6-Nov-14	Thu	10:12						-		-
6-Nov-14		10:12						-		-
6-Nov-14		13:05						-		-
6-Nov-14		13:08	0:02					-		-
6-Nov-14		13:08						-		-
6-Nov-14		15:05						-		-
6-Nov-14		15:40	0:34					-		-
6-Nov-14		15:40						-		-
6-Nov-14		18:30		8:17	0:37	7:40	9:00	1.25	(0.75)	0.50 [redacted] ab
7-Nov-14	Fri	10:02						-		-
7-Nov-14		13:12						-		-
7-Nov-14		13:12						-		-
7-Nov-14		15:04						-		-
7-Nov-14		15:04						-		-
7-Nov-14		16:41		6:39		6:39	7:30	0.75	(0.75)	- No MAINENT
10-Nov-14	Mon	9:54						-		-
10-Nov-14		10:53						-		-
10-Nov-14		11:02	0:09					-		-
10-Nov-14		11:02						-		-
10-Nov-14		12:29						-		-
10-Nov-14		12:29						-		-
10-Nov-14		13:29						-		-

[redacted]

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10-Nov-14		13:32	0:02				-	-
10-Nov-14		13:32					-	-
10-Nov-14		16:28					-	-
10-Nov-14		16:28					-	-
10-Nov-14		17:24		7:30	7:30	8:00	0.25	0.25
							-	-
12-Nov-14	Wed	10:20					-	-
12-Nov-14		10:20					-	-
12-Nov-14		11:45					-	-
12-Nov-14		11:54	0:09				-	-
12-Nov-14		11:55					-	-
12-Nov-14		13:41					-	-
12-Nov-14		13:45	0:03				-	-
12-Nov-14		13:45					-	-
12-Nov-14		14:58					-	-
12-Nov-14		14:59					-	-
12-Nov-14		17:01					-	-
12-Nov-14		17:05	0:03				-	-
12-Nov-14		17:05					-	-
12-Nov-14		18:09		7:49	7:49	8:00	-	-
							-	-
13-Nov-14	Thu	10:19					-	-
13-Nov-14		10:20					-	-
13-Nov-14		12:17					-	-
13-Nov-14		12:20	0:02				-	-
13-Nov-14		12:20					-	-
13-Nov-14		14:06					-	-
13-Nov-14		14:06					-	-
13-Nov-14		16:55		6:35	6:35	7:00	0.25	0.25
							-	-
14-Nov-14	Fri	10:03					-	-
14-Nov-14		10:04					-	-
14-Nov-14		11:28					-	-
14-Nov-14		11:32	0:03				-	-
14-Nov-14		11:32					-	-
14-Nov-14		13:03					-	-
14-Nov-14		13:06	0:02				-	-
14-Nov-14		13:06					-	-
14-Nov-14		14:03					-	-
14-Nov-14		14:03					-	-
14-Nov-14		16:38					-	-
14-Nov-14		16:40	0:02				-	-
14-Nov-14		16:41					-	-
14-Nov-14		17:16		7:12	7:12	7:00	-	-
							-	-
17-Nov-14	Mon	10:11					-	-
17-Nov-14		10:11					-	-
17-Nov-14		11:15					-	-
17-Nov-14		11:17	0:02				-	-
17-Nov-14		11:17					-	-

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17-Nov-14		13:25								
17-Nov-14		13:25								
17-Nov-14		13:56								
17-Nov-14		13:59	0:02							
17-Nov-14		13:59								
17-Nov-14		16:04								
17-Nov-14		16:07	0:02							
17-Nov-14		16:07								
17-Nov-14		17:30								
17-Nov-14		17:35	0:04							
17-Nov-14		17:35								
17-Nov-14		17:48		7:37		7:37	8:00	0.25		0.25
18-Nov-14	Tue	9:18								
18-Nov-14		9:18								
18-Nov-14		10:18								
18-Nov-14		10:20	0:02							
18-Nov-14		10:20								
18-Nov-14		11:30								
18-Nov-14		11:33	0:03							
18-Nov-14		11:33								
18-Nov-14		11:53								
18-Nov-14		12:58	1:04							
18-Nov-14		12:58								
18-Nov-14		13:55								
18-Nov-14		13:59	0:03							
18-Nov-14		13:59								
18-Nov-14		16:31								
18-Nov-14		16:35	0:03							
18-Nov-14		16:35								
18-Nov-14		17:44		8:25	1:17	7:07	8:00	0.75	(0.50)	0.25 restroom breaks
19-Nov-14	Wed	9:21								
19-Nov-14		9:21								
19-Nov-14		11:03								
19-Nov-14		11:06	0:02							
19-Nov-14		11:06								
19-Nov-14		11:56								
19-Nov-14		12:01	0:05							
19-Nov-14		12:01								
19-Nov-14		13:34								
19-Nov-14		13:34								
19-Nov-14		15:08								
19-Nov-14		15:13	0:05							
19-Nov-14		15:13								
19-Nov-14		16:37		7:16		7:16	8:00	0.50		0.50
20-Nov-14	Thu	9:45								
20-Nov-14		9:45								
20-Nov-14		12:27								

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20-Nov-14		12:34	[redacted]	0:06					
20-Nov-14		12:34							
20-Nov-14		14:54							
20-Nov-14		14:54							
20-Nov-14		16:38			6:52	6:52	7:30	0.50	0.50
21-Nov-14	Fri	10:05							
21-Nov-14		10:05							
21-Nov-14		12:30							
21-Nov-14		12:34		0:03					
21-Nov-14		12:34							
21-Nov-14		13:31							
21-Nov-14		13:35		0:03					
21-Nov-14		13:35							
21-Nov-14		14:21							
21-Nov-14		14:38		0:17					
21-Nov-14		14:38							
21-Nov-14		15:51			5:45	5:45	7:30	1.50	(1.50)
24-Nov-14	Mon	10:31							
24-Nov-14		10:31							
24-Nov-14		11:47							
24-Nov-14		11:51		0:03					
24-Nov-14		11:51							
24-Nov-14		13:14							
24-Nov-14		13:14							
24-Nov-14		17:10							
24-Nov-14		17:15		0:04					
24-Nov-14		17:15							
24-Nov-14		17:57			7:26	7:26	8:00	0.50	0.50
25-Nov-14	Tue	9:29							
25-Nov-14		9:29							
25-Nov-14		12:35							
25-Nov-14		12:39		0:03					
25-Nov-14		12:39							
25-Nov-14		14:57							
25-Nov-14		14:57							
25-Nov-14		17:46			8:17	8:17	8:00	(0.25)	(0.25)
26-Nov-14	Wed	10:13							
26-Nov-14		10:13							
26-Nov-14		10:28							
26-Nov-14		10:31		0:03					
26-Nov-14		10:31							
26-Nov-14		15:11							
26-Nov-14		15:11							
26-Nov-14		15:45							
26-Nov-14		15:55		0:09					
26-Nov-14		15:55							

[redacted]

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[redacted]b

UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

26-Nov-14		17:27			7:14	7:14	7:00	-	-
								-	-
28-Nov-14	Fri	10:38						-	-
28-Nov-14		10:38						-	-
28-Nov-14		11:37						-	-
28-Nov-14		11:40		0:02				-	-
28-Nov-14		11:40						-	-
28-Nov-14		14:34						-	-
28-Nov-14		14:37		0:02				-	-
28-Nov-14		14:37						-	-
28-Nov-14		16:14			5:36	5:36	9:00	3.25	3.25
								-	-
1-Dec-14	Mon	10:19						-	-
1-Dec-14		10:19						-	-
1-Dec-14		11:43						-	-
1-Dec-14		11:47		0:03				-	-
1-Dec-14		11:47						-	-
1-Dec-14		13:58						-	-
1-Dec-14		14:01		0:02				-	-
1-Dec-14		14:01						-	-
1-Dec-14		17:06						-	-
1-Dec-14		17:06						-	-
1-Dec-14		17:50			7:30	7:30	8:00	0.25	0.25
								-	-
2-Dec-14	Tue	10:03						-	-
2-Dec-14		10:04						-	-
2-Dec-14		10:39						-	-
2-Dec-14		10:42		0:03				-	-
2-Dec-14		10:43						-	-
2-Dec-14		12:05						-	-
2-Dec-14		12:15		0:09				-	-
2-Dec-14		12:15						-	-
2-Dec-14		14:35						-	-
2-Dec-14		14:35						-	-
2-Dec-14		15:50						-	-
2-Dec-14		15:59		0:08				-	-
2-Dec-14		15:59						-	-
2-Dec-14		18:05			8:01	8:01	8:00	-	-
								-	-
3-Dec-14	Wed	10:11						-	-
3-Dec-14		10:11						-	-
3-Dec-14		11:41						-	-
3-Dec-14		11:41						-	-
3-Dec-14		12:51						-	-
3-Dec-14		12:55		0:04				-	-
3-Dec-14		12:55						-	-
3-Dec-14		14:38						-	-
3-Dec-14		15:04		0:25				-	-
3-Dec-14		15:04						-	-
3-Dec-14		16:24						-	-

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3-Dec-14		16:31		0:06				-		-
3-Dec-14		16:31						-		-
3-Dec-14		17:03			6:51	0:36	6:15	7:30	1.00	(0.50)	0.50 restroom breaks
4-Dec-14	Thu	10:17							-		-
4-Dec-14		10:17							-		-
4-Dec-14		12:56							-		-
4-Dec-14		12:59		0:03					-		-
4-Dec-14		13:00							-		-
4-Dec-14		15:18							-		-
4-Dec-14		15:38		0:20					-		-
4-Dec-14		15:39							-		-
4-Dec-14		16:55			6:37		6:37	7:30	0.75		0.75
5-Dec-14	Fri	10:18							-		-
5-Dec-14		10:18							-		-
5-Dec-14		13:53							-		-
5-Dec-14		13:53							-		-
5-Dec-14		14:38							-		-
5-Dec-14		15:09		0:31					-		-
5-Dec-14		17:41			7:23	0:31	6:51	9:00	2.00		2.00
8-Dec-14	Mon	10:23							-		-
8-Dec-14		10:23							-		-
8-Dec-14		12:21							-		-
8-Dec-14		12:29		0:08					-		-
8-Dec-14		12:29							-		-
8-Dec-14		13:31							-		-
8-Dec-14		13:33		0:02					-		-
8-Dec-14		13:33							-		-
8-Dec-14		16:47							-		-
8-Dec-14		17:04		0:17					-		-
8-Dec-14		17:04							-		-
8-Dec-14		17:44			7:21		7:21	8:00	0.50		0.50
9-Dec-14	Tue	10:29							-		-
9-Dec-14		13:42							-		-
9-Dec-14		14:26							-		-
9-Dec-14		14:37		0:11					-		-
9-Dec-14		14:37							-		-
9-Dec-14		16:06			5:37		5:37	8:00	2.25	(2.25)	- [redacted]ab
10-Dec-14	Wed	10:24							-		-
10-Dec-14		13:18							-		-
10-Dec-14		13:20		0:02					-		-
10-Dec-14		13:21							-		-
10-Dec-14		17:03			6:38		6:38	8:00	1.25		1.25
11-Dec-14	Thu	9:11							-		-
11-Dec-14		9:11							-		-

[redacted]

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11-Dec-14		11:58					-	-
11-Dec-14		12:07	0:09				-	-
11-Dec-14		12:07					-	-
11-Dec-14		14:53					-	-
11-Dec-14		14:53					-	-
11-Dec-14		16:22					-	-
11-Dec-14		16:25	0:02				-	-
11-Dec-14		16:25					-	-
11-Dec-14		17:22		8:10	8:10	8:00	-	-
							-	-
12-Dec-14	Fri	9:56					-	-
12-Dec-14		9:56					-	-
12-Dec-14		10:32					-	-
12-Dec-14		10:37	0:04				-	-
12-Dec-14		10:37					-	-
12-Dec-14		15:25					-	-
12-Dec-14		17:31		7:35	7:35	7:00	(0.50)	(0.50)
							-	-
15-Dec-14	Mon	10:53					-	-
15-Dec-14		10:53					-	-
15-Dec-14		12:18					-	-
15-Dec-14		12:21	0:03				-	-
15-Dec-14		12:21					-	-
15-Dec-14		14:15					-	-
15-Dec-14		14:28	0:12				-	-
15-Dec-14		14:28					-	-
15-Dec-14		16:43		5:50	5:50	7:30	1.50	1.50
							-	-
16-Dec-14	Tue	10:18					-	-
16-Dec-14		10:18					-	-
16-Dec-14		12:11					-	-
16-Dec-14		12:11					-	-
16-Dec-14		14:24					-	-
16-Dec-14		14:24					-	-
16-Dec-14		14:34		4:15	4:15	5:00	0.50	0.50
							-	-
17-Dec-14	Wed	10:15					-	-
17-Dec-14		10:15					-	-
17-Dec-14		11:36					-	-
17-Dec-14		11:52	0:16				-	-
17-Dec-14		11:52					-	-
17-Dec-14		13:55					-	-
17-Dec-14		13:56					-	-
17-Dec-14		17:13		6:57	6:57	8:00	1.00	1.00
							-	-
18-Dec-14	Thu	10:15					-	-
18-Dec-14		10:15					-	-
18-Dec-14		12:24					-	-
18-Dec-14		12:34	0:09				-	-
18-Dec-14		12:34					-	-

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18-Dec-14		14:57					-	-
18-Dec-14		14:57					-	-
18-Dec-14		16:34					-	-
18-Dec-14		16:44	0:10				-	-
18-Dec-14		16:44					-	-
18-Dec-14		16:52		6:36	6:36	7:00	0.25	0.25
							-	-
19-Dec-14	Fri	9:40					-	-
19-Dec-14		13:09					-	-
19-Dec-14		13:11	0:02				-	-
19-Dec-14		13:12					-	-
19-Dec-14		17:29		7:48	7:48	7:30	(0.25)	(0.25)
							-	-
22-Dec-14	Mon	9:55					-	-
22-Dec-14		9:55					-	-
22-Dec-14		11:38					-	-
22-Dec-14		11:38					-	-
22-Dec-14		11:38					-	-
22-Dec-14		12:20					-	-
22-Dec-14		12:22	0:02				-	-
22-Dec-14		14:30					-	-
22-Dec-14		14:34	0:03				-	-
22-Dec-14		14:34					-	-
22-Dec-14		16:45					-	-
22-Dec-14		16:55	0:09				-	-
22-Dec-14		16:55					-	-
22-Dec-14		17:19		7:24	7:24	9:00	1.50	1.50
							-	-
23-Dec-14	Tue	10:18					-	-
23-Dec-14		10:18					-	-
23-Dec-14		12:23					-	-
23-Dec-14		12:27	0:04				-	-
23-Dec-14		12:28					-	-
23-Dec-14		14:32					-	-
23-Dec-14		14:32					-	-
23-Dec-14		15:51		5:33	5:33	9:00	3.25	3.25
							-	-
24-Dec-14	Wed	10:01					-	-
24-Dec-14		10:01					-	-
24-Dec-14		13:14					-	-
24-Dec-14		13:17	0:02				-	-
24-Dec-14		14:23		4:22	4:22	9:00	4.50	4.50
26-Dec-14			NO ACCESS	0:00	0:00	5:00	5.00	5.00
							-	-
29-Dec-14	Mon	9:02					-	-
29-Dec-14		9:02					-	-
29-Dec-14		11:08					-	-
29-Dec-14		11:11	0:02				-	-
29-Dec-14		11:11					-	-

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29-Dec-14		12:38						-		-
29-Dec-14		12:41	0:03					-		-
29-Dec-14		12:41						-		-
29-Dec-14		15:56						-		-
29-Dec-14		16:18	0:21					-		-
29-Dec-14		16:18						-		-
29-Dec-14		18:13		9:11		9:11	9:00	-		-
								-		-
30-Dec-14	Tue	9:45						-		-
30-Dec-14		9:46						-		-
30-Dec-14		11:59						-		-
30-Dec-14		13:48	1:48					-		-
30-Dec-14		13:48						-		-
30-Dec-14		16:18						-		-
30-Dec-14		16:22	0:04					-		-
30-Dec-14		16:22						-		-
30-Dec-14		17:31		7:45	1:52	5:52	9:00	3.00	(0.50)	2.50 restroom breaks
								-		-
31-Dec-14			NO ACCESS	0:00		0:00	9:00	9.00		9.00
								-		-
5-Jan-15	Mon	10:36						-		-
5-Jan-15		10:36						-		-
5-Jan-15		14:23						-		-
5-Jan-15		14:23						-		-
5-Jan-15		18:08		7:32		7:32	8:00	0.25		0.25
								-		-
6-Jan-15	Tue	10:45						-		-
6-Jan-15		10:45						-		-
6-Jan-15		11:55						-		-
6-Jan-15		12:06	0:10					-		-
6-Jan-15		12:06						-		-
6-Jan-15		15:04						-		-
6-Jan-15		15:04						-		-
6-Jan-15		16:33		5:48		5:48	7:00	1.00		1.00
								-		-
7-Jan-15	Wed	10:36						-		-
7-Jan-15		13:01						-		-
7-Jan-15		13:03	0:02					-		-
7-Jan-15		13:04						-		-
7-Jan-15		15:14						-		-
7-Jan-15		15:19	0:04					-		-
7-Jan-15		15:19						-		-
7-Jan-15		17:16		6:40		6:40	9:00	2.25		2.25
								-		-
8-Jan-15	Thu	10:53						-		-
8-Jan-15		12:30						-		-
8-Jan-15		12:33	0:03					-		-
8-Jan-15		12:33						-		-
8-Jan-15		14:29						-		-
8-Jan-15		16:44		5:51		5:51	7:00	1.00		1.00

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9-Jan-15	Fri	9:48								
9-Jan-15		9:48								
9-Jan-15		13:27								
9-Jan-15		13:32	0:05							
9-Jan-15		13:32								
9-Jan-15		15:34								
9-Jan-15		15:34								
9-Jan-15		16:43								
9-Jan-15		16:52	0:09							
9-Jan-15		18:22		8:33		8:33	9:00	0.25		0.25
12-Jan-15	Mon	10:39								
12-Jan-15		12:32								
12-Jan-15		12:35	0:03							
12-Jan-15		12:36								
12-Jan-15		13:59								
12-Jan-15		14:01	0:01							
12-Jan-15		16:22								
12-Jan-15		16:22								
12-Jan-15		18:08		7:29		7:29	8:00	0.50		0.50
13-Jan-15	Tue	10:18								
13-Jan-15		10:18								
13-Jan-15		12:50								
13-Jan-15		12:58	0:08							
13-Jan-15		12:58								
13-Jan-15		13:53								
13-Jan-15		14:08	0:14							
13-Jan-15		14:08								
13-Jan-15		15:04								
13-Jan-15		15:28	0:23							
13-Jan-15		15:28								
13-Jan-15		16:34		6:16	0:46	5:29	8:00	2.50	(2.00)	0.50 security interview and restroom breaks
14-Jan-15	Wed	9:54								
14-Jan-15		9:54								
14-Jan-15		10:29								
14-Jan-15		10:31	0:02							
14-Jan-15		13:01								
14-Jan-15		13:04	0:02							
14-Jan-15		13:04								
14-Jan-15		14:23								
14-Jan-15		14:47	0:23							
14-Jan-15		14:47								
14-Jan-15		15:32								
14-Jan-15		15:52	0:20							
14-Jan-15		15:52								
14-Jan-15		16:49		6:54	0:48	6:05	8:00	1.75	(1.50)	0.25 [redacted] restroom breaks

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15-Jan-15	Thu	9:51								
15-Jan-15		9:51								
15-Jan-15		14:32								
15-Jan-15		14:33								
15-Jan-15		15:31								
15-Jan-15		15:34	0:03							
15-Jan-15		15:34								
15-Jan-15		17:06		7:15		7:15	7:00	(0.25)	(0.25)	
16-Jan-15	Fri	9:11								
16-Jan-15		9:11								
16-Jan-15		10:52								
16-Jan-15		12:51	1:58							
16-Jan-15		13:33								
16-Jan-15		14:53	1:19							
16-Jan-15		14:53								
16-Jan-15		15:45								
16-Jan-15		15:50	0:04							
16-Jan-15		15:50								
16-Jan-15		16:31								
16-Jan-15		16:48	0:17							
16-Jan-15		18:10		8:59	3:39	5:19	9:00	3.50	(3.50)	[redacted] LAB [redacted] nd restroom breaks
20-Jan-15	Tue	11:18								
20-Jan-15		11:18								
20-Jan-15		12:32								
20-Jan-15		12:45	0:13							
20-Jan-15		12:45								
20-Jan-15		13:28								
20-Jan-15		13:30	0:01							
20-Jan-15		13:30								
20-Jan-15		15:35								
20-Jan-15		16:00	0:25							
20-Jan-15		16:00								
20-Jan-15		16:23		5:05	0:40	4:24	7:30	3.00	(0.25)	2.75 restroom breaks
21-Jan-15	Wed	9:40								
21-Jan-15		9:40								
21-Jan-15		9:58								
21-Jan-15		12:00	2:01							
21-Jan-15		12:00								
21-Jan-15		14:36								
21-Jan-15		18:16		8:36	2:01	6:34	8:30	1.75	(1.75)	reinvestigation interview
22-Jan-15	Thu	9:42								
22-Jan-15		9:42								
22-Jan-15		12:35								
22-Jan-15		15:46								
22-Jan-15		15:46								
22-Jan-15		17:02		7:20		7:20	7:00	(0.25)	(0.25)	

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23-Jan-15	Fri	9:55								
23-Jan-15		9:55								
23-Jan-15		11:26								
23-Jan-15		11:34	0:07							
23-Jan-15		11:34								
23-Jan-15		15:10								
23-Jan-15		15:10								
23-Jan-15		16:03								
23-Jan-15		16:12	0:09							
23-Jan-15		16:12								
23-Jan-15		18:08		8:12		8:12	9:00	0.75		0.75
26-Jan-15	Mon	11:29								
26-Jan-15		11:29								
26-Jan-15		12:16								
26-Jan-15		12:25	0:09							
26-Jan-15		12:25								
26-Jan-15		13:56								
26-Jan-15		14:05	0:09							
26-Jan-15		14:05								
26-Jan-15		14:05								
26-Jan-15		15:54								
26-Jan-15		16:14	0:19							
26-Jan-15		16:14								
26-Jan-15		18:18		6:49	0:38	6:11	8:30	2.25	(0.75)	1.50 Restroom breaks & lab
27-Jan-15	Tue	10:31								
27-Jan-15		10:32								
27-Jan-15		11:23								
27-Jan-15		11:26	0:02							
27-Jan-15		11:26								
27-Jan-15		13:19								
27-Jan-15		13:19								
27-Jan-15		15:12								
27-Jan-15		15:25	0:13							
27-Jan-15		15:25								
27-Jan-15		16:20		5:48		5:48	7:30	1.50		1.50
28-Jan-15	Wed	10:07								
28-Jan-15		10:07								
28-Jan-15		13:49								
28-Jan-15		13:49								
28-Jan-15		14:35								
28-Jan-15		14:38	0:02							
28-Jan-15		14:38								
28-Jan-15		17:15		7:08		7:08	7:30	0.25		0.25
29-Jan-15	Thu	10:06								
29-Jan-15		10:06								

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29-Jan-15		12:22						-	-
29-Jan-15		12:24	0:02					-	-
29-Jan-15		14:38						-	-
29-Jan-15		17:05		6:58		6:58	7:30	0.50	0.50
								-	-
30-Jan-15	Fri	9:21						-	-
30-Jan-15		9:21						-	-
30-Jan-15		11:48						-	-
30-Jan-15		11:52	0:04					-	-
30-Jan-15		11:53						-	-
30-Jan-15		15:13						-	-
30-Jan-15		15:13						-	-
30-Jan-15		15:42						-	-
30-Jan-15		15:42						-	-
30-Jan-15		17:46		8:24		8:24	9:00	0.50	0.50
								-	-
2-Feb-15	Mon	10:38						-	-
2-Feb-15		10:38						-	-
2-Feb-15		11:23						-	-
2-Feb-15		11:33	0:09					-	-
2-Feb-15		11:33						-	-
2-Feb-15		12:23						-	-
2-Feb-15		12:26	0:02					-	-
2-Feb-15		12:26						-	-
2-Feb-15		13:46						-	-
2-Feb-15		13:56	0:10					-	-
2-Feb-15		13:56						-	-
2-Feb-15		15:40						-	-
2-Feb-15		15:40						-	-
2-Feb-15		17:33						-	-
2-Feb-15		17:36	0:03					-	-
2-Feb-15		17:36						-	-
2-Feb-15		18:14		7:35		7:35	8:00	0.25	0.25
								-	-
3-Feb-15	Tue	10:03						-	-
3-Feb-15		10:03						-	-
3-Feb-15		11:15						-	-
3-Feb-15		11:18	0:02					-	-
3-Feb-15		11:18						-	-
3-Feb-15		12:25						-	-
3-Feb-15		13:06	0:41					-	-
3-Feb-15		13:06						-	-
3-Feb-15		16:05		6:01	0:43	5:18	6:00	0.50	0.50
								-	-
4-Feb-15	Wed	9:25						-	-
4-Feb-15		9:25						-	-
4-Feb-15		13:57						-	-
4-Feb-15		13:57						-	-
4-Feb-15		15:16						-	-
4-Feb-15		15:21	0:04					-	-

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4-Feb-15		15:21						-		-
4-Feb-15		17:24			7:59		7:59	7:00	(0.75)	(0.75)
									-	-
5-Feb-15	Thu	9:56							-	-
5-Feb-15		9:56							-	-
5-Feb-15		11:53							-	-
5-Feb-15		12:03		0:09					-	-
5-Feb-15		12:03							-	-
5-Feb-15		13:21							-	-
5-Feb-15		13:30		0:09					-	-
5-Feb-15		13:30							-	-
5-Feb-15		17:13			7:17		7:17	8:00	0.50	0.50
									-	-
6-Feb-15	Fri	9:48							-	-
6-Feb-15		9:48							-	-
6-Feb-15		13:44							-	-
6-Feb-15		13:52		0:08					-	-
6-Feb-15		13:53							-	-
6-Feb-15		15:18							-	-
6-Feb-15		15:18							-	-
6-Feb-15		16:44							-	-
6-Feb-15		17:01		0:16					-	-
6-Feb-15		18:03			8:14		8:14	9:00	0.75	0.75
									-	-
9-Feb-15	Mon	10:03							-	-
9-Feb-15		13:52							-	-
9-Feb-15		13:52							-	-
9-Feb-15		18:06			8:02		8:02	8:00	-	-
									-	-
10-Feb-15	Tue	10:23							-	-
10-Feb-15		10:23							-	-
10-Feb-15		12:17							-	-
10-Feb-15		12:20		0:02					-	-
10-Feb-15		12:20							-	-
10-Feb-15		14:24							-	-
10-Feb-15		14:46		0:22					-	-
10-Feb-15		14:47							-	-
10-Feb-15		16:15			5:52		5:52	7:00	1.00	1.00
									-	-
11-Feb-15	Wed	10:44							-	-
11-Feb-15		10:44							-	-
11-Feb-15		12:17							-	-
11-Feb-15		12:20		0:02					-	-
11-Feb-15		12:20							-	-
11-Feb-15		13:20							-	-
11-Feb-15		13:56		0:35					-	-
11-Feb-15		13:56							-	-
11-Feb-15		17:07			6:22	0:38	5:43	8:00	2.25 (0.25)	2.00 restroom breaks
									-	-
12-Feb-15	Thu	10:23							-	-

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12-Feb-15		11:56					-	-
12-Feb-15		11:58	0:02				-	-
12-Feb-15		11:59					-	-
12-Feb-15		14:54					-	-
12-Feb-15		16:37					-	-
12-Feb-15		16:43	0:05				-	-
12-Feb-15		16:43					-	-
12-Feb-15		17:06		6:43	6:43	7:00	0.25	0.25
							-	
13-Feb-15	Fri	9:37					-	-
13-Feb-15		9:38					-	-
13-Feb-15		11:44					-	-
13-Feb-15		11:46	0:02				-	-
13-Feb-15		14:36					-	-
13-Feb-15		14:36					-	-
13-Feb-15		15:40					-	-
13-Feb-15		15:49	0:09				-	-
13-Feb-15		15:50					-	-
13-Feb-15		18:07		8:29	8:29	9:00	0.50	0.50
							-	
18-Feb-15	Wed	11:11					-	-
18-Feb-15		11:11					-	-
18-Feb-15		13:14					-	-
18-Feb-15		13:15	0:00				-	-
18-Feb-15		13:15					-	-
18-Feb-15		13:17	0:02				-	-
18-Feb-15		13:17					-	-
18-Feb-15		14:59					-	-
18-Feb-15		14:59					-	-
18-Feb-15		16:50					-	-
18-Feb-15		16:54	0:04				-	-
18-Feb-15		16:54					-	-
18-Feb-15		17:59		6:48	6:48	7:00	-	-
							-	
19-Feb-15	Thu	10:49					-	-
19-Feb-15		10:49					-	-
19-Feb-15		14:31					-	-
19-Feb-15		14:31					-	-
19-Feb-15		15:47					-	-
19-Feb-15		15:52	0:04				-	-
19-Feb-15		15:52					-	-
19-Feb-15		17:51		7:02	7:02	8:00	0.75	0.75
							-	
20-Feb-15	Fri	9:59					-	-
20-Feb-15		9:59					-	-
20-Feb-15		11:32					-	-
20-Feb-15		11:34	0:02				-	-
20-Feb-15		12:43					-	-
20-Feb-15		12:47	0:04				-	-
20-Feb-15		12:47					-	-

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UNCLASSIFIED//FOR OFFICIAL USE ONLY

20-Feb-15		14:22								
20-Feb-15		14:22								
20-Feb-15		16:22								
20-Feb-15		16:37	0:15							
20-Feb-15		16:38								
20-Feb-15		18:35		8:35		8:35	8:00	(0.50)		(0.50)
23-Feb-15	Mon	9:58								
23-Feb-15		9:58								
23-Feb-15		11:36								
23-Feb-15		11:39	0:02							
23-Feb-15		11:39								
23-Feb-15		12:35								
23-Feb-15		12:38	0:02							
23-Feb-15		12:38								
23-Feb-15		14:29								
23-Feb-15		14:32	0:02							
23-Feb-15		14:32								
23-Feb-15		15:51								
23-Feb-15		17:54	2:02							
23-Feb-15		17:54								
23-Feb-15		18:10		8:11	2:10	6:00	9:00	2.75	(2.25)	0.50 [redacted]ab and restroom breaks
24-Feb-15	Tue	9:48								
24-Feb-15		11:35								
24-Feb-15		11:40	0:04							
24-Feb-15		11:40								
24-Feb-15		12:41								
24-Feb-15		12:45	0:03							
24-Feb-15		14:49								
24-Feb-15		15:07	0:18							
24-Feb-15		16:46		6:57		6:57	7:00			
25-Feb-15	Wed	10:10								
25-Feb-15		10:10								
25-Feb-15		11:41								
25-Feb-15		14:11								
25-Feb-15		14:11								
25-Feb-15		14:37								
25-Feb-15		14:38	0:01							
25-Feb-15		15:40								
25-Feb-15		15:43	0:03							
25-Feb-15		17:08								
25-Feb-15		17:10	0:01							
25-Feb-15		17:10								
25-Feb-15		17:17		7:07		7:07	8:00	0.75		0.75
26-Feb-15	Thu	10:07								
26-Feb-15		12:56								
26-Feb-15		13:00	0:03							

[redacted]

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UNCLASSIFIED//FOR OFFICIAL USE ONLY

26-Feb-15		13:27						-	-	
26-Feb-15		13:31		0:03				-	-	
26-Feb-15		13:59						-	-	
26-Feb-15		14:01		0:02				-	-	
26-Feb-15		14:03						-	-	
26-Feb-15		14:04		0:00				-	-	
26-Feb-15		14:04						-	-	
26-Feb-15		14:09						-	-	
26-Feb-15		14:10		0:01				-	-	
26-Feb-15		15:20						-	-	
26-Feb-15		16:29						-	-	
26-Feb-15		16:30		0:01				-	-	(b)(3)-P.L. 86-36
26-Feb-15		16:32						-	-	
26-Feb-15		16:35		0:03				-	-	
26-Feb-15		17:25						-	-	
26-Feb-15		17:26		0:01				-	-	
26-Feb-15		18:05			7:57		7:57	8:00	-	-
									-	
27-Feb-15	Fri	10:34							-	-
27-Feb-15		12:02							-	-
27-Feb-15		12:05		0:02					-	-
27-Feb-15		13:21							-	-
27-Feb-15		14:35		1:13					-	-
27-Feb-15		14:35							-	-
27-Feb-15		15:55							-	-
27-Feb-15		16:01		0:05					-	-
27-Feb-15		16:01							-	-
27-Feb-15		17:26			6:52	1:22	5:30	8:00	2.25	(1.25) 1.00 restroom breaks

TOTAL FALSE LABOR HOURS	138.50		
28 FEB-30 JUN FALSE HOURS	56.25	$86.74	$4,879
1 JUL-31 JUL FALSE HOURS	5.00	$79.78	$399
1 AUG-31 DEC FALSE HOURS	56.50	$99.73	$5,635
1 JAN-27 FEB FALSE HOURS	20.75	$96.29	$1,998
			$12,911

Total Days in analysis	228
Days overcharged	140
Days undercharged	21
Overcharge 1+ hours	57
Overcharge 2+ hours	16
Overcharge 3+ hours	8
Days with Midday Gaps	57

APPENDIX C

(b) (3)-P.L. 86-36
(b) (6)

- **(U) C.1: 28 April 2015 Email from [redacted] which includes [redacted] timesheets, bill rates, contract numbers, and timecard training information.**
- **(U) C.2: 12 June 2015 email from [redacted] with proof of completed timecard training.**
- **(U) C.3: 2 November 2015 email from [redacted] which includes [redacted] Basic Labor Charging policy and orientation training information.**
- **(U//~~FOUO~~) C.3: Emails between the OIG and [redacted] COR, dated 16 and 17 June 2015.**
- **(U//~~FOUO~~) C.4: 17 June 2015 email from the [redacted] COR.**
- **(U//~~FOUO~~) C.5: 22 June 2015 email from the [redacted] COR.**
- **(U//~~FOUO~~) C.6: 13 and 20 July 2016 emails from the [redacted] COR.**
- **(U//~~FOUO~~) C.7: 2 August 2016 email from [redacted] to OIG.**

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Release 2021- 3
NSA 14347

From:
Sent: Tuesday, April 28, 2015 11:01 AM
To:
Subject: RE: Contract
Attachments: Timesheet History 2.1.14 to 6.30.14.xlsx; 2015 New Hire Training Checklist.doc; Rate and Hours by Weekending Date.xlsx; Timecards pdf; for Ethics xlsx

(b) (6)

It was a pleasure talking with you this morning.

Attached are the documents and information that you requested concerning As we discussed, I am providing you the timecard records in two formats; you may find one easier to use than the other.

The records until 7/18/2014 are on one tab and the records are on the second tab. switched to the time card system on 7/19/2014.

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(b) (6)

(b) (3)-P.L. 86-36

From:
To:
Date: 03/30/2015 12:13 PM
Subject: RE: Contract

We received an allegation concerning contractor affiliate labor charges on NSA contract and I believe he is now on At this time we do not have any indication on whether the allegation is true or not. In order to look into this matter further I need the following information.

* Copies of company time records (timesheets) by day for the period of 28 February 2014 through 28 February 2015. Please identify all codes on the timesheets - annual leave, sick leave, training, etc. See Excel and PDF attachments above.

* The dates of employment. is a legacy employee. Employee ID He started on

APPENDIX C1

Release 2021- 3
NSA 14348

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(b) (6)

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(b) (4)

* Employee labor classification and billing rate for each contract charged. [redacted] Contract [redacted] $86.74/hr. [redacted] Contract-see spreadsheet titled "[redacted] Rate and Hours by Week Ending Date".

* The NSA contract number. Please include any specific TTO number or Delivery Order number . [redacted] Contract No. [redacted] and [redacted]

* A copy of any timekeeping policy that the employee received. See WORD attachment above - 2015 Training Checklist.

Please do not hesitate to give me a call if you have any questions in this matter. I would like the above information by Friday, 10 April 2015. If you need more time just let me know.

Thank you,

[redacted] (b) (3)-P.L. 86-36

[redacted]
NSA/CSS Office of the Inspector General Investigator
[redacted]
"PRIVACY SENSITIVE - Any misuse or unauthorized disclosure may lead to disciplinary action."

Please contact me if you have any questions or need any additional information, [redacted]

[redacted] (b) (6)

Release 2021- 3
NSA 14349

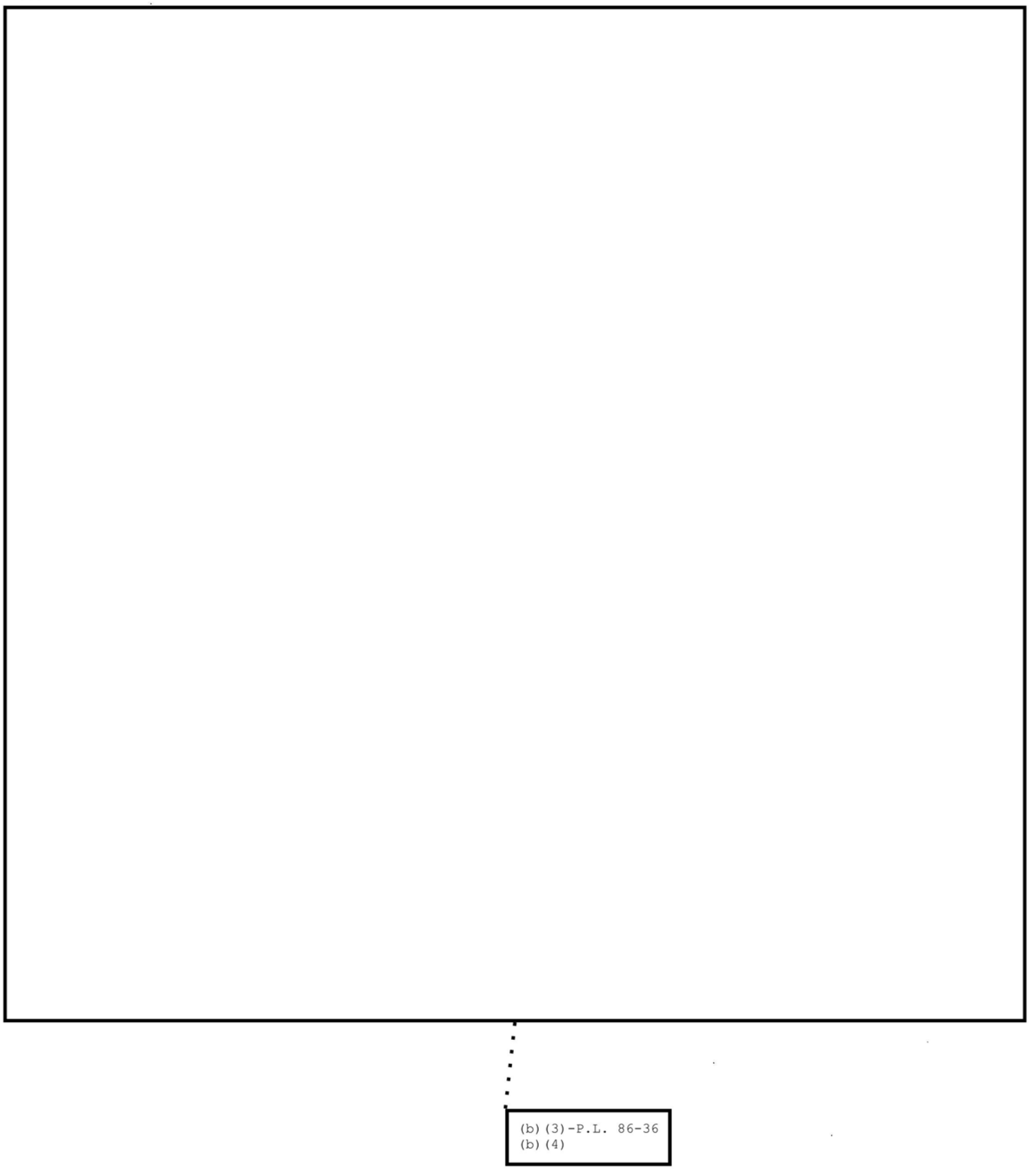
Name	Period	Bill Rate
[redacted]	Jul14	$79.78
	Aug14 - Dec14	$99.73
	Jan15 - Feb15	$96.29

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(b)(6)

Doc ID: 6717805

(b)(3)-P.L. 86-36
(b)(4)

Release 2021- 3
NSA 14351



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(b)(4)

(b) (3)-P.L. 86-36
(b) (6)

Empl./Appl.Name	Date	Hours	A/AType	Status	Created on	Time	Created by	Last chnge	Time	Appr. date	Short Text
	2/28/2014	8		Approved	2/28/2014	11:18:46		3/1/2014	5:48:43	3/1/2014	
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	3/3/2014	8		Approved	3/25/2014	7:56:16		3/25/2014	7:56:16	3/25/2014	MOD Time Off to PTO..
	3/4/2014	9		Approved	3/6/2014	8:26:48		3/7/2014	11:59:22	3/7/2014	
	3/4/2014	-1		Approved	3/6/2014	8:26:48		3/7/2014	11:59:22	3/7/2014	
	3/5/2014	8.5		Approved	3/6/2014	8:26:48		3/7/2014	11:59:22	3/7/2014	
	3/5/2014	-0.5		Approved	3/6/2014	8:26:48		3/7/2014	11:59:22	3/7/2014	
	3/6/2014	8.5		Approved	3/6/2014	17:26:30		3/7/2014	11:59:22	3/7/2014	
	3/6/2014	-0.5		Approved	3/6/2014	17:26:30		3/7/2014	11:59:22	3/7/2014	
	3/7/2014	8		Approved	3/7/2014	8:22:12		3/7/2014	11:59:22	3/7/2014	
	3/10/2014	7		Approved	3/11/2014	13:52:25		3/14/2014	10:52:56	3/14/2014	
	3/11/2014	8		Approved	3/11/2014	17:03:35		3/14/2014	10:52:56	3/14/2014	
	3/12/2014	1		Approved	3/14/2014	10:45:18		3/14/2014	10:52:56	3/14/2014	
	3/12/2014	7		Approved	3/12/2014	14:50:53		3/14/2014	10:52:56	3/14/2014	
	3/13/2014	8.5		Approved	3/13/2014	17:02:41		3/14/2014	10:52:56	3/14/2014	
	3/14/2014	8.5		Approved	3/14/2014	10:45:18		3/14/2014	10:52:56	3/14/2014	
	3/17/2014	7		Approved	4/8/2014	7:53:44		4/8/2014	7:53:44	4/8/2014	MOD Time Off to PTO..
	3/17/2014	8		**Cancelled**	3/19/2014	9:38:19		4/8/2014	7:53:44	3/21/2014	
	3/17/2014	1		Approved	4/8/2014	7:53:44		4/8/2014	7:53:44	4/8/2014	MOD Time Off to PTO..
	3/18/2014	8		Approved	3/19/2014	9:38:19		3/21/2014	11:42:08	3/21/2014	
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	3/25/2014	7		Approved	3/25/2014	13:15:55		3/28/2014	13:24:29	3/28/2014	
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	4/1/2014	-1		Approved	4/1/2014	17:07:45		4/4/2014	13:19:17	4/4/2014	
	4/2/2014	7		Approved	4/2/2014	15:15:42		4/4/2014	13:19:17	4/4/2014	
	4/3/2014	9		Approved	4/3/2014	16:57:22		4/4/2014	13:19:17	4/4/2014	
	4/4/2014	7		Approved	4/4/2014	12:12:19		4/4/2014	13:19:17	4/4/2014	
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Empl./Appl.Name	Date	Hours	A/AType	Status	Created on	Time	Created by	Last chnge	Time	Appr. date	Short Text
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	4/17/2014	8		Approved	4/9/2014	13:31:15		4/18/2014	10:12:14	4/18/2014	
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	4/22/2014	8		Approved	4/22/2014	16:53:17		4/25/2014	9:59:07	4/25/2014	
	4/23/2014	7		Approved	4/23/2014	14:51:59		4/25/2014	9:59:07	4/25/2014	
	4/23/2014	1		**Cancelled**	4/25/2014	9:40:44		5/13/2014	14:27:42	4/25/2014	
	4/23/2014	1		Approved	5/13/2014	14:27:42		5/13/2014	14:27:42	5/13/2014	MOD Time Off to PTO..
	4/24/2014	7.5		Approved	4/24/2014	15:36:55		4/25/2014	9:59:07	4/25/2014	
	4/24/2014	0.5		**Cancelled**	4/25/2014	9:40:44		5/13/2014	14:27:42	4/25/2014	
	4/24/2014	0.5		Approved	5/13/2014	14:27:42		5/13/2014	14:27:42	5/13/2014	MOD Time Off to PTO.
	4/25/2014	7		Approved	4/25/2014	9:40:44		4/25/2014	9:59:07	4/25/2014	
	4/25/2014	1		**Cancelled**	4/25/2014	9:40:44		5/13/2014	14:27:42	4/25/2014	
	4/25/2014	1		Approved	5/13/2014	14:27:42		5/13/2014	14:27:42	5/13/2014	MOD Time Off to PTO..
	4/28/2014	7		Approved	4/28/2014	15:50:02		5/2/2014	10:21:49	5/2/2014	
	4/29/2014	9		Approved	4/29/2014	16:17:49		5/2/2014	10:21:49	5/2/2014	
	4/30/2014	8		Approved	4/30/2014	16:25:09		5/2/2014	10:21:49	5/2/2014	
	5/1/2014	9		Approved	5/1/2014	18:03:52		5/2/2014	10:21:49	5/2/2014	stayed late than planned.
	5/2/2014	7		Approved	5/2/2014	9:24:55		5/2/2014	10:21:49	5/2/2014	
	5/5/2014	7		Approved	5/5/2014	15:08:50		5/9/2014	11:52:11	5/9/2014	charge # changed
	5/6/2014	7		Approved	5/6/2014	15:45:34		5/9/2014	11:52:11	5/9/2014	charge # changed
	5/7/2014	8.5		Approved	5/8/2014	9:42:53		5/9/2014	11:52:11	5/9/2014	
	5/8/2014	8.5		Approved	5/8/2014	16:46:39		5/9/2014	11:52:11	5/9/2014	
	5/9/2014	8		Approved	5/9/2014	9:20:40		5/9/2014	11:52:11	5/9/2014	
	5/9/2014	1		Approved	5/9/2014	9:20:40		5/9/2014	11:52:11	5/9/2014	
	5/12/2014	1		Approved	5/16/2014	11:48:45		5/16/2014	13:27:34	5/16/2014	
	5/12/2014	7		Approved	5/12/2014	15:08:30		5/16/2014	13:27:34	5/16/2014	
	5/13/2014	1		Approved	5/16/2014	11:48:45		5/16/2014	13:27:34	5/16/2014	
	5/13/2014	7		Approved	5/13/2014	14:41:10		5/16/2014	13:27:34	5/16/2014	

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Empl./Appl.Name	Date	Hours	A/AType	Status	Created on	Time	Created by	Last chnge	Time	Appr. date	Short Text
	5/14/2014	8		Approved	5/14/2014	16:51:12		5/16/2014	13:27:34	5/16/2014	
	5/15/2014	8		Approved	5/15/2014	16:50:16		5/16/2014	13:27:34	5/16/2014	
	5/16/2014	7		Approved	5/16/2014	11:48:45		5/16/2014	13:27:34	5/16/2014	
	5/16/2014	1		Approved	5/16/2014	11:48:45		5/16/2014	13:27:34	5/16/2014	
	5/19/2014	7		Approved	5/19/2014	15:35:49		5/23/2014	11:29:01	5/23/2014	
	5/20/2014	9		Approved	5/20/2014	17:34:17		5/23/2014	11:29:01	5/23/2014	Not staying as late as previously planne
	5/20/2014	-1		Approved	5/20/2014	17:36:51		5/23/2014	11:29:01	5/23/2014	
	5/21/2014	8		Approved	5/21/2014	16:19:49		5/23/2014	11:29:01	5/23/2014	
	5/22/2014	9		Approved	5/22/2014	17:35:35		5/23/2014	11:29:01	5/23/2014	
	5/22/2014	-1		Approved	5/22/2014	17:35:35		5/23/2014	11:29:01	5/23/2014	
	5/23/2014	10		Approved	5/23/2014	10:52:01		5/23/2014	11:29:01	5/23/2014	
	5/23/2014	-1		Approved	5/23/2014	10:52:01		5/23/2014	11:29:01	5/23/2014	
	5/26/2014	8		Approved	5/27/2014	17:23:24		5/30/2014	12:33:33	5/30/2014	
	5/27/2014	8.5		Approved	5/27/2014	17:23:24		5/30/2014	12:33:33	5/30/2014	
	5/28/2014	7.5		Approved	5/28/2014	16:14:47		5/30/2014	12:33:33	5/30/2014	
	5/29/2014	8		Approved	5/29/2014	17:13:05		5/30/2014	12:33:33	5/30/2014	
	5/30/2014	7		Approved	5/30/2014	9:21:04		5/30/2014	12:33:33	5/30/2014	
	5/30/2014	1		**Cancelled**	5/30/2014	9:21:04		6/19/2014	8:13:51	5/30/2014	
	5/30/2014	1		Approved	6/19/2014	8:13:51		6/19/2014	8:13:51	6/19/2014	MOD Time Off to PTO.
	6/2/2014	2		Approved	6/6/2014	11:30:45		6/6/2014	12:01:39	6/6/2014	
	6/2/2014	6		Approved	6/2/2014	15:02:47		6/6/2014	12:01:39	6/6/2014	
	6/3/2014	1		Approved	6/6/2014	11:30:45		6/6/2014	12:01:39	6/6/2014	
	6/3/2014	7		Approved	6/3/2014	16:10:16		6/6/2014	12:01:39	6/6/2014	
	6/4/2014	1		Approved	6/6/2014	11:30:45		6/6/2014	12:01:39	6/6/2014	
	6/4/2014	7		Approved	6/5/2014	15:11:45		6/6/2014	12:01:39	6/6/2014	
	6/5/2014	1		Approved	6/6/2014	11:30:45		6/6/2014	12:01:39	6/6/2014	
	6/5/2014	7		Approved	6/5/2014	15:11:45		6/6/2014	12:01:39	6/6/2014	
	6/6/2014	8		Approved	6/6/2014	11:30:45		6/6/2014	12:01:39	6/6/2014	
	6/9/2014	7		Approved	6/9/2014	15:26:16		6/13/2014	9:25:00	6/13/2014	
	6/9/2014	1		**Cancelled**	6/13/2014	9:15:58		7/2/2014	20:03:02	6/13/2014	
	6/9/2014	1		Approved	7/2/2014	20:03:02		7/2/2014	20:03:02	7/2/2014	MOD Time Off to PTO.
	6/10/2014	8		Approved	6/10/2014	16:54:47		6/13/2014	9:25:00	6/13/2014	
	6/11/2014	7		Approved	6/11/2014	15:30:07		6/13/2014	9:25:00	6/13/2014	
	6/11/2014	0.5		**Cancelled**	6/13/2014	9:15:58		7/2/2014	20:03:02	6/13/2014	
	6/11/2014	0.5		Approved	7/2/2014	20:03:02		7/2/2014	20:03:02	7/2/2014	MOD Time Off to PTO.
	6/12/2014	8.5		Approved	6/12/2014	16:55:58		6/13/2014	9:25:00	6/13/2014	
	6/13/2014	8		Approved	6/13/2014	9:15:58		6/13/2014	9:25:00	6/13/2014	
	6/16/2014	2		Approved	6/20/2014	10:08:11		6/20/2014	10:54:49	6/20/2014	
	6/16/2014	6		Approved	6/16/2014	15:17:30		6/20/2014	10:54:49	6/20/2014	

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Empl./Appl.Name	Date	Hours	A/AType	Status	Created on	Time	Created by	Last chnge	Time	Appr. date	Short Text
	6/17/2014	1		Approved	6/20/2014	10:08:11		6/20/2014	10:54:49	6/20/2014	
	6/17/2014	5.5		Approved	6/17/2014	14:30:51		6/20/2014	10:54:49	6/20/2014	Miscalculated hours when I input time.
	6/18/2014	8		Approved	6/19/2014	9:12:12		6/20/2014	10:54:49	6/20/2014	
	6/19/2014	9.5		Approved	6/19/2014	17:33:44		6/20/2014	10:54:49	6/20/2014	
	6/20/2014	4		Approved	6/20/2014	10:08:11		6/20/2014	10:54:49	6/20/2014	
	6/20/2014	4		Approved	6/20/2014	10:08:11		6/20/2014	10:54:49	6/20/2014	
	6/23/2014	5		Approved	6/24/2014	16:30:31		6/30/2014	7:46:42	6/30/2014	
	6/23/2014	3		Cancelled	6/30/2014	15:12:09		7/15/2014	17:29:58	7/2/2014	
	6/23/2014	3		Approved	7/15/2014	17:29:58		7/15/2014	17:29:58	7/15/2014	MOD Time Off to PTO..
	6/24/2014	9		Approved	6/24/2014	16:30:31		6/30/2014	7:46:42	6/30/2014	
	6/25/2014	8		Approved	6/25/2014	17:09:10		6/30/2014	7:46:42	6/30/2014	
	6/26/2014	9		Approved	6/26/2014	17:21:42		6/30/2014	7:46:42	6/30/2014	
	6/27/2014	6		Approved	6/30/2014	15:12:09		7/2/2014	10:00:58	7/2/2014	
	6/27/2014	9		Cancelled	6/28/2014	2:03:36		7/2/2014	10:00:58	6/28/2014	
	6/27/2014	0		Approved	6/30/2014	15:12:09		7/2/2014	10:00:58	7/2/2014	wasn't able to make all hours up.
	6/30/2014	8		Cancelled	6/30/2014	15:21:37		7/31/2014	9:50:45	7/3/2014	stayed later than I planned
	6/30/2014	8		Approved	7/31/2014	9:50:45		7/31/2014	9:50:45	7/31/2014	
	7/1/2014	8		Cancelled	7/3/2014	11:48:20		7/15/2014	7:51:01	7/3/2014	
	7/1/2014	8		Approved	7/11/2014	9:09:41		7/15/2014	7:51:01	7/15/2014	
	7/1/2014	0		Approved	7/11/2014	9:09:41		7/15/2014	7:51:01	7/15/2014	Just received new charge number.
	7/2/2014	8		Cancelled	7/3/2014	11:48:20		7/15/2014	7:51:01	7/3/2014	
	7/2/2014	8		Approved	7/11/2014	9:09:41		7/15/2014	7:51:01	7/15/2014	
	7/2/2014	0		Approved	7/11/2014	9:09:41		7/15/2014	7:51:01	7/15/2014	Just received new charge number.
	7/3/2014	8		Cancelled	7/3/2014	11:48:20		7/15/2014	7:51:01	7/3/2014	
	7/3/2014	8		Approved	7/11/2014	9:09:41		7/15/2014	7:51:01	7/15/2014	
	7/3/2014	0		Approved	7/11/2014	9:09:41		7/15/2014	7:51:01	7/15/2014	Just received new charge number.
	7/4/2014	8		Approved	6/24/2014	5:59:24		6/24/2014	5:59:24	6/24/2014	
	7/7/2014	8		Approved	7/11/2014	9:07:48		7/11/2014	10:06:06	7/11/2014	
	7/8/2014	8		Approved	7/11/2014	9:07:48		7/11/2014	10:06:06	7/11/2014	
	7/9/2014	8.5		Approved	7/11/2014	9:07:48		7/11/2014	10:06:06	7/11/2014	
	7/10/2014	8.5		Approved	7/11/2014	9:07:48		7/11/2014	10:06:06	7/11/2014	
	7/11/2014	7		Approved	7/11/2014	9:07:48		7/11/2014	10:06:06	7/11/2014	
	7/14/2014	8.5		Approved	7/14/2014	16:46:15		7/18/2014	15:45:36	7/18/2014	
	7/15/2014	8.5		Approved	7/15/2014	16:21:39		7/18/2014	15:45:36	7/18/2014	
	7/16/2014	9		Approved	7/18/2014	9:32:29		7/18/2014	15:45:36	7/18/2014	
	7/17/2014	8		Approved	7/18/2014	9:32:29		7/18/2014	15:45:36	7/18/2014	
	7/18/2014	5		Approved	7/18/2014	9:32:29		7/18/2014	15:45:36	7/18/2014	
	7/18/2014	1		Cancelled	7/18/2014	9:32:29		8/4/2014	20:13:47	7/18/2014	
	7/18/2014	1		Approved	8/4/2014	20:13:47		8/4/2014	20:13:47	8/4/2014	MOD Time Off to PTO..

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Empl./Appl.Name	Date	Hours	A/AType	Status	Created on	Time	Created by	Last chnge	Time	Appr. date	Short Text
	7/21/2014	9		Cancelled	7/22/2014	14:43:22		8/4/2014	10:08:33	7/25/2014	
	7/21/2014	0		Approved	8/4/2014	10:08:33		8/4/2014	10:08:33	8/4/2014	[redacted] - late - [redacted]
	7/22/2014	9		Cancelled	7/23/2014	13:41:11		8/4/2014	10:08:33	7/25/2014	
	7/22/2014	0		Approved	8/4/2014	10:08:33		8/4/2014	10:08:33	8/4/2014	X Changed from 9.00 Hours
	7/23/2014	6		Cancelled	7/24/2014	13:45:20		8/4/2014	10:08:33	7/25/2014	
	7/23/2014	1		Cancelled	7/24/2014	13:45:20		8/4/2014	10:08:33	7/25/2014	
	7/23/2014	0		Approved	8/4/2014	10:08:33		8/4/2014	10:08:33	8/4/2014	X Changed from 6.00 Hours
	7/23/2014	0		Approved	8/4/2014	10:08:33		8/4/2014	10:08:33	8/4/2014	X Changed from 1.00 Hours
	7/24/2014	6		Cancelled	7/24/2014	13:45:20		8/4/2014	10:08:33	7/25/2014	
	7/24/2014	1		Cancelled	7/24/2014	13:45:20		8/4/2014	10:08:33	7/25/2014	
	7/24/2014	0		Approved	8/4/2014	10:08:33		8/4/2014	10:08:33	8/4/2014	X Changed from 6.00 Hours
	7/24/2014	0		Approved	8/4/2014	10:08:33		8/4/2014	10:08:33	8/4/2014	X Changed from 1.00 Hours
	7/25/2014	8		Cancelled	7/24/2014	13:45:20		8/4/2014	10:08:33	7/25/2014	
	7/25/2014	0		Approved	8/4/2014	10:08:33		8/4/2014	10:08:33	8/4/2014	X Changed from 8.00 Hours

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Date	Sts	Pers.No.	Empl./Appl.Name	ActTyp	Send. CCtr	Network	OpAc	Rec. Order	Rec. CCtr	A/AType	Prem. no.	Hours
2/3/2014	30										1	7
2/4/2014	30										1	8
2/5/2014	30										1	8
2/6/2014	30										1	0.5
2/6/2014	30										1	7.5
2/7/2014	30										1	9
												40
2/10/2014	30										1	7.5
2/11/2014	30										1	8
2/12/2014	30										1	8
2/13/2014	30										1	8
2/14/2014	30										1	8.5
												40
2/17/2014	30										1	8
2/18/2014	30										1	1.5
2/18/2014	30										1	6.5
2/19/2014	30										1	1
2/19/2014	30										1	7
2/20/2014	30										1	-1
2/20/2014	30										1	9
2/21/2014	30										1	8
												40
2/24/2014	30										1	8
2/25/2014	30										1	8
2/26/2014	30										1	2.5
2/26/2014	30										1	1.5
2/26/2014	30										1	4
2/27/2014	30										1	-1
2/27/2014	30										1	9
2/28/2014	30										1	8
												40

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Date	Sts	Pers.No.	Empl./Appl.Name	ActTyp	Send. CCtr	Network	OpAc	Rec. Order	Rec. CCtr	A/AType	Prem. no.	Hours
3/3/2014	30										1	8
3/4/2014	30										1	-1
3/4/2014	30										1	9
3/5/2014	30										1	-0.5
3/5/2014	30										1	8.5
3/6/2014	30										1	-0.5
3/6/2014	30										1	8.5
3/7/2014	30										1	8
												40
3/10/2014	30										1	7
3/11/2014	30										1	8
3/12/2014	30										1	1
3/12/2014	30										1	7
3/13/2014	30										1	8.5
3/14/2014	30										1	8.5
												40
3/17/2014	30										1	7
3/17/2014	30										1	1
3/18/2014	30										1	8
3/19/2014	30										1	7
3/20/2014	30										1	9
3/21/2014	30										1	8
												40
3/24/2014	30										1	6
3/25/2014	30										1	1
3/25/2014	30										1	7
3/26/2014	30										1	8
3/27/2014	30										1	9
3/28/2014	30										1	9
												40
3/31/2014	30										1	8

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Date	Sts	Pers.No.	Empl./Appl.Name	ActTyp	Send. CCtr	Network	OpAc	Rec. Order	Rec. CCtr	A/AType	Prem. no.	Hours
4/1/2014	30										1	-1
4/1/2014	30										1	9
4/2/2014	30										1	7
4/3/2014	30										1	9
4/4/2014	30										1	1
4/4/2014	30										1	7
												40
4/7/2014	30										1	2
4/7/2014	30										1	6
4/8/2014	30										1	0.5
4/8/2014	30										1	7.5
4/9/2014	30										1	4
4/9/2014	30										1	4
4/10/2014	30										1	8
4/11/2014	30										1	8
												40
4/14/2014	30										1	8
4/15/2014	30										1	8
4/16/2014	30										1	8
4/17/2014	30										1	8
4/18/2014	30										1	1
4/18/2014	30										1	7
												40
4/21/2014	30										1	1
4/21/2014	30										1	7
4/22/2014	30										1	8
4/23/2014	30										1	1
4/23/2014	30										1	7
4/24/2014	30										1	0.5
4/24/2014	30										1	7.5
4/25/2014	30										1	1
4/25/2014	30										1	7

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Date	Sts	Pers.No.	Empl./Appl.Name	ActTyp	Send. CCtr	Network	OpAc	Rec. Order	Rec. CCtr	A/AType	Prem. no.	Hours
												40
4/28/2014	30										1	7
4/29/2014	30										1	9
4/30/2014	30										1	8
5/1/2014	30										1	9
5/2/2014	30										1	7
												40
5/5/2014	30										1	7
5/6/2014	30										1	7
5/7/2014	30										1	8.5
5/8/2014	30										1	8.5
5/9/2014	30										1	1
5/9/2014	30										1	8
												40
5/12/2014	30										1	1
5/12/2014	30										1	7
5/13/2014	30										1	1
5/13/2014	30										1	7
5/14/2014	30										1	8
5/15/2014	30										1	8
5/16/2014	30										1	1
5/16/2014	30										1	7
												40
5/19/2014	30										1	7
5/20/2014	30										1	-1
5/20/2014	30										1	9
5/21/2014	30										1	8
5/22/2014	30										1	-1
5/22/2014	30										1	9
5/23/2014	30										1	-1
5/23/2014	30										1	10

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Date	Sts	Pers.No.	Empl./Appl.Name	ActTyp	Send. CCtr	Network	OpAc	Rec. Order	Rec. CCtr	A/AType	Prem. no.	Hours
												40
5/26/2014	30										1	8
5/27/2014	30										1	8.5
5/28/2014	30										1	7.5
5/29/2014	30										1	8
5/30/2014	30										1	1
5/30/2014	30										1	7
												40
6/2/2014	30										1	2
6/2/2014	30										1	6
6/3/2014	30										1	1
6/3/2014	30										1	7
6/4/2014	30										1	1
6/4/2014	30										1	7
6/5/2014	30										1	1
6/5/2014	30										1	7
6/6/2014	30										1	8
												40
6/9/2014	30										1	1
6/9/2014	30										1	7
6/10/2014	30										1	8
6/11/2014	30										1	0.5
6/11/2014	30										1	7
6/12/2014	30										1	8.5
6/13/2014	30										1	8
												40
6/16/2014	30										1	2
6/16/2014	30										1	6
6/17/2014	30										1	1
6/17/2014	30										1	5.5
6/18/2014	30										1	8

(b)(3)-P.L. 86-36

Doc ID: 6717805

(b)(3)-P.L. 86-36
(b)(6)

04/01/2015

1

Date	Sts	Pers.No.	Empl./Appl.Name	ActTyp	Send. CCtr	Network	OpAc	Rec. Order	Rec. CCtr	A/AType	Prem. no.	Hours
6/19/2014	30										1	9.5
6/20/2014	30										1	4
6/20/2014	30										1	4
												40
6/23/2014	30										1	3
6/23/2014	30										1	5
6/24/2014	30										1	9
6/25/2014	30										1	8
6/26/2014	30										1	9
6/27/2014	30										1	6
												40
6/30/2014	30										1	8
												8

(b)(3)-P.L. 86-36

[redacted]

(b)(3)-P.L. 86-36
(b)(6)

03/30/2015 04:16 PM

Time Sheet: Data Entry View

Personnel No. [redacted]

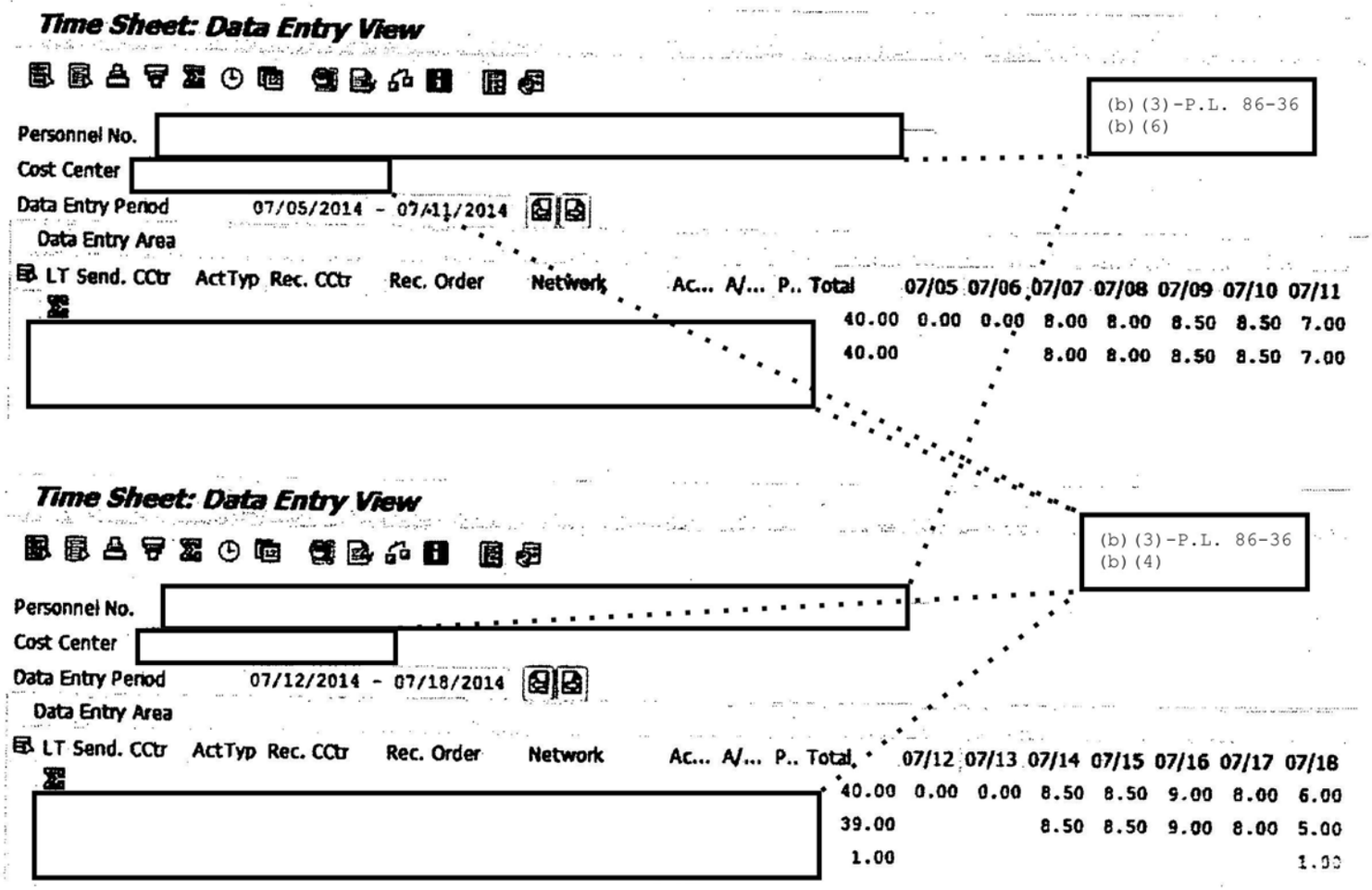
Cost Center [redacted]

Data Entry Period 06/28/2014 - 07/04/2014

Data Entry Area

LT Send. CCtr	ActTyp	Rec. CCtr	Rec. Order	Network	Ac...	A/...	P..	Total	06/28	06/29	06/30	07/01	07/02	07/03	07/04
[redacted]								40.00	0.00	0.00	8.00	8.00	8.00	8.00	8.00
								8.00							8.00
								8.00			8.00				
								24.00				8.00	8.00	8.00	

(b)(3)-P.L. 86-36
(b)(4)


Time Sheet: Data Entry View
Personnel No.
Cost Center
Data Entry Period 07/05/2014 - 07/11/2014
Data Entry Area
LT Send. CCtr ActTyp Rec. CCtr Rec. Order Network Ac... A/... P.. Total 07/05 07/06 07/07 07/08 07/09 07/10 07/11
40.00 0.00 0.00 8.00 8.00 8.50 8.50 7.00
40.00 8.00 8.00 8.50 8.50 7.00
(b) (3)-P.L. 86-36
(b) (6)
Time Sheet: Data Entry View
Personnel No.
Cost Center
Data Entry Period 07/12/2014 - 07/18/2014
Data Entry Area
LT Send. CCtr ActTyp Rec. CCtr Rec. Order Network Ac... A/... P.. Total 07/12 07/13 07/14 07/15 07/16 07/17 07/18
40.00 0.00 0.00 8.50 8.50 9.00 8.00 6.00
39.00 8.50 8.50 9.00 8.00 5.00
1.00 1.00
(b) (3)-P.L. 86-36
(b) (4)

Regards,

(b) (3)-P.L. 86-36
(b) (6)

Weekly Timesheet

Employee #:

Name:

W/E Date: 07/25/2014

Mail Drop:

Enter Date For Each Day -->	July 18	July 19	July 20	July 21	July 22	July 23	July 24	July 25			
	Daily Hours										
Job Number / Earn Code	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	Total Hours	DEPT	Cost Element
				9	9	6	8		30.00		3702
						1	1	8	10.00		3702
									0.00		
									0.00		
									0.00		
									0.00		
									0.00		
									0.00		
									0.00		
									0.00		
									0.00		
									0.00		
									0.00		
									0.00		
									0.00		
Daily Totals	0.00	0.00	0.00	9.00	9.00	7.00	7.00	8.00	40.00		

(b) (3)-P.L. 86-36

AUG 06 2014

INSTRUCTIONS:
1 Use black ink only
2. Record charge number(s) at the beginning of the task
3. Record hours worked before moving to next task
4 Total all columns at the end of the day (F9)
5. Total all rows at the end of the week (F9)

Please email to ***or if scanning is not practical, fax to***

Employee Approval:

(b) (6)

Supervisor Approval:

Employee #

[redacted]: View Time Card

Welcome, [redacted] Monday, March 30, 2015, 2:35 PM.

My Settings | Time Card | Administration | Help | Log Out

This time card is from a past period. You are not allowed to make changes to it. (ET5895)

Select a time card period

07/25/2014-08/01/2014 (Approved Archived)

Edit Time Card | View Report | View Summary | Personal JOB List

Print | Instructions | Approver Info

(b) (3)-P.L. 86-36
(b) (6)

[redacted]

Current Mode: [Time Card Mass Entry]

Balance	
PTO	124.92
Holiday	0.00
[redacted]	[redacted]

(b) (6)

	Job No.	Earning Code	PH 07/25	Sat 07/26	Sun 07/27	Mon 07/28	Tue 07/29	Wed 07/30	Thu 07/31	Fri 08/01	Totals
[redacted]	[redacted] (NO PAY)	[redacted]				8.0	8.0	8.0	8.0	8.0	40.0
											0.0
											0.0
											0

Doc ID: 6717805

[redacted] View Time Card

Page 1 of 1

Welcome [redacted] Monday, March 30, 2015, 2:36 PM.

(b) (3)-P.L. 86-36
(b) (6)

Current Mode: [Time Card Mass Entry]

My Settings | Time Card | Administration | Help | Log Out

Select a time card period
08/01/2014-08/08/2014 (Approved Archived)

For [redacted]

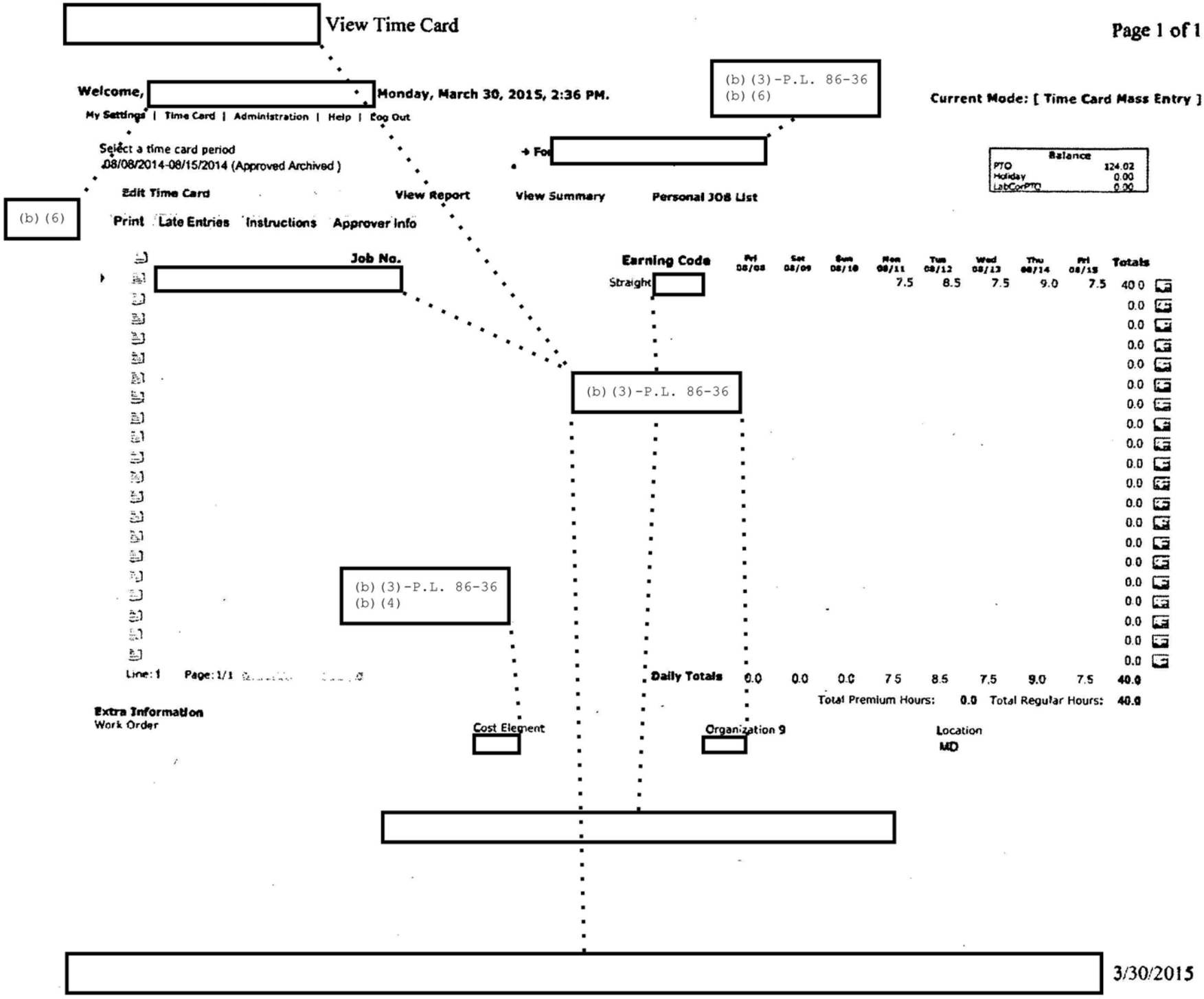
Balance	
PTO	124.02
Holiday	0.00
LabCorPTO	0.00

Edit Time Card | View Report | View Summary | Personal JOB List

(b) (6)

Print | Late Entries | Instructions | Approver Info

	Job No.	Earning Code	Fri 08/01	Sat 08/02	Sun 08/03	Mon 08/04	Tue 08/05	Wed 08/06	Thu 08/07	Fri 08/08	Totals
	[redacted]	Straight				8.0	9.0	7.5	6.0	9.0	39.5
		Straight						0.5			0.5
											0.0
											0.0
											0.0


View Time Card
Page 1 of 1
Welcome,
Monday, March 30, 2015, 2:36 PM.
(b) (3)-P.L. 86-36
(b) (6)
Current Mode: [Time Card Mass Entry]
My Settings | Time Card | Administration | Help | Log Out
Select a time card period
08/08/2014-08/15/2014 (Approved Archived)
Balance
PTO 124.02
Holiday 0.00
LabConPTO 0.00
Edit Time Card
View Report
View Summary
Personal 308 List
(b) (6)
Print
Late Entries
Instructions
Approver Info
Job No.
Earning Code
Straight
Fri 08/08
Sat 08/09
Sun 08/10
Mon 08/11
Tue 08/12
Wed 08/13
Thu 08/14
Fri 08/15
Totals
7.5 8.5 7.5 9.0 7.5 40.0
(b) (3)-P.L. 86-36
(b) (3)-P.L. 86-36
(b) (4)
Line: 1
Page: 1/1
Daily Totals 0.0 0.0 0.0 7.5 8.5 7.5 9.0 7.5 40.0
Total Premium Hours: 0.0 Total Regular Hours: 40.0
Extra Information
Work Order
Cost Element
Organization 9
Location
MD
3/30/2015

Doc ID: 6717805

[redacted] View Time Card

Page 1 of 1

Welcome [redacted] Monday, March 30, 2015, 2:36 PM.

(b) (3)-P.L. 86-36
(b) (6)

Current Mode: [Time Card Mass Entry]

My Settings | Time Card | Administration | Help | Log Out

Select a time card period
08/15/2014-08/22/2014 (Approved Archived)

→ For [redacted]

Balance	
PTO	124.02
Holiday	0.00
LabCorPTO	0.00

Edit Time Card | View Report | View Summary | Personal JOB List

(b) (6)

Print | Late Entries | Instructions | Approver Info

Job No.	Earning Code	Fri 08/15	Sat 08/16	Sun 08/17	Mon 08/18	Tue 08/19	Wed 08/20	Thu 08/21	Fri 08/22	Totals
[redacted]	Straight [redacted]				7.5	8.5				16.0
[redacted] (PTO)	PTO (045)						8.0			8.0
[redacted] (NO PAY)	NO PAY (101)							8.0	8.0	16.0
										0.0
										0.0
										0

Doc ID: 6717805

[redacted] View Time Card

Page 1 of 1

Welcom[redacted] Monday, March 30, 2015, 2:36 PM.

(b) (3)-P.L. 86-36
(b) (6)

Current Mode: [Time Card Mass Entry]

My Settings | Time Card | Administration | Help | Log Out

Select a time card period
08/22/2014-08/29/2014 (Approved Archived)

Fo[redacted]

Balance	
PTO	124.02
Holiday	0.00
LabCorPTO	0.00

(b) (6)

Edit Time Card | View Report | View Summary | Personal JOB List

Print | Late Entries | Instructions | Approver Info

Job No.	Earning Code	Fri 08/22	Sat 08/23	Sun 08/24	Mon 08/25	Tue 08/26	Wed 08/27	Thu 08/28	Fri 08/29	Totals
[redacted]	[redacted]				7.0	7.0	7.0	9.0	9.0	39.0
									1.0	1.0
										0.0
										0.0
										0

Doc ID: 6717805

[redacted] View Time Card

Page 1 of 1

Welcome [redacted] Monday, March 30, 2015, 2:36 PM.

(b) (3)-P.L. 86-36
(b) (6)

Current Mode: [Time Card Mass Entry]

My Settings | Time Card | Administration | Help | Log Out

Select a time card period
08/29/2014-09/05/2014 (Approved Archived)

→ For [redacted]

Balance	
PTO	124.02
Holiday	0.00
LabCorPTO	0.00

Edit Time Card | View Report | View Summary | Personal JOB List

(b) (6)

Print | Late Entries | Instructions | Approver Info

Job No.	Earning Code	Fri 08/29	Sat 08/30	Sun 08/31	Mon 09/01	Tue 09/02	Wed 09/03	Thu 09/04	Fri 09/05	Totals
[redacted]	Straight					7.5	8.0	8.5	8.0	32.0
[redacted] (Holiday)	Holiday				8.0					8.0
										0.0
										0.0
										0

[redacted] View Time Card

Welcome, [redacted] Monday, March 30, 2015, 2:36 PM.

(b) (3)-P.L. 86-36
(b) (6)

Current Mode: [Time Card Mass Entry]

My Settings | Time Card | Administration | Help | Log Out

Select a time card period
09/05/2014-09/12/2014 (Approved Archived)

→ For [redacted]

Balance	
PTO	124.02
Holiday	0.00
LateCertTD	0.00

Edit Time Card | View Report | View Summary | Personal JOB List

(b) (6)

Print | Change History | Late Entries | Instructions | Approver Info

	Job No.	Earning Code	Fri 09/05	Sat 09/06	Sun 09/07	Mon 09/08	Tue 09/09	Wed 09/10	Thu 09/11	Fri 09/12	Totals
	[redacted]	Straight				7.5	7.5	8.5	7.5	9.0	40.0
											0.0
											0.0
											0

Doc ID: 6717805

[redacted] View Time Card

Page 1 of 1

Welcome [redacted] Monday, March 30, 2015, 2:36 PM.

(b) (3)-P.L. 86-36
(b) (6)

Current Mode: [Time Card Mass Entry]

My Settings | Time Card | Administration | Help | Log Out

Select a time card period
09/12/2014-09/19/2014 (Approved Archived)

For [redacted]

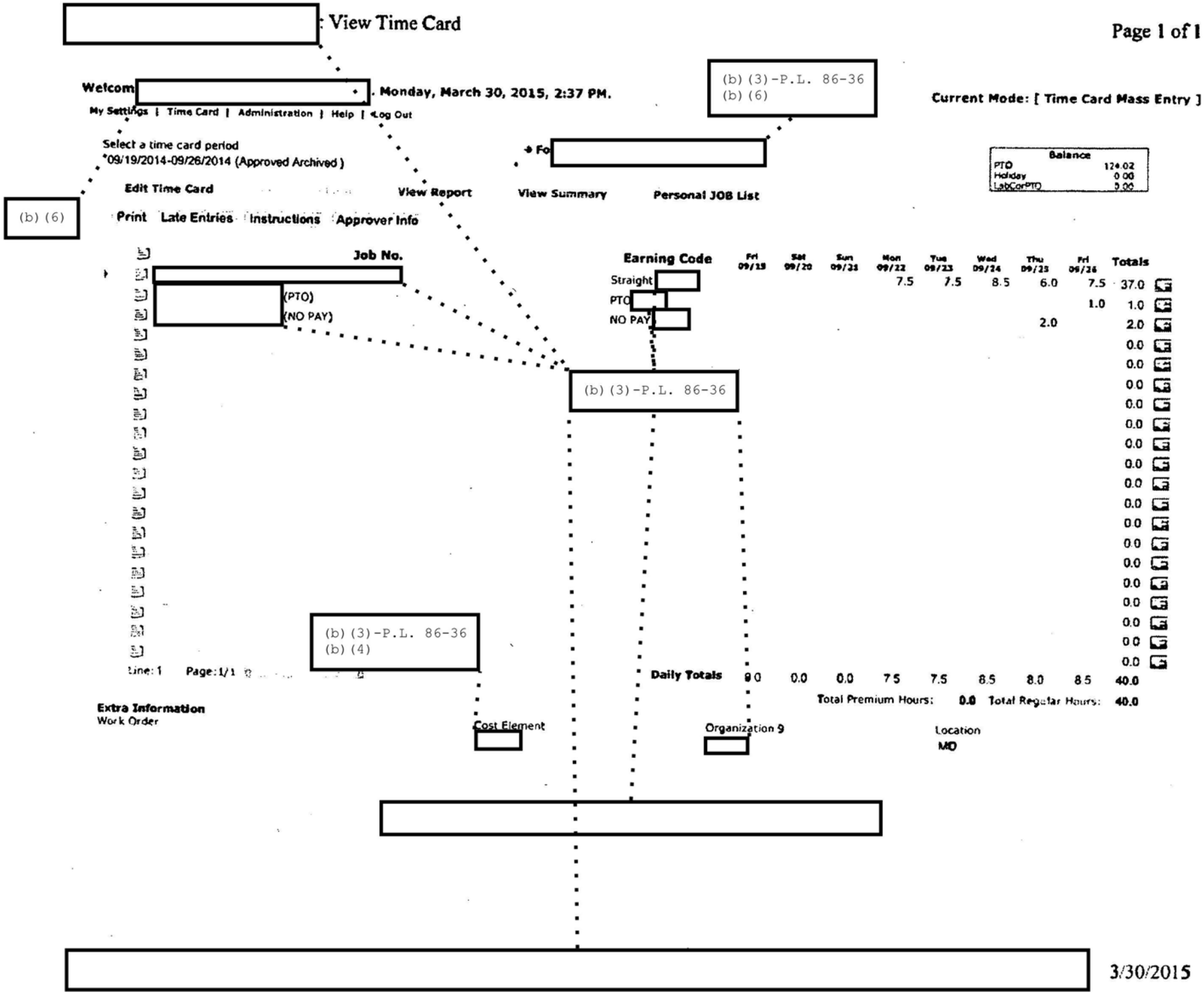
Balance	
PTO	124.02
Holiday	0.00
LabCorPTO	0.00

Edit Time Card | View Report | View Summary | Personal JOB List

(b) (6)

Print | Change History | Late Entries | Instructions | Approver Info

	Job No.	Earning Code	Fri 09/12	Sat 09/13	Sun 09/14	Mon 09/15	Tue 09/16	Wed 09/17	Thu 09/18	Fri 09/19	Totals
	[redacted]	Straight				7.0	7.5	8.0	8.5	8.0	39.0
	[redacted] (NO PAY)	NO PAY								1.0	1.0
											0.0
											0.0
											0


View Time Card
Page 1 of 1
Welcom
Monday, March 30, 2015, 2:37 PM.
(b) (3)-P.L. 86-36
(b) (6)
Current Mode: [Time Card Mass Entry]
My Settings | Time Card | Administration | Help | Log Out
Select a time card period
*09/19/2014-09/26/2014 (Approved Archived)
Balance
PTO 124.02
Holiday 0.00
LabCorPTO 9.00
Edit Time Card
View Report
View Summary
Personal JOB List
(b) (6)
Print
Late Entries
Instructions
Approver Info
Job No.
Earning Code
Straight
PTO
NO PAY
(PTO)
(NO PAY)
Fri 09/19
Sat 09/20
Sun 09/21
Mon 09/22
Tue 09/23
Wed 09/24
Thu 09/25
Fri 09/26
Totals
7.5 7.5 8.5 6.0 7.5 37.0
1.0 1.0
2.0 2.0
(b) (3)-P.L. 86-36
(b) (3)-P.L. 86-36
(b) (4)
Line: 1
Page: 1/1
Daily Totals 8.0 0.0 0.0 7.5 7.5 8.5 8.0 8.5 40.0
Total Premium Hours: 0.0 Total Regular Hours: 40.0
Extra Information
Work Order
Cost Element
Organization 9
Location
MD
3/30/2015

[redacted] View Time Card

Welcome, [redacted] Monday, March 30, 2015, 2:37 PM.

My Settings | Time Card | Administration | Help | Log Out

(b) (3)-P.L. 86-36
(b) (6)

Current Mode: [Time Card Mass Entry]

Select a time card period
09/26/2014-10/03/2014 (Approved Archived)

For [redacted]

Balance	
PTO	124.02
Holiday	0.00
LabCorPTO	0.00

Edit Time Card | View Report | View Summary | Personal JOB List

(b) (6)

Print | Change History | Late Entries | Instructions | Approver Info

Job No.	Earning Code	Fri 09/26	Sat 09/27	Sun 09/28	Mon 09/29	Tue 09/30	Wed 10/01	Thu 10/02	Fri 10/03	Totals
[redacted]	Straight				5.5	8.5				14.0
[redacted] (NO PAY)	NO PAY								8.0	8.0
[redacted]	Straight						9.0	9.0		18.0
										0.0
										0.0
										0

[redacted] View Time Card

Welcom[redacted] Monday, March 30, 2015, 2:38 PM.

(b) (3)-P.L. 86-36
(b) (6)

Current Mode: [Time Card Mass Entry]

My Settings | Time Card | Administration | Help | Log Out

Select a time card period
10/03/2014-10/10/2014 (Approved Archived)

For [redacted]

Balance	
PTO	124.02
Holiday	0.00
LabCorPTO	0.00

Edit Time Card | View Report | View Summary | Personal JOB List

(b) (6)

Print | Change History | Late Entries | Instructions | Approver Info

Job No.	Earning Code	Fri 10/03	Sat 10/04	Sun 10/05	Mon 10/06	Tue 10/07	Wed 10/08	Thu 10/09	Fri 10/10	Totals
[redacted]	Straight									0.0
[redacted] (NO PAY)	NO PAY						2.0		1.0	3.0
[redacted]	Straight				8.0	9.0	6.0	7.0	7.0	37.0
										0.0
										0.0
										0

Doc ID: 6717805

[redacted] View Time Card

Page 1 of 1

Welcome, [redacted] Monday, March 30, 2015, 2:38 PM.

(b) (3)-P.L. 86-36
(b) (6)

Current Mode: [Time Card Mass Entry]

My Settings | Time Card | Administration | Help | Log Out

Select a time card period
10/10/2014-10/17/2014 (Approved Archived)

For [redacted]

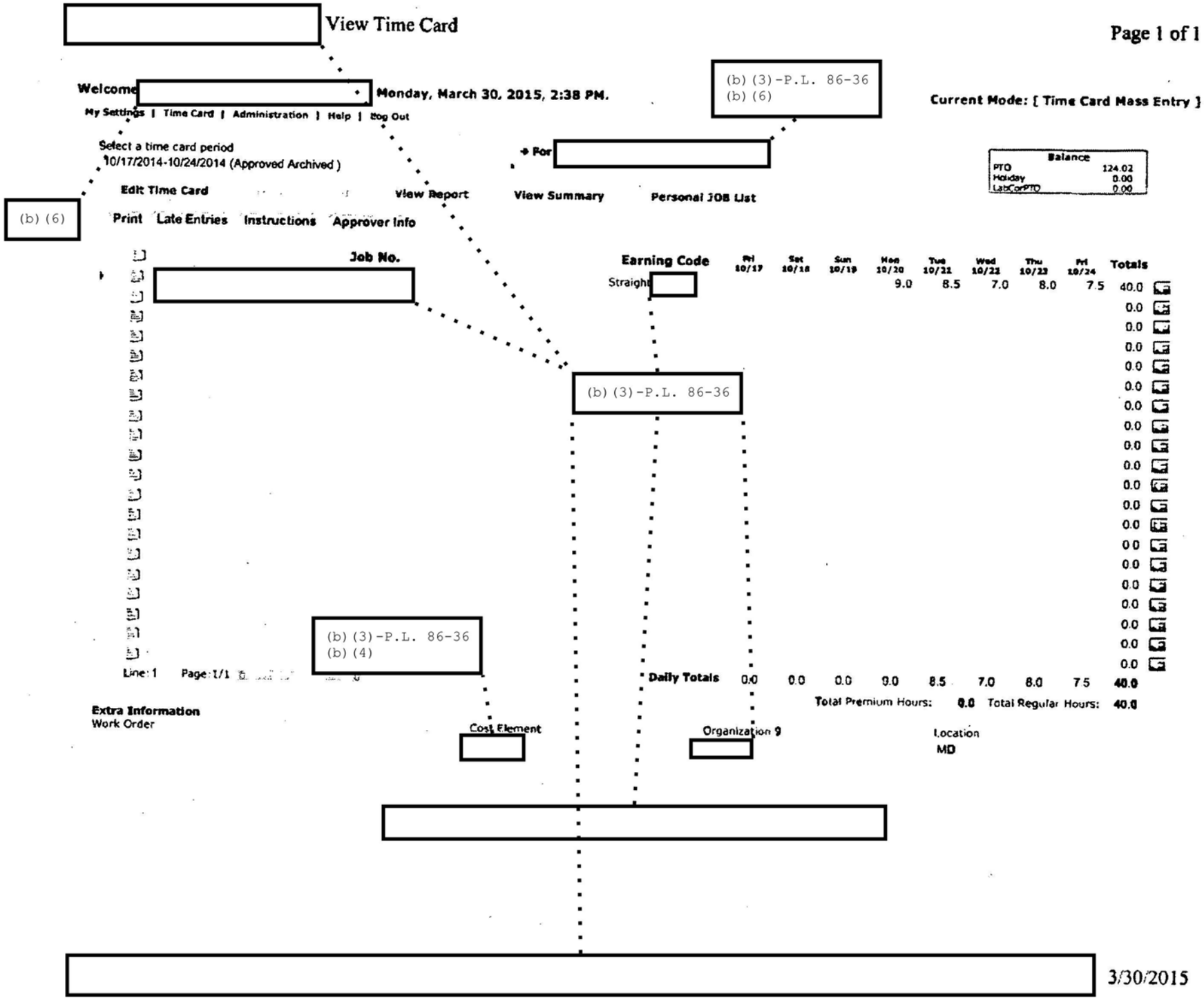
Balance	
PTO	124.02
Holiday	0.00
LabCorPTO	0.00

Edit Time Card | View Report | View Summary | Personal JOB List

(b) (6)

Print | Change History | Late Entries | Instructions | Approver Info

Job No.	Earning Code	Fri 10/10	Sat 10/11	Sun 10/12	Mon 10/13	Tue 10/14	Wed 10/15	Thu 10/16	Fri 10/17	Totals
[redacted]	Straight									0.0
[redacted] (NO PAY)	NO PAY				6.0					6.0
[redacted]	Straight					8.5	8.5	8.5	8.5	34.0
										0.0
										0.0
										0


View Time Card
Page 1 of 1
Welcome
Monday, March 30, 2015, 2:38 PM.
(b) (3)-P.L. 86-36
(b) (6)
Current Mode: [Time Card Mass Entry]
My Settings | Time Card | Administration | Help | Log Out
Select a time card period
10/17/2014-10/24/2014 (Approved Archived)
For
Balance
PTO 124.02
Holiday 0.00
LabCorPTO 0.00
Edit Time Card
View Report
View Summary
Personal JOB List
(b) (6)
Print
Late Entries
Instructions
Approver Info
Job No.
Earning Code
Straight
Fri 10/17
Sat 10/18
Sun 10/19
Mon 10/20
Tue 10/21
Wed 10/22
Thu 10/23
Fri 10/24
Totals
9.0 8.5 7.0 8.0 7.5 40.0
(b) (3)-P.L. 86-36
(b) (3)-P.L. 86-36
(b) (4)
Line: 1 Page: 1/1
Daily Totals 0.0 0.0 0.0 9.0 8.5 7.0 8.0 7.5 40.0
Total Premium Hours: 0.0 Total Regular Hours: 40.0
Extra Information
Work Order
Cost Element
Organization 9
Location
MD
3/30/2015

[redacted] View Time Card

Welcome, [redacted] Monday, March 30, 2015, 2:38 PM.

My Settings | Time Card | Administration | Help | Log Out

(b) (3)-P.L. 86-36
(b) (6)

Current Mode: [Time Card Mass Entry]

Select a time card period
10/24/2014-10/31/2014 (Approved Archived)

For [redacted]

Balance	
PTO	124.02
Holiday	0.00
LatCom PTO	0.00

Edit Time Card | View Report | View Summary | Personal JOB List

(b) (6)

Print | Late Entries | Instructions | Approver Info

	Job No.	Earning Code	Fri 10/24	Sat 10/25	Sun 10/26	Mon 10/27	Tue 10/28	Wed 10/29	Thu 10/30	Fri 10/31	Totals
[redacted]	[redacted]	Straight				7.5	7.0	7.5	8.5	8.0	38.5
[redacted]	[redacted] (NO PAY)	NO PAY					1.0	0.5			1.5
											0.0
											0.0
											0.0

[redacted] View Time Card

Welcom[redacted] Monday, March 30, 2015, 2:38 PM.

(b) (3)-P.L. 86-36
(b) (6)

Current Mode: [Time Card Mass Entry]

My Settings | Time Card | Administration | Help | Log Out

Select a time card period
10/31/2014-11/07/2014 (Approved Archived)

→ For [redacted]

Balance	
PTO	124.02
Holiday	0.00
LabCon-PTO	0.00

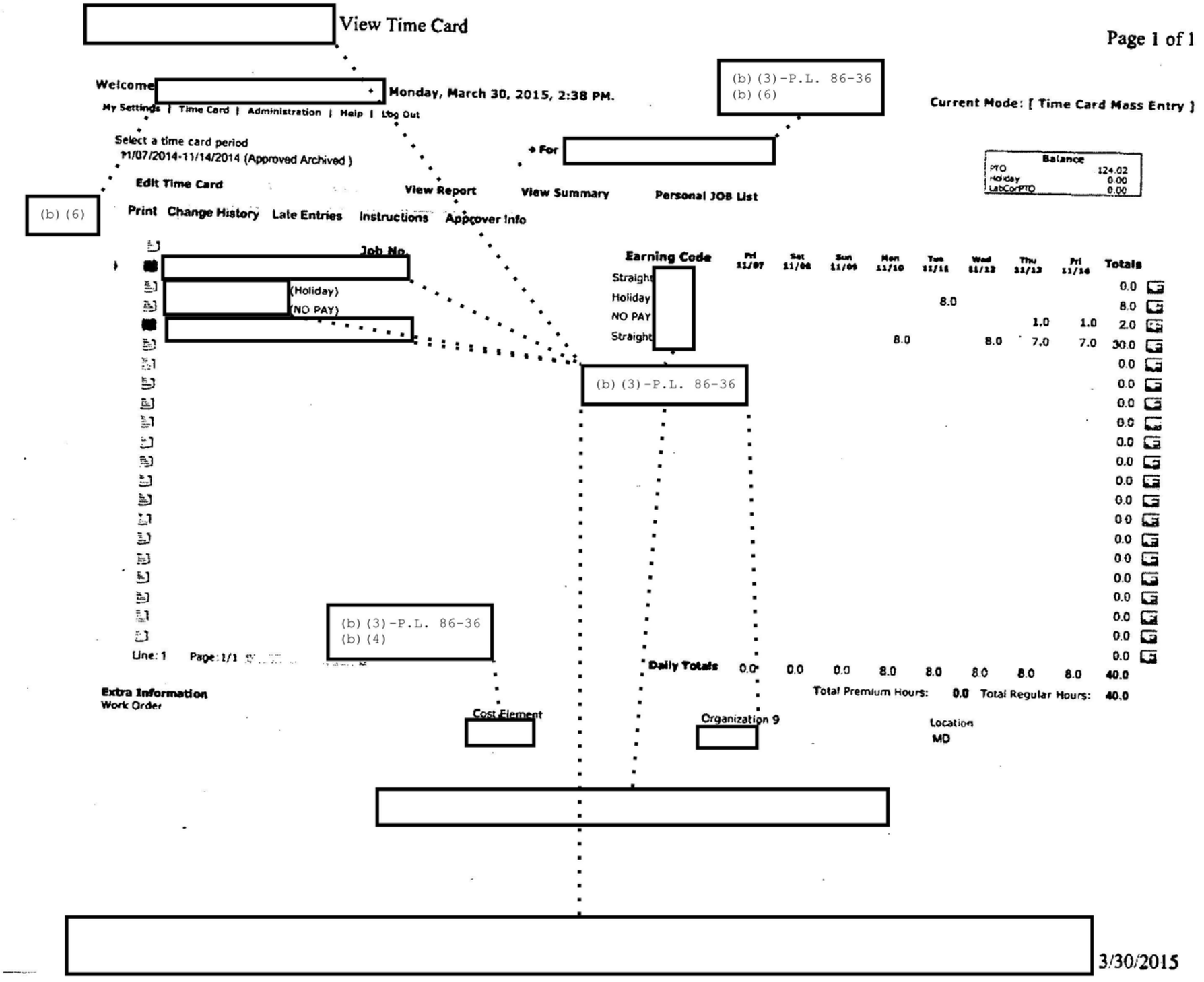
Edit Time Card | View Report | View Summary | Personal JOB List

(b) (6)

Print | Late Entries | Instructions | Approver Info

Job No	Earning Code	Fri 10/31	Sat 11/01	Sun 11/02	Mon 11/03	Tue 11/04	Wed 11/05	Thu 11/06	Fri 11/07	Totals
[redacted]	Straight				7.5	7.5	8.5	9.0	7.5	40.0
										0.0
										0.0
										0

Doc ID: 6717805



Doc ID: 6717805

[redacted]: View Time Card

Page 1 of 1

Welcom[redacted]. Monday, March 30, 2015, 2:38 PM.

(b) (3)-P.L. 86-36
(b) (6)

Current Mode: [Time Card Mass Entry]

My Settings | Time Card | Administration | Help | Log Out

Select a time card period
*11/14/2014-11/21/2014 (Approved Archived)

Po[redacted]

Balance	
PTO	124.02
Holiday	0.00
LabCorPTO	0.00

Edit Time Card | View Report | View Summary | Personal JOB List

(b) (6)

Print | Change History | Late Entries | Instructions | Approver Info

Job No.	Earning Code	Fri 11/14	Sat 11/15	Sun 11/16	Mon 11/17	Tue 11/18	Wed 11/19	Thu 11/20	Fri 11/21	Totals
[redacted]	Straight									0.0
[redacted] (NO PAY)	NO PAY								1.0	1.0
[redacted]	Straight				8.0	8.0	8.0	7.5	7.5	39.0
										0.0
										0.0
										0

[redacted] View Time Card

Welcome, [redacted] Monday, March 30, 2015, 2:38 PM.

(b) (3)-P.L. 86-36
(b) (6)

Current Mode: [Time Card Mass Entry]

My Settings | Time Card | Administration | Help | Log Out

Select a time card period
11/21/2014-11/28/2014 (Approved Archived)

→ For [redacted]

Balance	
PTO	124.02
Holiday	0.00
LabCorPTO	0.00

Edit Time Card | View Report | View Summary | Personal JOB List

(b) (6)

Print | Change History | Late Entries | Instructions | Approver Info

Job No.	Earning Code	Fri 11/21	Sat 11/22	Sun 11/23	Mon 11/24	Tue 11/25	Wed 11/26	Thu 11/27	Fri 11/28	Totals
[redacted]	Straight									0.0
[redacted] (Holiday)	Holiday							8.0		8.0
[redacted]	Straight				8.0	8.0	7.0		9.0	32.0
										0.0
										0.0
										0

[redacted] View Time Card

Welcom[redacted], Monday, March 30, 2015, 2:39 PM.

(b) (3)-P.L. 86-36
(b) (6)

Current Mode: [Time Card Mass Entry]

My Settings | Time Card | Administration | Help | Log Out

Select a time card period
11/28/2014-12/05/2014 (Approved Archived)

→ For [redacted]

Balance	
PTO	124.02
Holiday	0.00
LabCorPTO	0.00

(b) (6)

Edit Time Card | View Report | View Summary | Personal JOB List

Print | Change History | Late Entries | Instructions | Approver Info

Job No.	Earning Code	Fri 11/28	Sat 11/29	Sun 11/30	Mon 12/01	Tue 12/02	Wed 12/03	Thu 12/04	Fri 12/05	Totals
[redacted]	Straight									0.0
	Straight				8.0	8.0	7.5	7.5	9.0	40.0
										0.0
										0.0
										0

[redacted] View Time Card

Welcome [redacted] Monday, March 30, 2015, 2:39 PM.

(b) (3)-P.L. 86-36
(b) (6)

Current Mode: [Time Card [redacted]]

My Settings | Time Card | Administration | Help | Log Out

Select a time card period
12/05/2014-12/12/2014 (Approved Archived)

→ For [redacted]

Balance	
PTO	124.02
Holiday	0.00
LebCor-PTO	0.00

Edit Time Card | View Report | View Summary | Personal JOB List

(b) (6)

Print | Change History | Late Entries | Instructions | Approver Info

	Job No.	Earning Code	Fri 12/05	Sat 12/06	Sun 12/07	Mon 12/08	Tue 12/09	Wed 12/10	Thu 12/11	Fri 12/12	Totals
	[redacted]	Straight									0.0
		Straight							1.0		1.0
		Straight				8.0	8.0	8.0	8.0	7.0	39.0
											0.0
											0.0
											0

Doc ID: 6717805

[redacted]: View Time Card

Page 1 of 1

Welcom[redacted]. Monday, March 30, 2015, 2:39 PM.

(b) (3)-P.L. 86-36
(b) (6)

Current Mode: [Time Card Mass Entry]

My Settings | Time Card | Administration | Help | Log Out

Select a time card period
12/12/2014-12/19/2014 (Approved Archived)

Fo[redacted]

Balance	
PTO	124.02
Holiday	0.00
LabCorPTO	0.00

(b) (6)

Edit Time Card | View Report | View Summary | Personal JOB List

Print | Late Entries | Instructions | Approver Info

Job No.	Earning Code	Fri 12/12	Sat 12/13	Sun 12/14	Mon 12/15	Tue 12/16	Wed 12/17	Thu 12/18	Fri 12/19	Totals
[redacted]	Straight				7.5	5.0	8.0	7.0	7.5	35.0
[redacted] (NO PAY)	NO PAY					3.0		1.0	1.0	5.0
										0.0
										0.0
										0

[redacted] View Time Card

Welcome [redacted] Monday, March 30, 2015, 2:39 PM.

(b) (3)-P.L. 86-36
(b) (6)

Current Mode: [Time Card Mass Entry]

My Settings | Time Card | Administration | Help | Log Out

Select a time card period
12/19/2014-12/26/2014 (Approved Archived)

For [redacted]

Balance	
PTO	124.02
Holiday	0.00
LabCorPTO	0.00

Edit Time Card | View Report | View Summary | Personal JOB List

(b) (6)

Print | Instructions | Approver Info

Job No.	Earning Code	Fri 12/19	Sat 12/20	Sun 12/21	Mon 12/22	Tue 12/23	Wed 12/24	Thu 12/25	Fri 12/26	Totals
[redacted]	Straight				9.0	9.0	9.0		5.0	32.0
[redacted] (Holiday)	Holiday							8.0		8.0
(NO PAY)	NO PAY									0.0
										0.0
										0.0

[redacted] View Time Card

Welcom[redacted] Monday, March 30, 2015, 2:39 PM.

(b) (3)-P.L. 86-36
(b) (6)

Current Mode: [Time Card Mass Entry]

My Settings | Time Card | Administration | Help | Log Out

Select a time card period
12/26/2014-01/02/2015 (Approved Archived)

Fo[redacted]

Balance	
PTO	124.02
Holiday	0.00
LabCorPTO	0.00

(b) (6)

Edit Time Card | View Report | View Summary | Personal JOB List

Print | Change History | Instructions | Approver Info

	Job No.	Earning Code	Fri 12/26	Sat 12/27	Sun 12/28	Mon 12/29	Tue 12/30	Wed 12/31	Thu 01/01	Fri 01/02	Totals
	[redacted]	Straigh[redacted]				9.0	9.0	9.0			27.0
	[redacted] (Holiday)	Holiday							8.0		8.0
	[redacted] (NO PAY)	NO PAY								5.0	5.0
											0.0
											0.0
											0

Doc ID: 6717805

[redacted] View Time Card

Page 1 of 1

Welcome, [redacted] Monday, March 30, 2015, 2:39 PM.

(b) (3)-P.L. 86-36
(b) (6)

Current Mode: [Time Card Mass Entry]

My Settings | Time Card | Administration | Help | Log Out

Select a time card period
01/02/2015-01/09/2015 (Approved Archived)

→ For [redacted]

Balance	
PTO	124.02
Holiday	0.00
LabCorPTO	0.00

Edit Time Card | View Report | View Summary | Personal JOB List

(b) (6)

Print | Late Entries | Instructions | Approver Info

	Job No.	Earning Code	Fri 01/02	Sat 01/03	Sun 01/04	Mon 01/05	Tue 01/06	Wed 01/07	Thu 01/08	Fri 01/09	Totals
	[redacted]	Straight				8.0	7.0	9.0	7.0	9.0	40.0
											0.0
											0.0
											0

Doc ID: 6717805

[redacted] View Time Card

Page 1 of 1

Welcome [redacted] Monday, March 30, 2015, 2:39 PM.

(b) (3)-P.L. 86-36
(b) (6)

Current Mode: [Time Card Mass Entry]

My Settings | Time Card | Administration | Help | Log Out

Select a time card period
01/09/2015-01/16/2015 (Approved Archived)

For [redacted]

Balance	
PTO	124.02
Holiday	0.00
LabCorPTO	0.00

Edit Time Card | View Report | View Summary | Personal JOB List

(b) (6)

Print | Late Entries | Instructions | Approver Info

Job No.	Earning Code	Fri 01/09	Sat 01/10	Sun 01/11	Mon 01/12	Tue 01/13	Wed 01/14	Thu 01/15	Fri 01/16	Totals
[redacted]	Straight [redacted]				8.0	8.0	8.0	7.0	8.0	39.0
	Straight								1.0	1.0
										0.0
										0.0
										0

[redacted] View Time Card

Welcome, [redacted] Monday, March 30, 2015, 2:39 PM.

(b) (3)-P.L. 86-36
(b) (6)

Current Mode: [Time Card Mass Entry]

My Settings | Time Card | Administration | Help | Log Out

→ For [redacted]

Select a time card period
01/16/2015-01/23/2015 (Approved Archived)

Balance	
PTO	124.02
Holiday	0.00
LateCorPTO	0.00

(b) (6)

Edit Time Card | View Report | View Summary | Personal JOB List

Print | Late Entries | Instructions | Approver Info

	Job No.	Earning Code	Fri 01/16	Sat 01/17	Sun 01/18	Mon 01/19	Tue 01/20	Wed 01/21	Thu 01/22	Fri 01/23	Totals
1	[redacted]	Straight					7.5	8.5	7.0	9.0	32.0
2	[redacted] (Holiday)	Holiday				8.0					8.0
3											0.0
4											0.0
5											0.0
6											0.0
7											0.0
8											0.0
9											0.0
10											0.0
11											0.0
12											0.0
13											0.0
14											0.0
15											0.0
16											0.0
17											0.0
18											0.0
19											0.0
20											0.0
21											0.0
22											0.0
23											0.0
24											0.0
25											0.0
26											0.0
27											0.0
28											0.0
29											0.0
30											0.0
31											0.0
32											0.0
33											0.0
34											0.0
35											0.0
		Daily Totals	0.0	0.0	0.0	8.0	7.5	8.5	7.0	9.0	40.0

(b) (3)-P.L. 86-36

(b) (3)-P.L. 86-36
(b) (4)

Line: 1 Page: 1/1

Total Premium Hours: 0.0 Total Regular Hours: 40.0

Extra Information
Work Order

Cost Element

Organization 9

Location
MD

[redacted]

[redacted] 3/30/2015

[redacted] View Time Card

Welcome [redacted] Monday, March 30, 2015, 2:40 PM.

(b) (3)-P.L. 86-36
(b) (6)

Current Mode: [Time Card Mass Entry]

My Settings | Time Card | Administration | Help | Log Out

Select a time card period
+01/23/2015-01/30/2015 (Approved Archived)

+ For [redacted]

Balance	
PTO	124.02
Holiday	0.00
LatCom PTO	0.00

Edit Time Card | View Report | View Summary | Personal JOB List

(b) (6)

Print | Late Entries | Instructions | Approver Info

Job No.	Earning Code	Fri 01/23	Sat 01/24	Sun 01/25	Mon 01/26	Tue 01/27	Wed 01/28	Thu 01/29	Fri 01/30	Totals
[redacted]	Straight [redacted]				8.5	7.5	7.5	7.5	9.0	40.0
										0.0
										0.0
										0

[redacted] View Time Card

Welcome, [redacted] Monday, March 30, 2015, 2:40 PM.

(b) (3)-P.L. 86-36
(b) (6)

Current Mode: [Time Card Mass Entry]

My Settings | Time Card | Administration | Help | Log Out

Select a time card period
01/30/2015-02/06/2015 (Approved Archived)

For [redacted]

Balance	
PTO	124.02
Holiday	0.00
LabCorPTO	0.00

Edit Time Card | View Report | View Summary | Personal JOB List

(b) (6)

Print | Change History | Late Entries | Instructions | Approver Info

Job No.	Earning Code	Fri 01/30	Sat 01/31	Sun 02/01	Mon 02/02	Tue 02/03	Wed 02/04	Thu 02/05	Fri 02/06	Totals
[redacted]	Straight				8.0	6.0	7.0	8.0	9.0	38.0
[redacted] (PTO)	PTO					2.0				2.0
										0.0
										0.0
										0

[redacted] View Time Card

Welcome [redacted] Monday, March 30, 2015, 2:40 PM.

(b) (3)-P.L. 86-36
(b) (6)

Current Mode: [Time Card Mass Entry]

My Settings | Time Card | Administration | Help | Log Out

Select a time card period
02/06/2015-02/13/2015 (Approved Archived)

→ For [redacted]

Balance	
PTO	124.02
Holiday	0.00
LateCorPTO	0.00

Edit Time Card | View Report | View Summary | Personal JOB List

(b) (6)

Print | Late Entries | Instructions | Approver Info

Job No.	Earning Code	Fri 02/06	Sat 02/07	Sun 02/08	Mon 02/09	Tue 02/10	Wed 02/11	Thu 02/12	Fri 02/13	Totals
[redacted]	Straight				8.0	7.0	8.0	7.0	9.0	39.0
[redacted] (PTO)	PTO								1.0	1.0
										0.0
										0.0
										0

[redacted] View Time Card

Welcome [redacted] Monday, March 30, 2015, 2:40 PM.

Current Mode: [Time Card Mass Entry]

My Settings | Time Card | Administration | Help | Log Out

(b) (3)-P.L. 86-36
(b) (6)

Select a time card period
02/13/2015-02/20/2015 (Approved Archived)

For [redacted]

Balance	
PTO	124.02
Holiday	0.00
LabCor-PTO	0.00

(b) (6)

Edit Time Card | View Report | View Summary | Personal JOB List

Print | Late Entries | Instructions | Approver Info

Job No.	Earning Code	Fri 02/13	Sat 02/14	Sun 02/15	Mon 02/16	Tue 02/17	Wed 02/18	Thu 02/19	Fri 02/20	Totals
[redacted]	Straight						7.0	8.0	8.0	23.0
[redacted] (Holiday)	Holiday				8.0					8.0
[redacted] (PTO)	PTO					8.0			1.0	9.0
										0.0
										0.0
										0

Doc ID: 6717805

[redacted] View Time Card

Page 1 of 1

Welcome [redacted] Monday, March 30, 2015, 2:40 PM.

(b) (3)-P.L. 86-36
(b) (6)

Current Mode: [Time Card Mass Entry]

My Settings | Time Card | Administration | Help | Log Out

Select a time card period
*02/20/2015-02/27/2015 (Approved Archived)

For [redacted]

Balance	
PTO	124.02
Holiday	0.00
LateCorPTO	0.00

Edit Time Card | View Report | View Summary | Personal JOB List

(b) (6)

Print | Late Entries | Instructions | Approver Info

Job No.	Earning Code	Fri 02/20	Sat 02/21	Sun 02/22	Mon 02/23	Tue 02/24	Wed 02/25	Thu 02/26	Fri 02/27	Totals
[redacted]	Straight [redacted]				9.0	7.0	8.0	8.0	8.0	40.0
										0.0
										0.0
										0

[redacted] View Time Card

Welcome, [redacted] Monday, March 30, 2015, 2:40 PM.

(b) (3)-P.L. 86-36
(b) (6)

Current Mode: [Time Card Mass Entry]

My Settings | Time Card | Administration | Help | Log Out

Select a time card period
02/27/2015-03/06/2015 (Approved Archived)

→ For [redacted]

Balance	
PTO	174.02
Holiday	0.00
LabCorPTO	0.00

(b) (6)

Edit Time Card | View Report | View Summary | Personal JOB List

Print | Late Entries | Instructions | Approver Info

	Job No.	Earning Code	Fri 02/27	Sat 02/28	Sun 03/01	Mon 03/02	Tue 03/03	Wed 03/04	Thu 03/05	Fri 03/06	Totals
	[redacted]	Straight [redacted]				6.0	6.0	8.0		8.0	28.0
	[redacted] (PTO)	PTO [redacted]				2.0	2.0		8.0		12.0
											0.0
											0.0
											0

Doc ID: 6717805

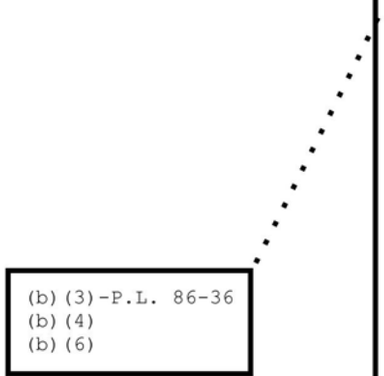
(b)(3)-P.L. 86-36
(b)(6)

(b)(3)-P.L. 86-36

C2

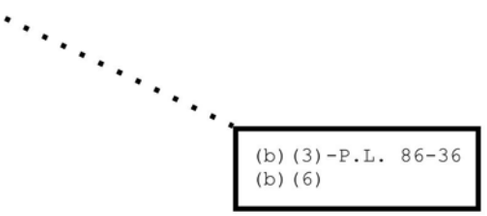
6/12/2015 Release 2021- 3
NSA 14399

Doc ID: 6717805



Release 2021- 3
NSA 14400

Doc ID: 6717805



Release 2021- 3
NSA 14401

[redacted]

From: [redacted] (b) (6)
Sent: Monday, November 02, 2015 3:32 PM
To: [redacted]
Subject: Re: [redacted] Contractor Issue
Attachments: [redacted] New Hire Orientation.pptx

[redacted]

Attached below is the information that you requested. If you need anything else, please let me know.

Regarding the timecard training that he received on 2 September 2012. Could you provide a synopsis of what the timecard training entailed? Specifically, would he have understood that he was

1) only authorized to bill for time he worked under the contracts: YES
2) that he was not authorized to bill for time he was not at the work locations: Indeterminate from the training packages
3) that lunches or break periods away from the work locations would not be considered billable time: YES
4) any the consequences associated with timecard fraud? YES
5)did he take the training on September 2 or September 20 of 2012? September 20, 2012

* Also, were there [redacted] Program Managers that interfaced with him at his work location while he supported [redacted] and [redacted] contracts that may have reminded him about timecard policy? If so, could I have their names and contact information?

(b) (3)-P.L. 86-36

* [redacted]
* [redacted] (She worked with him on site), [redacted] is [redacted] actual manager)

* Lastly, for 7/1/14, 7/2/14, and 7/3/14. From reading your information provided on 12 June 2015, I am still unclear if he actually billed against the [redacted] contract for these date. Appreciate if you could clarify whether he billed or not? [redacted] charged [redacted] for the days of 7/1/14, 7/2/14 and 7/3/14
*

Attached below is the timecard training received.

(b) (3)-P.L. 86-36
(b) (6)

Attached is the [redacted] orientation slide deck presented to [redacted] on his first day. Slides 43 and 44 address time card charging.

APPENDIX C3

Regards,

[redacted]

Release 2021- 3
NSA 14402

[redacted]

(b) (6)

From: [redacted]
To: [redacted]
Date: 10/22/2015 09:49 AM
Subject: [redacted] Contractor Issue

INSPECTOR GENERAL SENSITIVE INFORMATION: This email is intended only for authorized recipients. This email my contain information that is confidential, sensitive, and/or protected by Federal law, including the Privacy Act of 1974, as amended.

[redacted]

Thank-you for sending the detailed information about [redacted] back on 12 June 2015.

(b) (3)-P.L. 86-36
(b) (6)

I do have a couple of follow-on questions to ask.

Regarding the timecard training that he received on 2 September 2012. Could you provide a synopsis of what the timecard training entailed? Specifically, would he have understood that he was 1) only authorized to bill for time he worked under the contracts, 2) that he was not authorized to bill for time he was not at the work locations; 3) that lunches or break periods away from the work locations would not be considered billable time; and 4) any the consequences associated with timecard fraud?

Also, were there [redacted] Program Managers that interfaced with him at his work location while he supported [redacted] and [redacted] contracts that may have reminded him about timecard policy? If so, could I have their names and contact information?

Lastly, for 7/1/14, 7/2/14, and 7/3/14. From reading your information provided on 12 June 2015, I am still unclear if he actually billed against the [redacted] contract for these date. Appreciate if you could clarify whether he billed or not?

Appreciate your help in advance and would like this information as soon as possible.

Please call me if you have any questions.

Regards,

(b) (3)-P.L. 86-36

[redacted]
Investigator

Release 2021- 3
NSA 14403

NSA OIG

[redacted]

(b)(3)-P.L. 86-36

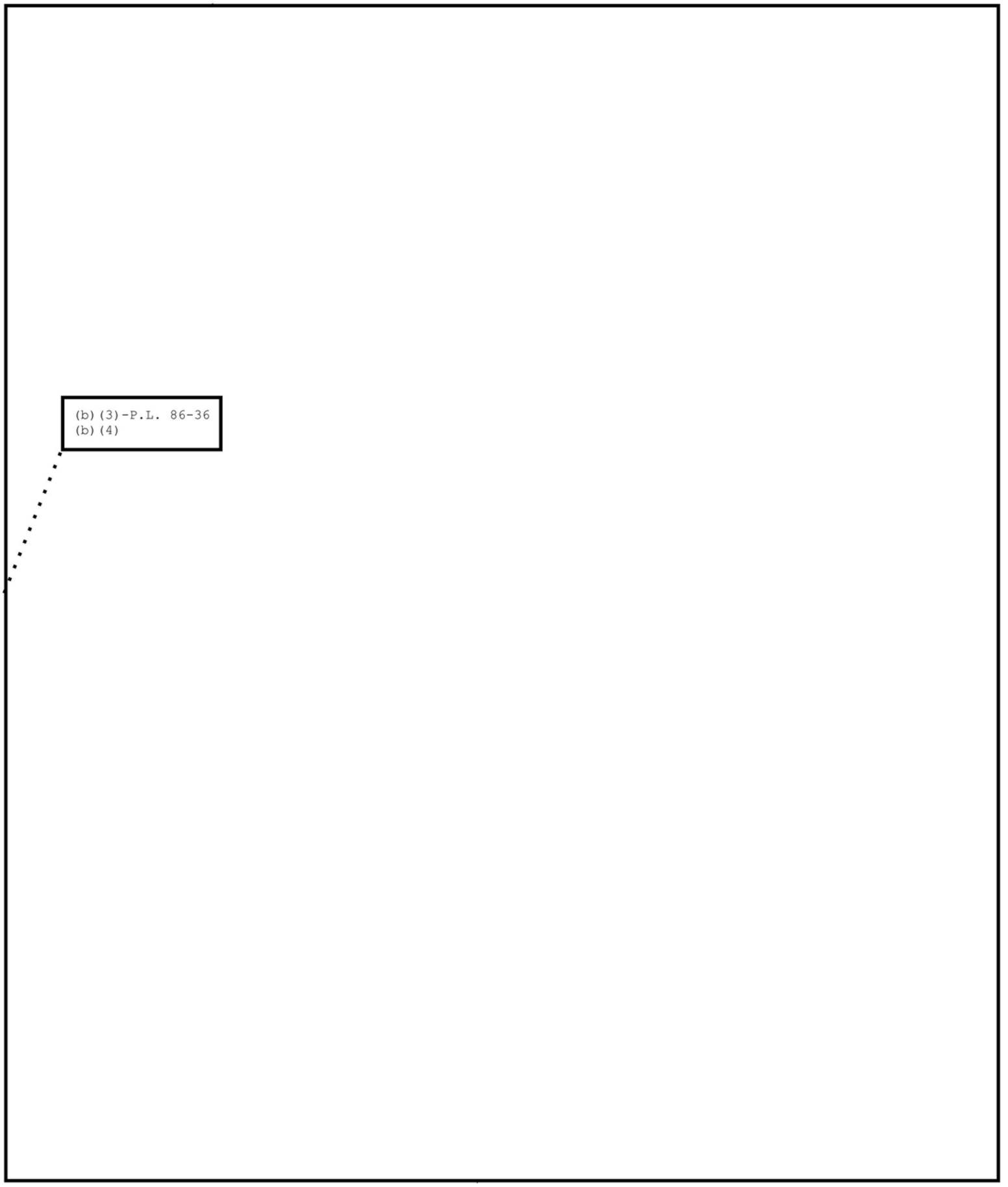
Release 2021- 3
NSA 14404

(b)(3)-P.L. 86-36
(b)(4)

Release 2021-3
NSA 14405

(b)(3)-P.L. 86-36
(b)(4)

(b)(3)-P.L. 86-36
(b)(4)

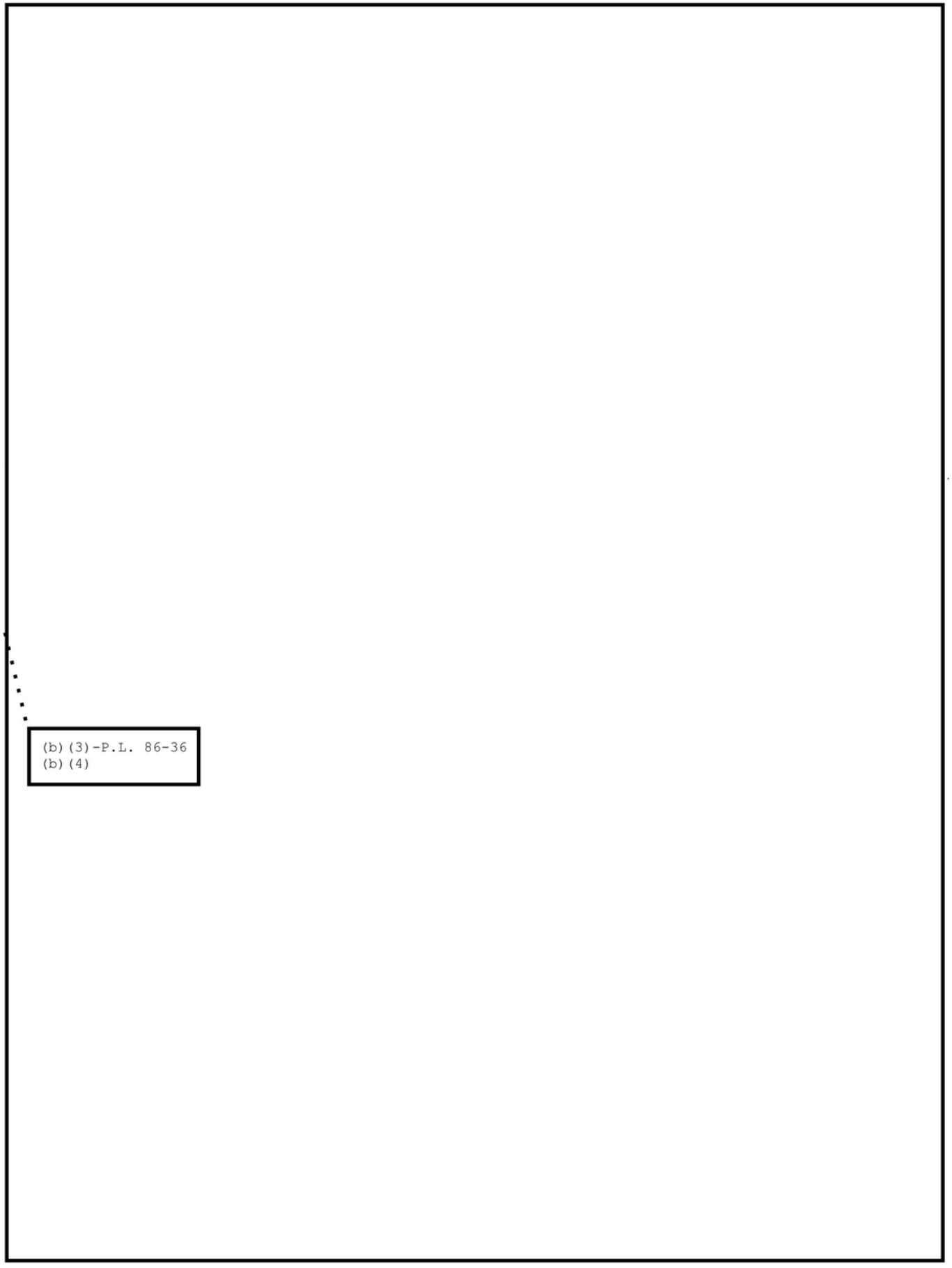

(b)(3)-P.L. 86-36
(b)(4)

(b)(3)-P.L. 86-36
(b)(4)

Release 2021-3
NSA 14409

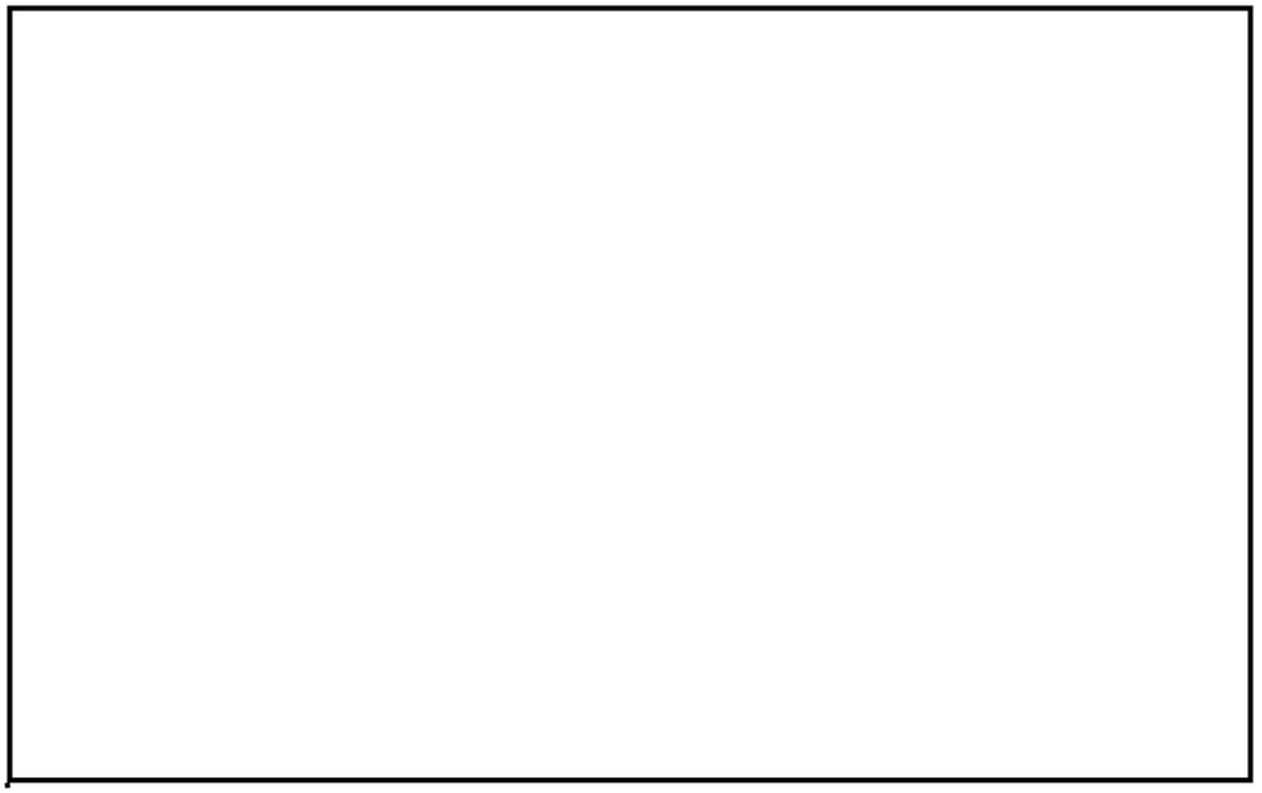
(b)(3)-P.L. 86-36
(b)(4)

Release 2021-3
NSA 14410

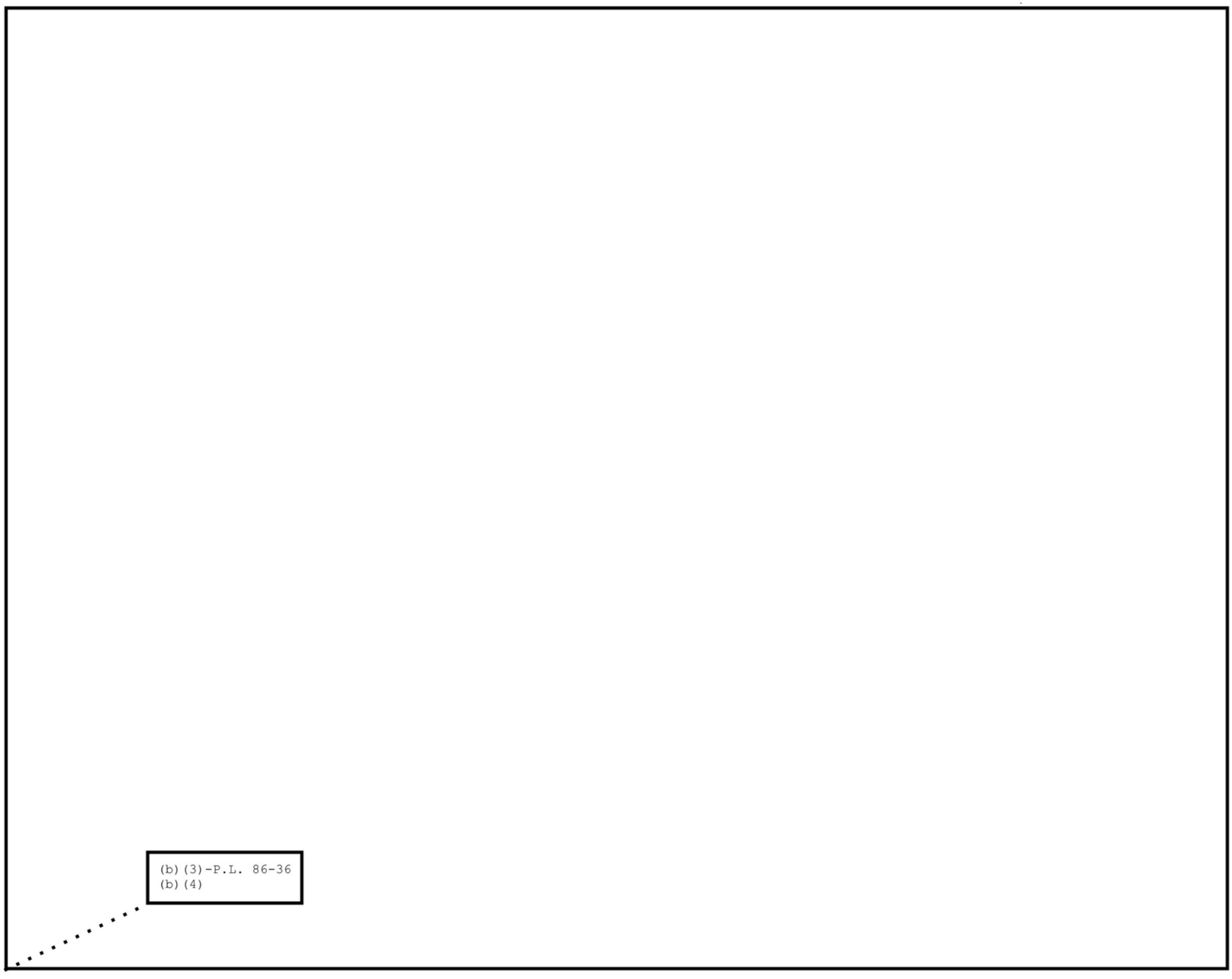

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(b)(4)

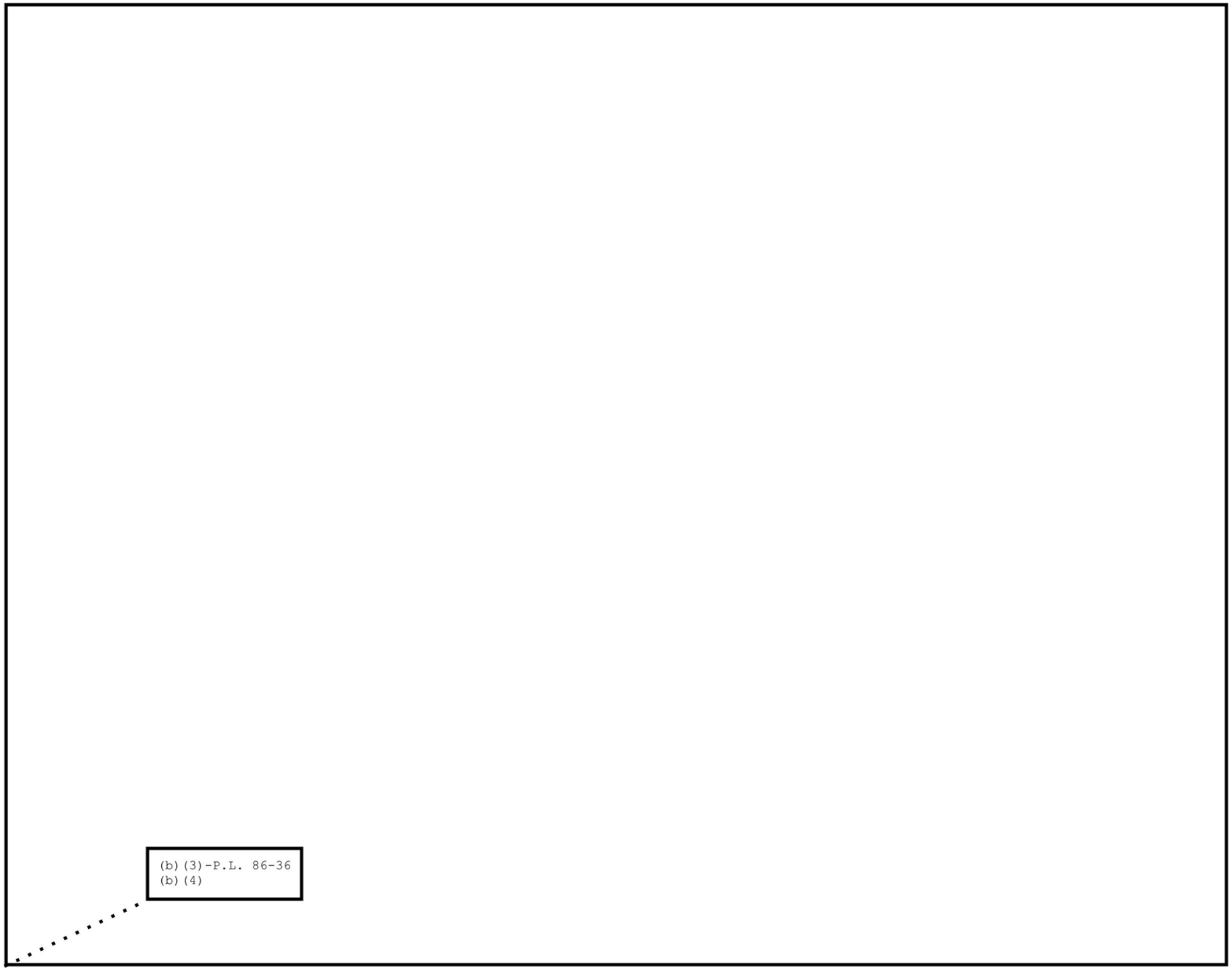
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(b)(4)

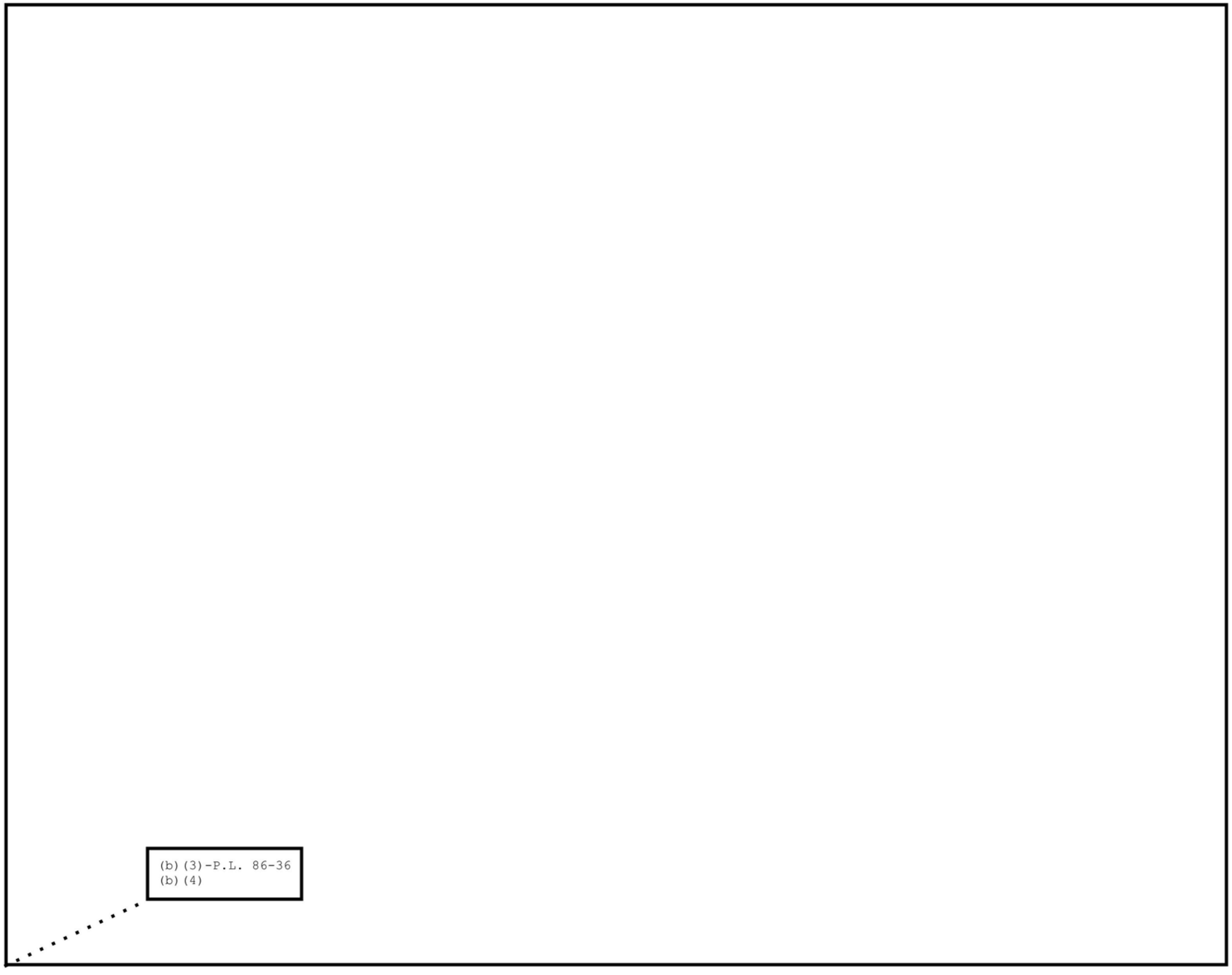
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(b)(4)

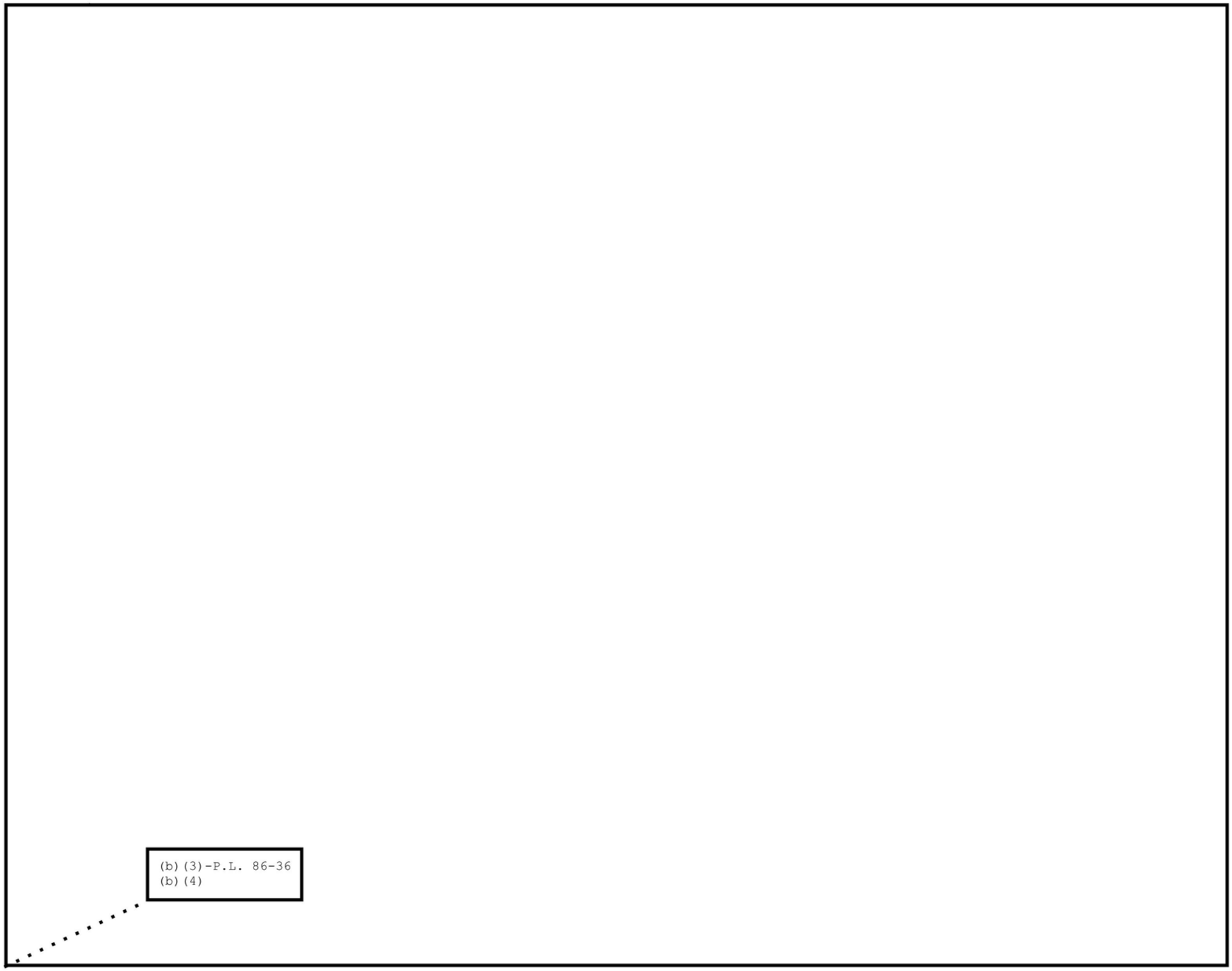


(b)(3)-P.L. 86-36
(b)(4)

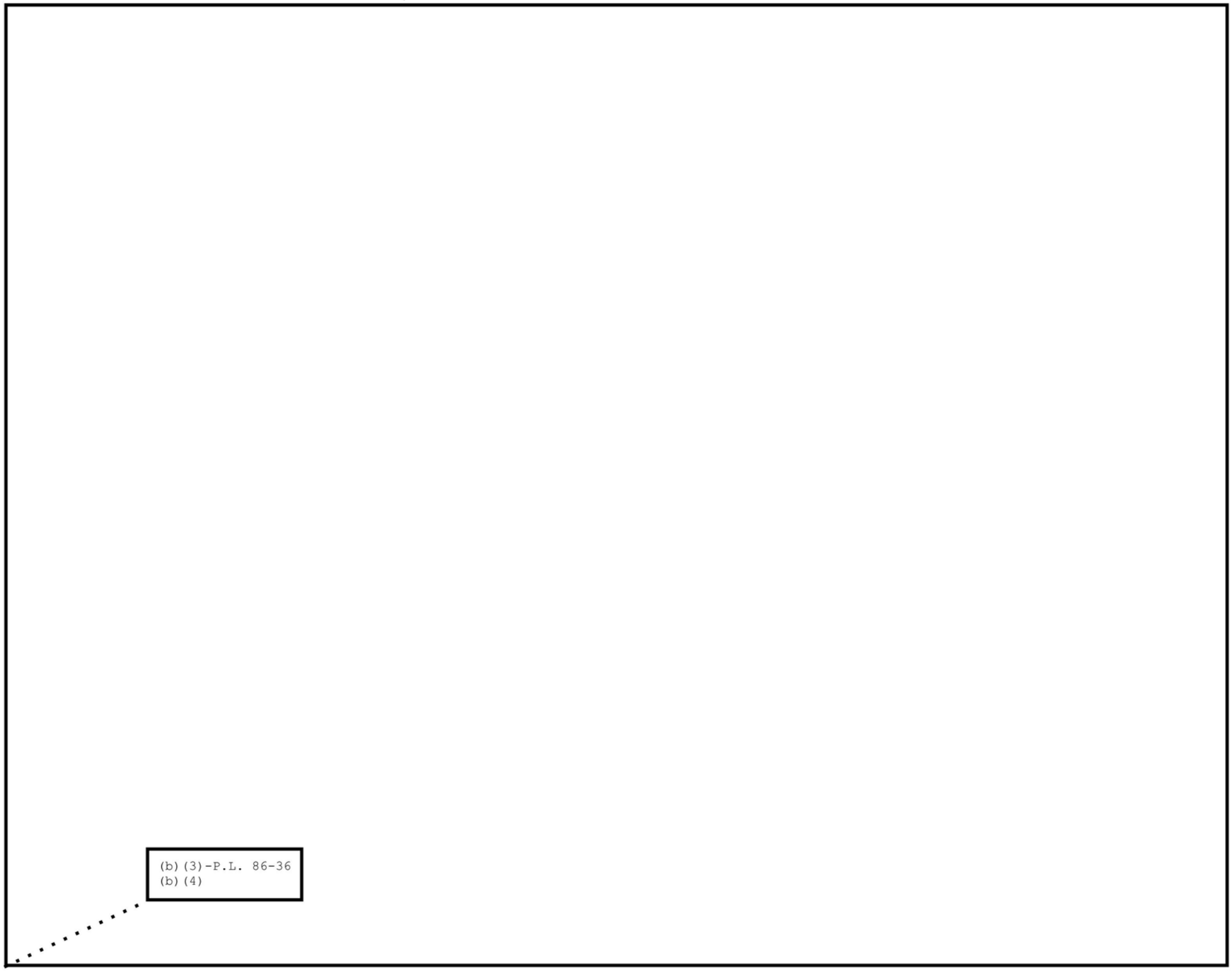

(b)(3)-P.L. 86-36
(b)(4)


(b)(3)-P.L. 86-36
(b)(4)


(b)(3)-P.L. 86-36
(b)(4)



(b)(3)-P.L. 86-36
(b)(4)



(b)(3)-P.L. 86-36
(b)(4)

(b)(3)-P.L. 86-36
(b)(4)
(b)(6)

From: [redacted]
To:
Subject: (U) RE: OIG Investigation
Date: Tuesday, June 16, 2015 4:02:36 PM

Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

[redacted] please see my responses to your questions below.

I am out on this Friday (19 June) and will be in late Monday (22 June) ETA ~ 1030.

R

[redacted]

(U//~~FOUO~~)

[redacted]

From [redacted]
Sent: Tuesday, June 16, 2015 10:30 AM
To: [redacted]
Subject: OIG Investigation

Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

INSPECTOR GENERAL SENSITIVE INFORMATION: *This email is intended only for authorized recipients. This email message may contain information that is confidential, sensitive, and/or protected by Federal law, including the Privacy Act of 1974, as amended.*

(b)(3)-P.L. 86-36

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

(U//~~FOUO~~) I've been assigned an OIG investigation concerning an allegation that [redacted] [redacted] contractor engaged in labor mischarging.

(U) Appreciate if you'd give me a call when you have privacy so we can discuss some questions I have regarding the allegation.

(b)(3)-P.L. 86-36
(b)(6)

- (U) I'm interested in the following:

- (U//~~FOUO~~) Believe this allegation came to you from the contract PM? It didn't start out as an allegation, more of a query from the Prime PM if I could pull the CONFIRM logs. It then led

Release 2021- 3
NSA 14421

to the reason why. Who is this person? The PM at the time was [redacted] What did they tell you they observed? The PM did not personally observe rather I speculate that the PM was acting on inputs from [redacted] co-contractors. To the best of my knowledge, the co-contractors identified that [redacted] seemed to disappear for long periods of time, e.g. extended lunch, etc. and I think they were concerned that he was claiming more hours worked than actual. Were they in close proximity to observe [redacted] activities on a daily basis? The PM was not but the co-contractors were as they all shared the same work space area.

- (U//~~FOUO~~) Did anyone else observe [redacted] alleged labor mischarging activities? Outside of co-contractors, I do not believe so however, there were Government staff that may have (see below).

(b) (3)-P.L. 86-36
(b) (6)

- (U//~~FOUO~~) For the period 2014/2015, believe he worked and charged to two NSA contracts, 1) [redacted] and 2). [redacted] Is this accurate and what were the timeframes? Any other NSA contracts he may have worked on and charged to?

[redacted] was on staff against Contract [redacted] through 30 June 2014 based on last invoice number [redacted] 13 January – 30 June 2014 (designated as FINAL Invoice dated 18 September 2014) and [redacted] dated 19 August 2013. The last invoice that [redacted] most likely had direct labor hours against was Invoice [redacted] for [redacted] 26 May – 30 June 2014.
Note: Invoicing was against cumulative labor hours against a labor category, in this case [redacted] I did not have access to specific time cards. The vendor [redacted] was kind enough to list the last names of the individuals that had hours against the invoice. I believe the Prime's intent was to crosswalk the time cards against the CONFIRM logs to determine if there were discrepancies.

I have no information regarding Contract [redacted]

(b) (3)-P.L. 86-36

I am not aware of any other contracts [redacted] may have been aligned against.

(b) (3)-P.L. 86-36
(b) (4)

- (U//~~FOUO~~) What type of contracts were these (cost reimbursable? Time & Material?) Contract [redacted] was a Firm Fixed Price/Level of Effort (FFP/LOE) contract.

- (U//~~FOUO~~) Who is the NSA Contracting Officer Representative for contracts he worked under? I was the last COR against the contract, [redacted]

- (U//~~FOUO~~) Was there an NSA employee in the work center that had oversight of [redacted] activities? Yes, [redacted] who has since retired from NSA however, he is back as a SAR within ADET and [redacted] who is now in the T organization.

- (U//~~FOUO~~) What was his job title, duties, work location(s), hours worked per day/week? Was he authorized to work off-site, i.e. at contractor's SCIF location?

Job Title: [redacted]
Duties: [redacted]
Work Location(s): [redacted]

Hours worked per day/week: This is a little tricky as the contract stipulates NMT 1,880 hours per option period but the norm would be 8 hours/day (not including lunch), 40 hours per week.
All work was within Government spaces [redacted]. There were no contract provisions for work to be performed outside of [redacted]

- (U//~~FOUO~~) Did [redacted] work at [redacted] through end of June 2014? Did he then work at [redacted] beginning Tuesday 8 July 2014? Why did the change occur for [redacted] to move from [redacted] to [redacted]?

[redacted] was on staff against Contract [redacted] through 30 June 2014 based on last invoice number [redacted]
I do not know where he went after that.
The contract ended and was replaced with a new contract [redacted]

(b) (3)-P.L. 86-36
(b) (6)

- (U//~~FOUO~~) Who should I contact to obtain information about the contracts as it pertains to [redacted] activities, his duties, and locations he was authorized to work at (i.e. [redacted] other NSA locations, and contractor locations and task orders/job requirements)?

I am the POC for Contract [redacted] and I have answered pertaining against that contract. I honestly have no clue whom else you would talk to about any other contracts or locations.

(b) (3)-P.L. 86-36

- (U//~~FOUO~~) Did [redacted] have any legitimate work reason to be away from the work locations during his work hours and charge against the NSA contract(s)? NO! ALL work under the contract was within [redacted] for [redacted]. I do not know if he was also staffed against another contract and was invoicing against that contract as well.

- (U//~~FOUO~~) Would you know where he worked on 1 to 3 July 2014 and what NSA contract he supported? Sorry, I cannot provide any information.

Regards,

[redacted]
Investigator
NSA/CSS Office of the Inspector General
[redacted]
Suite 6247
969-4280s.

CONFIDENTIAL NATURE OF interaction with OIG Advisement: We are required to protect the confidentiality of IG Investigations and the rights, privacy, and reputations of all people involved in them. We ask people not to discuss or reveal matters under investigation. Accordingly, we ask that you do not discuss this matter with anyone without permission.

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Release 2021- 3
NSA 14424

(b) (3)-P.L. 86-36

From: [redacted]
To:
Subject: RE: (U) RE: OIG Investigation
Date: Wednesday, June 17, 2015 11:52:54 AM

Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

[redacted] I'm reaching out to see if we can dig up a copy of the SOW.

The contract includes the following contract clause:

SECTION F – DELIVERIES OR PERFORMANCE

F.4 352.215-9009 PLACE OF PERFORMANCE (MAR 2008) – ALTERNATE II (MAR 2008)

Unless the written approval of the Contracting Officer is obtained in advance, the work herein shall not be performed at any facility, other than at the Government's site.

While the SOW should also specify work is in Government spaces only, it may not as there has always been a desire to not be redundant in SOWs when there is a FAR, DFAR, or MPOAS clause that says the same thing. Additionally, the contract clause is binding where the SOW could be considered non-binding.

[redacted]

(U//~~FOUO~~)

[redacted]

From: [redacted]
Sent: Tuesday, June 16, 2015 4:03 PM
To: [redacted]
Subject: (U) RE: OIG Investigation

Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

[redacted] please see my responses to your questions below.

I am out on this Friday (19 June) and will be in late Monday (22 June) ETA ~ 1030.

R

[redacted]

~~(U//FOUO)~~

[redacted]

From: [redacted]
Sent: Tuesday, June 16, 2015 10:30 AM
To: [redacted]
Subject: OIG Investigation

Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

INSPECTOR GENERAL SENSITIVE INFORMATION: *This email is intended only for authorized recipients. This email message may contain information that is confidential, sensitive, and/or protected by Federal law, including the Privacy Act of 1974, as amended.*

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

(b)(3)-P.L. 86-36

(U//~~FOUO~~) I've been assigned an OIG Investigation concerning an allegation that [redacted] contractor engaged in labor mischarging.

(U) Appreciate if you'd give me a call when you have privacy so we can discuss some questions I have regarding the allegation.

(b)(3)-P.L. 86-36
(b)(6)

- (U) I'm interested in the following:

- (U//~~FOUO~~) Believe this allegation came to you from the contract PM? It didn't start out as an allegation, more of a query from the Prime PM if I could pull the CONFIRM logs. It then led to the reason why. Who is this person? The PM at the time was [redacted] What did they tell you they observed? The PM did not personally observe rather I speculate that the PM was acting on inputs from [redacted] co-contractors. To the best of my knowledge, the co-contractors identified that [redacted] seemed to disappear for long periods of time, e.g. extended lunch, etc. and I think they were concerned that he was claiming more hours worked than actual. Were they in close proximity to observe [redacted] activities on a daily basis? The PM was not but the co-contractors were as they all shared the same work space area.

- (U//~~FOUO~~) Did anyone else observe [redacted] alleged labor mischarging activities? Outside of co-contractors, I do not believe so however, there were Government staff that may have (see below).

- (U//~~FOUO~~) For the period 2014/2015, believe he worked and charged to two NSA contracts, 1). [redacted] and 2). [redacted] Is this accurate and what were the timeframes? Any other NSA contracts he may have worked on and charged to?

[redacted] was on staff against Contract [redacted] through 30 June 2014 based on last invoice number [redacted] 13 January – 30 June 2014 (designated as FINAL Invoice dated 18 September 2014) and [redacted] dated 19 August 2013. The last invoice that [redacted] most likely had direct labor hours against was Invoice [redacted] for [redacted] 26 May – 30 June 2014.
Note: Invoicing was against cumulative labor hours against a labor category, in this case [redacted] I did not have access to specific time cards. The vendor [redacted] was kind enough to list the last names of the individuals that had hours against the invoice. I believe the Prime's intent was to crosswalk the time cards against the CONFIRM logs to determine if there were discrepancies.

(b) (3)-P.L. 86-36
(b) (6)

I have no information regarding Contract [redacted]

I am not aware of any other contracts [redacted] may have been aligned against.

- (U//~~FOUO~~) What type of contracts were these (cost reimbursable? Time & Material?) Contract [redacted] was a Firm Fixed Price/Level of Effort (FFP/LOE) contract.

(b) (3)-P.L. 86-36
(b) (4)

- (U//~~FOUO~~) Who is the NSA Contracting Officer Representative for contracts he worked under? I was the last COR against the contract, [redacted]

- (U//~~FOUO~~) Was there an NSA employee in the work center that had oversight of [redacted] activities? Yes, [redacted] who has since retired from NSA however, he is back as a SAR within ADET and [redacted] who is now in the T organization.

(b) (3)-P.L. 86-36

- (U//~~FOUO~~) What was his job title, duties, work location(s), hours worked per day/week? Was he authorized to work off-site, i.e. at contractor's SCIF location?

Job Title: [redacted]
Duties: [redacted]
Work Location(s): [redacted]
Hours worked per day/week: This is a little tricky as the contract stipulates NMT 1,880 hours per option period but the norm would be 8 hours/day (not including lunch), 40 hours per week.
All work was within Government spaces [redacted] There were no contract provisions for work to be performed outside of [redacted]

- (U//~~FOUO~~) Did [redacted] work at [redacted] through end of June 2014? Did he then work at [redacted] beginning Tuesday 8 July 2014? Why did the change occur for [redacted] to move from [redacted] to [redacted]?

[redacted] was on staff against Contract [redacted] through 30 June 2014 based on last invoice number [redacted]
I do not know where he went after that.

The contract ended and was replaced with a new contract [redacted]

- (U//~~FOUO~~) Who should I contact to obtain information about the contracts as it pertains to [redacted] activities, his duties, and locations he was authorized to work at (i.e. [redacted] other NSA locations, and contractor locations and task orders/job requirements)?

I am the POC for Contract [redacted] and I have answered pertaining against that contract. I honestly have no clue whom else you would talk to about any other contracts or locations.

(b) (3)-P.L. 86-36
(b) (6)

- (U//~~FOUO~~) Did [redacted] have any legitimate work reason to be away from the work locations during his work hours and charge against the NSA contract(s)? NO! ALL work under the contract was within [redacted] for [redacted]. I do not know if he was also staffed against another contract and was invoicing against that contract as well.

(b) (3)-P.L. 86-36

- (U//~~FOUO~~) Would you know where he worked on 1 to 3 July 2014 and what NSA contract he supported? Sorry, I cannot provide any information.

Regards,

[redacted]
Investigator
NSA/CSS Office of the Inspector General
[redacted]
Suite 6247
969-4280s.

CONFIDENTIAL NATURE OF interaction with OIG Advisement: We are required to protect the confidentiality of IG Investigations and the rights, privacy, and reputations of all people involved in them. We ask people not to discuss or reveal matters under investigation. Accordingly, we ask that you do not discuss this matter with anyone without permission.

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Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

Doc ID: 6717805

[redacted]

From: [redacted]
Sent: Monday, June 22, 2015 9:45 AM
To: [redacted]
Subject: RE: (U) COR for [redacted]
Attachments: (U//~~FOUO~~) NOTIFICATION OF APPROVED BADGE REQUEST (1.20 KB); [redacted] Visitor Log.pdf; FW: (U) [redacted] Info (37.7 KB)
Signed By: [redacted]

Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

(b) (3)-P.L. 86-36
(b) (6)

[redacted]

I looked back into my records concerning [redacted] and identified the following:

(b) (3)-P.L. 86-36

- His [redacted] account [redacted] was not created until 2 July 2014 @ 1443 hours.
- I received an email from CONFIRM that [redacted] was approved for a retention badge on ***8 July 2014*** **(copy attached)**
- A request by the Division Chief to add [redacted] to our SCIF door's key/alarm list did not occur until ***7 July 2014*** (our SCIF door is on a separate key/alarm list than general access at FGGM). NOTE: He could not be added to our SCIF door's key/alarm list until AFTER he obtained his picture badge. **(copy attached though you may not be able to read it as it is encrypted).**
- I checked our Visitors Log (all who enter our facility who are NOT on our key/alarm list MUST sign the visitor's log) and confirmed his sign-in (**copies attached**):
  - 1 July 2014 : 0900-0908
  - 7 July 2014 : 1110-1720
  - 7 July 2014 : 1015-1405 (though this was entered in the log as 7 July 2014 I believe it was actually 8 July 2014)

all former [redacted] authorized on these dates

If you cannot read the [redacted] Info" eMail (Div. Chief's request to have [redacted] added to our SCIF key/alarm list) please let me know and I will attempt to forward it to you. It is encrypted due to it containing [redacted] SSN.

Please let me know if there is any additional information required.

[redacted]

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(U//~~FOUO~~) [redacted]
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NSA 14429

+ (U) [redacted]
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(b) (6)

From: [redacted]
Sent: Wednesday, June 17, 2015 1:26 PM
To: [redacted]
Subject: (U) COR for [redacted]

(b) (3)-P.L. 86-36

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[redacted]

The voicemail message I left for you was to ask if you are the COR for NSA contract [redacted]?

If so, appreciate if I could speak with you regarding an OIG Investigation matter.

Thank-you!

[redacted]
Investigator
NSA/CSS Office of the Inspector General
[redacted]
Suite 6247
969-4280s.

Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

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NSA 14430

[redacted]

From: confirm@nsa.ic.gov
Sent: Tuesday, July 08, 2014 8:23 AM
To: [redacted]
Cc: [redacted]
Subject: (U//~~FOUO~~) NOTIFICATION OF APPROVED BADGE REQUEST

Classification:UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

[redacted] (b) (3)-P.L. 86-36 (b) (6)

This email contains information subject to the Privacy Act.

[redacted] (b) (3)-P.L. 86-36

(U//~~FOUO~~) The Security/Badge Office has approved a badge request for:

- Subject Info: [redacted]
- Badge Request Type: Badge Request
- Badge Description: IC Green Badge
- Badge Request Nbr: [redacted]
- Badge Expiration Date: 7/7/2015
- Site: NSAW
- Badge Pickup Location: Visitor Center #1

(U//~~FOUO~~) Allow 2-3 days for processing before subject reports to the above location.

(U//~~FOUO~~) Please contact your local Security/Badge Office by replying to this email or calling 963-6611 with any questions.

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Release 2021- 3
NSA 14431

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(b)(3)-P.L. 86-36

Visitors Log

Date	Name (PRINT)	Signature	Organization	Point of Contact	Time In	Time Out
7/2					12:53	13:53
7/2					"	13:53
7/2					1318	1328
7/2					1318	1528
7/3					1357	1406
7/3					0904	1210
7/3					0904	1210
7/3					1019	1055
7/7					1042	1307
7/7					1042	1307
7/7					1316	1403
7/7					1110	~~1303~~ 1720
7/7					1120	1125
7/7					1120	1125
7/7					1355	1421
7/7					1346	1437
7/7					1355	1603
7/7					1455	1505
7/7					1455	1505
7/7					0958	1137
7/8					1015	1405
7/8					1145	1435
7/8					1226	1430
7/9					12:50	1320
7/9					0940	1606
7/9					0940	1000
7/9					0950	1000
7/9					1155	1400

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(b)(3)-P.L. 86-36
(b)(6)

Doc ID: 6717805

Visitors Log

Date	Name (PRINT)	Signature	Organization	Point of Contact	Time In	Time Out
6/25					1002	11:03
6/26					1020	11:00
6/26					1020	11:20
6/27					1515	16:30
6/27					0955	1:45
6/27					11:05	12:25
6/27					11:05	1225
6/27					1410	1435
6/27					9:00	
6/30					1:00	1:50
7/1					9:00	9:08
7/1					12:45	15:20
7/1					1245	15:20
7/1					12:45	15:20
7/2					835	9:20
7/2					8:35	9:20
7/2					0901	1125
7/2					0910	1207
7/2					0910	2:00
7/2					0910	1207
7/2					920	1:35
7/2					9:20	11:55
7/2					9:35	9:50
7/2					9:35	9:50
7/2					11:45	12:45
7/2					12:10	12:46
7/2					12:50	13:53
7/2					12:52	13:53

(b) (3)-P.L. 86-36
(b) (6)

(b) (3)-P.L. 86-36

Release 2021- 3
NSA 14433

From: [redacted]
To:
Subject: RE: (U) OIG Investigation - request for assistance
Date: Wednesday, July 20, 2016 7:13:33 AM

[redacted]

Sorry, you are correct. [redacted] joined the [redacted] contract on 20140701 and was added to the [redacted] on 7 July 2014.

Sorry for any confusion.

[redacted]

From: [redacted]
Sent: Monday, July 18, 2016 11:30 AM
To: [redacted]
Subject: RE: (U) OIG Investigation - request for assistance

(b) (3)-P.L. 86-36
(b) (6)

Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

(b) (3)-P.L. 86-36

Hi [redacted]

I need to verify the year that [redacted] was added to the key list for [redacted] in [redacted] In your email, below, you stated 7 July 2015. The attached email states 7 July 2014. I believe it was 2014 (based on the attachment to the attached email), but I want to double check with you.

Thank you,

[redacted]

From: [redacted]
Sent: Wednesday, July 13, 2016 10:54 AM
To: [redacted]
Subject: RE: (U) OIG Investigation - request for assistance

[redacted]

Sorry, typo. Should have read:

[redacted] (fourth floor SCIF and first floor SCIF, respectively).

[redacted]

From [redacted]

Sent: Wednesday, July 13, 2016 10:49 AM
To:
Subject: RE: (U) OIG Investigation - request for assistance

Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

Hi

Thanks so much for your response, but I'm a little confused about item #2.....sorry.

You referenced and in your response but I'm not making the connection to where his office was on the 4th floor and the lab was on the 1st floor.

Help. :-\

Thanks,

From:
Sent: Wednesday, July 13, 2016 9:34 AM
To: (b)(3)-P.L. 86-36
Subject: RE: (U) OIG Investigation - request for assistance

1 – (1st floor) and (4th floor) are controlled by the same key ISI under KATS so was added to both at the same time (7 July 2015).

2 – I do not have access to information. The ISSO I worked with under the contract, is/was 719-4064(s). I would recommend starting with her to determine the information required concerning

FYI: The contract has ended though I am in the process of having it extended until 31 August 2016 so that we can complete facility. Also, though the Government's name for the contract is name for the contract is The name difference is due to Operational Security concerns. If you need to know specifics please let me know.

(b)(3)-P.L. 86-36
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(b) (3)-P.L. 86-36

(b) (6)

From:
Sent: Monday, July 11, 2016 5:06 PM
To
Subject: (U) OIG Investigation - request for assistance

Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

INSPECTOR GENERAL SENSITIVE INFORMATION: *This email, including any attachments, is intended only for authorized recipients. This email message may contain information that is confidential, sensitive, and/or protected by Federal law, including the Privacy Act of 1974, as amended.*

Hello

We are still working through the investigation regarding

You previously provided some information to my colleague, regarding when was added to the 4th floor SCIF door access in (see attached).

At this time, I am trying to determine when would have been added to the first floor lab SCIF door access because, apparently, he spent some time working in this lab, as well. Do you know when he was put on the access list? I would also like to obtain the 1st floor access control records for the timeframe 1 July 2014 through 27 February 2015, but believe I will need the room number for the lab before I can request the records. Is this something you can help me with?

Also, spent time in during the timeframe we reviewed. It is my

(b) (3)-P.L. 86-36
(b) (6)

Release 2021- 3
NSA 14436

understanding that [redacted] required swiping of the contractor (not NSA) badge because it is a [redacted] building. I'd like to know when he was added to the swipe access at [redacted] and then I would like to obtain the [redacted] access control records for the timeframe of 1 July 2014 through 27 February 2015. Is this something you can help me with or provide a POC at [redacted] who may be able to assist me?

Thank you,

[redacted]

(U//~~FOUO~~) [redacted]
Senior Investigator
NSA/CSS OIG, Office of Investigations, DJ4
[redacted] Suite 6247
963-2988(s) / [redacted]
DropBox for [redacted]

From: [redacted]
Sent: Monday, June 06, 2016 12:42 PM
To [redacted] (b)(3)-P.L. 86-36
Subject: RE: (U) Copy of contract

[redacted]

Attached are TTO [redacted]

NOTE: [redacted] only includes the funding breakout and signature page which is why I also have sent [redacted] which includes the TTO [redacted] write-up.

[redacted]

From: [redacted]
Sent: Monday, June 06, 2016 11:42 AM
To: [redacted]
Subject: RE: (U) Copy of contract

Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

INSPECTOR GENERAL SENSITIVE INFORMATION: *This email, including any attachments, is intended only for authorized recipients. This email message may contain information that is confidential, sensitive, and/or protected by Federal law, including the Privacy Act of 1974, as amended.*

Hello [redacted]

Again, thank you for the copies of the contract documents you provided.

I believe there was also a TTO [redacted] under DO [redacted] Are you able to provide a copy of TTO [redacted] as well?

Thank you,

[redacted]
(U//~~FOUO~~) [redacted]
Senior Investigator
NSA/CSS OIG, Office of Investigations, D14
[redacted]
963-2988(s) / [redacted]
DropBox for [redacted]

From: [redacted]
Sent: Monday, May 23, 2016 2:15 PM
To [redacted]
Subject: RE: (U) Copy of contract

[redacted]

Sorry for the delayed response. I was on A/L last week when your request came in.

I am assuming that you require a copy of DO [redacted] and its TTO [redacted] DO [redacted] did not have a TTO [redacted] (b) (3)-P.L. 86-36
Attached are the documents that I have.

- Original Contract [redacted] Cover Page
- Original Contract Clauses
- DO [redacted] MOD [redacted]
- DO [redacted] MOD [redacted] TTO [redacted] MOD [redacted]

Please let me know if you require further documents/information.

BTW: I was the third COR on this [redacted] contract (renamed in usage to [redacted] but I was the COR when DO [redacted] TTO [redacted] was let.

[redacted]

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(U//~~FOUO~~) [redacted]
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(b) (3)-P.L. 86-36

(b) (6)

From:
Sent: Tuesday, May 17, 2016 10:38 AM
To:
Subject: (U) Copy of contract

Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

INSPECTOR GENERAL SENSITIVE INFORMATION: *This email, including any attachments, is intended only for authorized recipients. This email message may contain information that is confidential, sensitive, and/or protected by Federal law, including the Privacy Act of 1974, as amended.*

Hello

I understand that you were/are the COR for the contract. If so, would you please provide a copy of the contract as well as copies of the DO and TTO I require these documents for an IG investigation. Please let me know if you have any questions.

Thank you,

(U//~~FOUO~~)
Senior Investigator
NSA/CSS OIG, Office of Investigations, D14
963-2988(s) /
DropBox for

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C.7.

From:
Sent: Tuesday, August 02, 2016 11:18 AM
To:
Subject: RE: NSA
Attachments: ACCESSES.txt

Attached is the badge swipe information that you requested.

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(b) (6)

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In answer to your questions:

- badge was programmed to begin access on July 1, 2014 and his access was removed on November 11, 2015 when the contract ended.
- only requires swiping in to access, but does not require swiping out when exiting.

Please let me know if you need any other infromation or have any other questions.

Best Regards,

(b) (6)

From:
To:
Date: 07/28/2016 11:26 AM
Subject: RE: NSA

Thank you,

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

C.7.

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NSA 14441

From: [redacted]
Sent: Thursday, July 28, 2016 10:43 AM
To: [redacted]
Cc: [redacted]
Subject: Re: NSA

[redacted] (b) (6)

[redacted]

This is to confirm that I received your email. As we discussed, I will obtain the information that you are seeking.

It was nice talking with you,

[redacted]

[redacted]

From: [redacted]
To: [redacted]
Date: 07/28/2016 10:38 AM
Subject: NSA

[redacted] (b) (3)-P.L. 86-36

Hello [redacted]

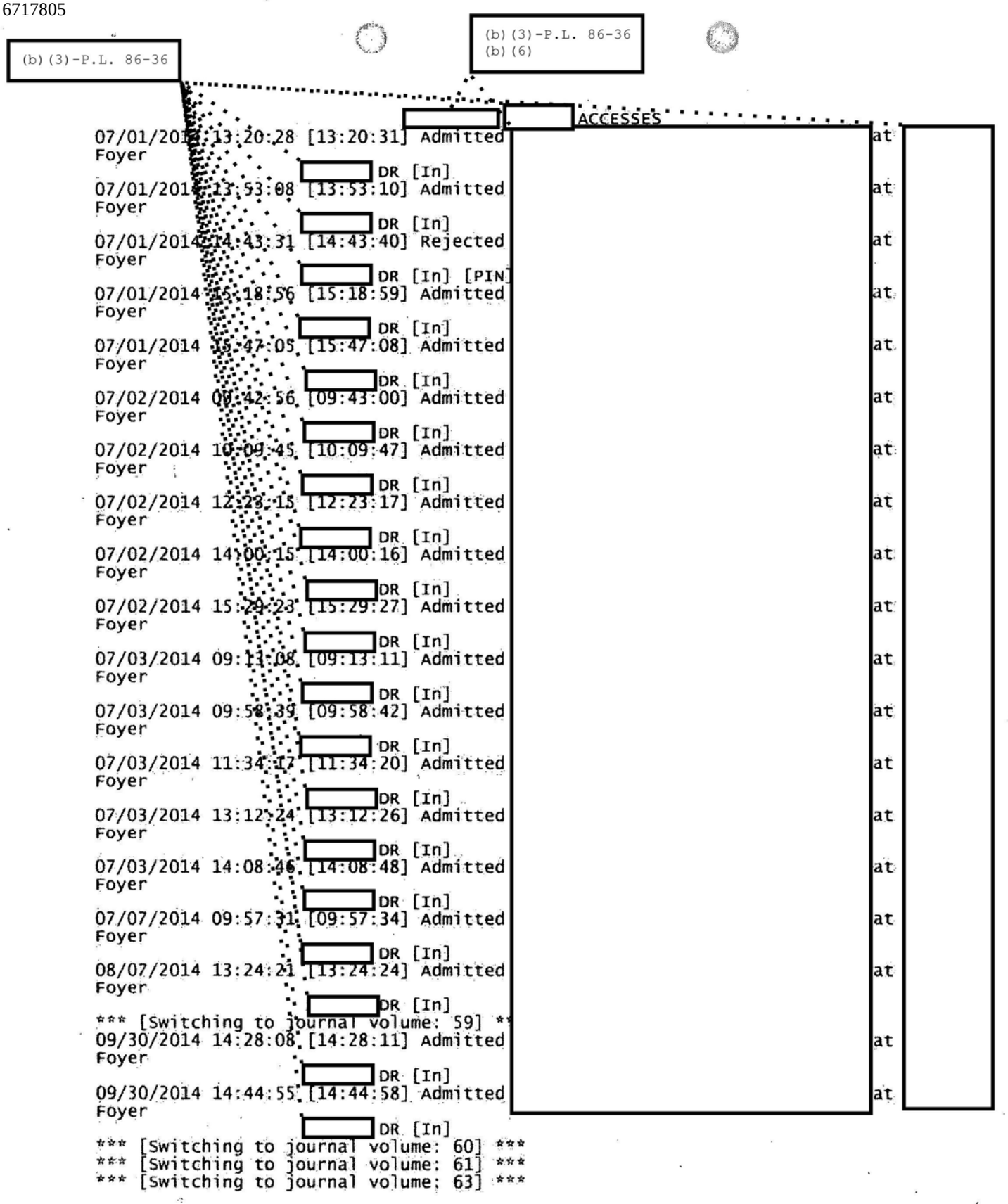
Thank you for your call today. I appreciate you providing the badge swiping information regarding the affiliate we discussed. If you require any other information from me, please let me know.
Also, if you could confirm the badge swiping requirement for entering and exiting [redacted] I would appreciate it. (badge going in and out, or just going in)?

Regards,

[redacted]
Senior Investigator
National Security Agency
Office of the Inspector General

[redacted]

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ACCESSES
07/01/2014 13:20:28 [13:20:31] Admitted at
Foyer
DR [In]
07/01/2014 13:53:08 [13:53:10] Admitted at
Foyer
DR [In]
07/01/2014 14:43:31 [14:43:40] Rejected at
Foyer
DR [In] [PIN]
07/01/2014 15:18:56 [15:18:59] Admitted at
Foyer
DR [In]
07/01/2014 15:47:05 [15:47:08] Admitted at
Foyer
DR [In]
07/02/2014 09:42:56 [09:43:00] Admitted at
Foyer
DR [In]
07/02/2014 10:09:45 [10:09:47] Admitted at
Foyer
DR [In]
07/02/2014 12:23:15 [12:23:17] Admitted at
Foyer
DR [In]
07/02/2014 14:00:15 [14:00:16] Admitted at
Foyer
DR [In]
07/02/2014 15:29:23 [15:29:27] Admitted at
Foyer
DR [In]
07/03/2014 09:13:08 [09:13:11] Admitted at
Foyer
DR [In]
07/03/2014 09:58:39 [09:58:42] Admitted at
Foyer
DR [In]
07/03/2014 11:34:17 [11:34:20] Admitted at
Foyer
DR [In]
07/03/2014 13:12:24 [13:12:26] Admitted at
Foyer
DR [In]
07/03/2014 14:08:46 [14:08:48] Admitted at
Foyer
DR [In]
07/07/2014 09:57:31 [09:57:34] Admitted at
Foyer
DR [In]
08/07/2014 13:24:21 [13:24:24] Admitted at
Foyer
DR [In]
*** [Switching to journal volume: 59] **
09/30/2014 14:28:08 [14:28:11] Admitted at
Foyer
DR [In]
09/30/2014 14:44:55 [14:44:58] Admitted at
Foyer
DR [In]
*** [Switching to journal volume: 60] ***
*** [Switching to journal volume: 61] ***
*** [Switching to journal volume: 63] ***

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APPENDIX D

- **(U) D.1: [redacted] mitigating explanations and the OIG's comments**
- **(U) D.2: [redacted] mitigating information dated 26 February 2016 and an updated version dated 27 May 2016 (all of this information is consolidated at Appendix D.1)**
- **(U) D.3: Email from [redacted] to the OIG dated 11 April 2016**
- **(U//~~FOUO~~) D.4: Emails from [redacted], government lead, [redacted] contract**

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- Emails from [redacted] government lead, [redacted] contract [redacted] **mitigating explanations and the OIG's comments**

- Feb. 28, 2014: On Fridays, you have to have your time in before you actually work it so you estimate the best you can. I apparently took a little longer lunch than I planned on taking. I stayed until 6:30 on a Friday (when everyone else was most likely gone by 4:30), so I obviously was not trying to skip out on getting my time in.
  OIG COMMENT: No time was mitigated; .75 discrepant hour remains.

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- Mar. 7, 2014: Again, a Friday when I have to estimate beforehand how much time I would work that day. I should have realized the long lunch and gone back in and adjusted my hours accordingly.
  OIG COMMENT: No time was mitigated; 1.50 discrepant hours remain.

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- Mar. 12, 2014: With the short amount of time I was out of the office, and the fact that I didn't badge into [redacted] (for the cafeteria), this leads me to believe I was probably walking around the parking lot as a semi-break. Co-workers and I would do this occasionally and usually we would talk about work things (on a high, unclassified level) so I still would consider this work time……like a really informal meeting.
  OIG COMMENT: The 21 minute break was not counted against [redacted] time for the day (only cumulative breaks totaling 30 minutes or greater were counted). The .50 discrepant hour is attributable to a later arrival or earlier departure than [redacted] accounted for on his timesheet. No time was mitigated; .50 discrepant hour remains.

- Mar. 13, 2014: Again, I stayed until 6:41PM. I think that shows I was definitely trying to get my time in.
  OIG COMMENT: No time was mitigated; .50 discrepant hour remains.

- Mar. 14, 2014: Again, needing to work a long Friday I estimated that I would. The fact that I left at 5:19 makes me think that perhaps I had to leave abruptly and earlier than planned. A possible call from the wife, etc… (this is not uncommon to happen to me because we have young children at home). My timecard should have been adjusted accordingly after the fact.
  OIG COMMENT: No time was mitigated; 2.25 discrepant hours remain.

- Mar. 21, 2014:
  OIG COMMENT: [redacted] noted this date on his response, but provided no other information. No time was mitigated; 2.50 discrepant hours remain.

- Mar. 25, 2014: I am sure the first two time gaps are restroom trips. I believe that I went over to [redacted] in the afternoon for a meeting/training session. Looking at the time of departure it probably began at 3PM. There would be no other reason for me to leave at 2:21 and charge that late into the afternoon.
  OIG COMMENT: The two 3-minute breaks were not counted against [redacted] time for the day (only cumulative breaks totaling 30 minutes or greater were counted).

The meeting at [redacted] should not have been charged to the contract. No time was mitigated; 3.00 discrepant hours remain.

- Mar. 28, 2014: Again, a Friday when I have to estimate beforehand how much time I would work that day. My lunch break was longer than I realized. I stayed until nearly 6PM to get my time in. An adjusting timecard should have been submitted.
  OIG COMMENT: No time was mitigated; 1.75 discrepant hour remains.

- Apr. 2, 2014: I am sure the two time gaps are restroom trips.
  OIG COMMENT: The two breaks were not counted against [redacted] time for the day (only cumulative breaks totaling 30 minutes or greater were counted). The .50 discrepant hour is due to either a later arrival or earlier departure than was accounted for on [redacted] timesheet. No time was mitigated; .50 discrepant hour remains.

- Apr. 25, 2014: The 25 minutes outside of confirm (again with the short timeframe and no badge in elsewhere) makes me think coworkers and I possibly were outside again. Sometimes we would walk and discuss work issues, sometimes we had to go to someone's car to get some work supplies, etc. The 47 minute gap later in the day was probably me getting lunch.
  OIG COMMENT: No time was mitigated; 1.00 discrepant hour remains.

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- Apr. 29, 2014: I believe on this night I charged some time for the amount of time it took me to get all of my financial records together for my Security Financial Disclosure Form.
  OIG COMMENT: Time spent gathering documentation to file a SFD is not chargeable to the contract. No time was mitigated; 1.50 discrepant hours remain.

- May 1, 2014: The short (14 minute) break leads me to believe I just had to go outside for a quick task. (I see this was one of the days when I missed the shuttle and had to leave through the VCC gate, which means I walked to the overflow lot).
  OIG COMMENT: The 14 minute break was not counted against [redacted] time for the day (only cumulative breaks totaling 30 minutes or greater were counted). The .25 discrepant hour is due to either a later arrival or earlier departure than was accounted for on [redacted] timesheet. No time was mitigated; .25 discrepant hour remains.

- May 5, 2014: I usually do not leave so early (4:13PM). I think I went over to [redacted] offices on my way home to meet with a staffing officer about finding a next position since my (then current) contract was coming to a close next month.
  OIG COMMENT: The 1.75 discrepant hours are attributable to a break from 1300 to 1420 hours. Meetings with [redacted] to discuss new/next positions are not chargeable to the contract. No time was mitigated; 1.75 discrepant hours remain.

- May 9, 2014: Being a Friday, I had to estimate my time beforehand. I believe this day we had a [redacted] meeting and then all of my coworkers went to lunch as an end-of-contract, appreciation lunch. I believe the lunch took longer than I anticipated and I should have adjusted the timesheet.

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OIG COMMENT: The meeting at [redacted] should not have been charged to the contract. No time was mitigated; 4.25 discrepant hours remain.

- May 13, 2014: Leaving for the day at 3:49 leads me to believe that something possibly happened (with my family) that made me leave much earlier than expected. When these kinds of events occur, my focus is definitely on the reason I had to leave. Time should have been adjusted.
  OIG COMMENT: No time was mitigated; 1.50 discrepant hour remains.

- May 29, 2014: I believe that during the time I was out of confirm I had lunch and met with a human resources specialist at the [redacted] offices on the 2nd floor.
  OIG COMMENT: The meeting at [redacted] should not have been charged to the contract. No time was mitigated; 1.75 discrepant hours remain.

- Jun. 2, 2014 and Jun. 3, 2014: Seem to be days when I didn't put my time in when I was supposed to. Then days later I went off of memory…poorly.
  OIG COMMENT: No time was mitigated; 1.75 discrepant hour remains for both days.

- Jun. 13, 2014: I believe that during the time I was out of confirm I had lunch and met with a human resources specialist (I believe it was [redacted] at the [redacted] offices on the 2nd floor and then interviewed with a program manager for my next position.
  OIG COMMENT: The meetings at [redacted] should not have been charged to the contract. No time was mitigated; 3.75 discrepant hours remain.

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- Jun. 23, 2014: I actually did get in that late this day: I had an interview with a program manager [redacted] in the morning in [redacted] spaces. This caused me to arrive to [redacted] nearly at noon.
  OIG COMMENT: [redacted] charged the correct number of hours to the contract; there were no discrepant hours on this day.

- Jun. 24, 2014: I was there about 9 hours that day. I believe I walked across the street to meet my wife and kids for lunch. I believe this was their first day of summer vacation. (I remember it was scheduled for noon and I was rushing to get there by then). Seeing my family was great that day and I apparently was there longer than I thought I was.
  OIG COMMENT: No time was mitigated; 1.75 discrepant hour remains.

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OIG COMMENT: As of 1 July 2014, [redacted] began working on the [redacted] CONTRACT.

- Jul. 22, 2014: I remember one day being walked around the other areas where some of our work was performed. These areas included the [redacted] SCIF (on the 3rd floor) and the lab downstairs in [redacted] The 21-minute break was probably me walking across the street to get Subway and bringing it back to my desk. Then I am thinking we walked over to [redacted] first. So I am thinking the 1 hour and 11 minutes was walking over there and seeing the SCIF and meeting people. That would mean that the 54 minutes later in the

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afternoon was when I was walked down to the lab on the first floor of [redacted]. I was not on the access list for this door yet. I believe [redacted] (and possibly [redacted] showed me the lab configuration during this time. It does seem like we were in the lab more in afternoons than in mornings.
OIG COMMENT: The OIG mitigated 2.50 hours for meetings and restroom breaks; 1.00 discrepant hour remains. [redacted] program manager told the OIG that in July 2014 [redacted] was escorted to other buildings to meet coworkers and it may have occurred on 22 July 2014.

- Jul. 23, 2014: I really have to believe that I got to work before 12:40 in the afternoon. This may be one of those days that I didn't initially badge in. Like I have stated in person, you feel like you're already "at work" and "in the building" so badging in to the SCIF seemed like something you did if you had to open the door on your own. Plus, I assume the 3 breaks throughout the day (totaling 17 minutes) were restroom breaks.
OIG COMMENT: The 4, 6, and 7-minute breaks were not counted against [redacted] time for the day (only cumulative breaks totaling 30 minutes or greater were counted). Classified computer log-on records show [redacted] logged on to his computer at 12:44 and, therefore, it is not reasonable to believe that he arrived earlier than 12:40 and failed to swipe his badge at the SCIF door. [redacted] entry times into the [redacted] facility and his computer log-on times show a consistent pattern of being approximately 3 to 6 minutes apart. No time was mitigated; 1.25 discrepant hour remains.

- Aug. 4, 2014: I am sure the first time (the 8 minutes) was probably a trip to the restroom. The 1 hour and 14 minutes probably consisted off a restroom break, lunch, and probably a restroom break before re-entering the SCIF. (This is how I would usually do it. That way I could get back to my desk and hopefully delay the next restroom need.)
OIG COMMENT: The OIG mitigated .50 hours for three restroom breaks. Time spent for lunch is not mitigated and, therefore, 1.00 discrepant hour remains.

- Aug. 8, 2014: I usually got in earlier than normal on Fridays. I think that is pretty common. I believe that I was probably in before 10:27 but didn't initially badge in.
OIG COMMENT: Classified computer log-on records show [redacted] logged on to his computer at 10:32 and, therefore, it is not reasonable to believe that he arrived earlier than 10:27 and failed to swipe his badge at the SCIF door. [redacted] entry times into the [redacted] facility and his computer log-on times show a consistent pattern of being approximately 3 to 6 minutes apart. No time was mitigated; 1.50 discrepant hour remains.

- Aug. 12, 2014: Must not have had access to the unclassified machine. Probably put my time in a day or so later. Incorrect estimate of hours worked.
OIG COMMENT: No time was mitigated; 1.50 discrepant hours remain.

- Aug. 28, 2014: 11:14AM seems really early for a lunch for me. This was probably one of the days I went over to [redacted] for a while in the morning, got Subway [redacted] and

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brought it back to my desk. 9 hours still seems like an hour too much though. A mistake on my part.
OIG COMMENT: [redacted] government lead, testified that [redacted] may have spent 2 or more hours in [redacted] every other week and the time he spent at [redacted] was chargeable to the contract. The OIG mitigated 1.75 discrepant hours for the gap from 11:14am-12:58pm; 1.00 discrepant hour remains and is attributable to either a later arrival or earlier departure than [redacted] accounted for on his timesheet.

- Sep. 10, 2014: The 1 hour 11 minute break in the early afternoon was probably the [meeting], as I mentioned in my status report, "[redacted]-specific informational meeting". I do not remember what exactly was discussed at this meeting, but, it is possible that even though I called it "[redacted]-specific", it could have pertained to the status of our contract. It probably did in fact. [redacted] was originally slated to end around Sep./Oct. 2014. This was probably when we got the news that the contract had been extended for another 12 months.
OIG COMMENT: The [redacted] meeting should not have been charged to the contract. 1.00 discrepant hour remains.

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- Sep. 15, 2014: Three short breaks were restroom breaks I assume. They total 17 minutes. Also, I am sure I hit the restroom on my way to lunch and perhaps on the way back as well before re-entering the SCIF.
OIG COMMENT: The OIG mitigated .50 hours for restroom breaks; .25 discrepant hour remains.

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- Sept. 18, 2014: First restroom break at 11:41. Then I exit at 1:13…..an hour and a half later. The first thing I probably did at that time was use the restroom. Then went and got lunch. Probably followed by a stop at the restroom before re-entering the SCIF.
OIG COMMENT: The OIG mitigated .50 hours for 4 restroom breaks; 1.00 discrepant hour remains.

- Sep. 26, 2014: The breaks (totaling 24 minutes) I could only think were restroom breaks. In the afternoon, I doubt I left for the day at 4:23PM (my days rarely end that early). My thought is that some of us went down in the lab for a while and I left for the day from there. (Like I said earlier, we were in the lab mostly in the afternoons, not mornings).
OIG COMMENT: The 6 and 18-minute breaks were not counted against [redacted] time for the day (only cumulative breaks totaling 30 minutes or greater were counted). [redacted] government lead, testified that [redacted] may have spent 4-6 hours per week in the 1st floor SCIF lab between July and October 2014 in order to become familiar with the equipment. Furthermore, she said that team members may have held the door for others after swiping their badge to enter or exit. [redacted] government lead, and [redacted] program manager, told the OIG that [redacted] periodically spent some time in the [redacted] lab and may not have swiped his badge to enter. The OIG gave [redacted] the benefit of the doubt for spending time in the [redacted] lab after 1623 hours and mitigated 1.00 discrepant hour. Zero discrepant hours remain.

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- Oct. 2, 2014: I doubt I left for the day at 2:18PM. My best guess is that I went over to [redacted] or to the lab in [redacted] for a while to end the day.
  OIG COMMENT: (See comment at 8/28/16 and 9/26/14 regarding witness testimony) The OIG gave [redacted] the benefit of the doubt for spending time in either the [redacted] lab or attending a contract work-related meeting in [redacted] after 1418 hours and mitigated 3:50 discrepant hours; zero discrepant hours remain.

- Oct. 7, 2014: I believe that I was probably in before 11:48 but didn't initially badge in. Plus, 20 minutes throughout the whole day were almost undoubtedly bathroom breaks.
  OIG COMMENT: The four breaks were not counted against [redacted] time for the day (only cumulative breaks totaling 30 minutes or greater were counted). Classified computer log-on records show [redacted] logged on to his computer at 11:52 and, therefore, it is not reasonable to believe that he arrived earlier than 11:48 and failed to swipe his badge at the SCIF door. [redacted] entry times into the [redacted] facility and his computer log-on times show a consistent pattern of being approximately 3 to 6 minutes apart. No time was mitigated; 2.75 discrepant hours remain.

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- Oct. 8, 2014: It really seems as if I just mixed up how much time I worked on the 7th and 8th . To overcharge one day and undercharge the next day I probably was late in putting in my time for these days and made a mistake once I was finally able to input my time.
  OIG COMMENT: The OIG made no adjustments for this day and 1.50 hours remain as "credited" in [redacted] favor.

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- Oct. 16, 2014: Three restroom stops throughout the day totaled up to 15 minutes outside of confirm.
  OIG COMMENT: The three breaks were not counted against [redacted] time for the day (only cumulative breaks totaling 30 minutes or greater were counted). The .50 discrepant hour is due to either a later arrival or earlier departure that was not accounted for on [redacted] timesheet. No time was mitigated; .50 discrepant hour remains.

- Oct. 17, 2014: I believe that I was probably in before 10:55 but didn't initially badge in. The 5:37 departure time seems about my normal, so I have to believe that I was probably in before 10:55 but didn't initially badge in, especially considering I usually got in a little earlier than normal on Fridays.
  OIG COMMENT: Classified computer log-on records show [redacted] logged on to his computer at 10:58 and, therefore, it is not reasonable to believe that he arrived earlier than 10:55 and failed to swipe his badge at the SCIF door. [redacted] entry times into the [redacted] facility and his computer log-on times show a consistent pattern of being approximately 3 to 6 minutes apart. No time was mitigated; 1.75 discrepant hours remain.

- Oct. 31, 2014: It being Friday, I had to estimate my time worked. Then, I probably left earlier than I initially planned on to get home and help kids with Halloween efforts. Should have adjusted my timecard.
  OIG COMMENT: No time was mitigated; 1.25 discrepant hours remain.

- Nov. 6, 2014: I do not think I was eating lunch after 3PM. I probably already ate at my desk. The 34 minutes outside of confirm was probably a trip to the lab in [redacted] (Trips to [redacted] were generally a little longer than 34 minutes with the walk over and back, and considering the fact that I usually met with people over there).
  OIG COMMENT: (See comment at 9/26/14 regarding witness testimony) The OIG gave [redacted] the benefit of the doubt for spending 34 minutes to visit the lab in [redacted]. The OIG mitigated .75 discrepant hours which included a restroom break; .50 discrepant hour remains and is due to either a later arrival or earlier departure than was accounted for on [redacted] timesheet.

  Nov. 18, 2014
  OIG COMMENT: The OIG mitigated .50 for 4 or more restroom breaks; .25 discrepant hour remains.

- Nov. 21, 2014: 3:51PM is not when I would normally leave for the day. My thought is that I was in the [redacted] lab for a while and then left for the day from there.
  OIG COMMENT: (See comment at 9/26/14 regarding witness testimony) The OIG gave [redacted] the benefit of the doubt for spending time in the lab after 1551 hours and mitigated 1.50 discrepant hours; zero discrepant time remains.

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- Nov. 28, 2014: This was the day after Thanksgiving. I remember this day pretty well. I remember it well because it was so unusual. First off, I am sure I got in a good deal before the stated time of 10:38. I never had a "data card" that would allow me to get in and out of the [redacted] building during "off" hours and "off" days. (They only gave out a certain number of those cards.) I didn't know that a Friday would be an "off" day (especially considering there are non-NSA companies in that building). Anyway, I was locked out of the building. Luckily, I saw a co-workers car. I didn't know his desk [telephone] number off hand, but, I eventually figured it out. I called his desk and he let me into the building. He always would take the stairs as opposed to the elevator to the 4th floor. (Sometimes I took stairs and sometimes I took the elevator.) But if I was with him I always took the stairs with him. I am quite sure he finished the stairs before me and let me into the SCIF. (This usually happened when I happened to take the stairs with him.) I am pretty sure I didn't badge in (since he already opened the door). I probably got there around 8:30AM. And while my timecard had to be in DAYS in advance during this holiday week (I think the beginning of the week or possibly even the end of the previous week), I planned on working a good, long, full day that Friday. (Why not? We had no family in town.) Well, when the last person left I had to leave (since I couldn't lock the SCIF or be in the building without a data card). So, I probably worked around 8 hours….so a correcting timesheet still should have been submitted for about an hour.
  OIG COMMENT: Classified computer log-on records show that [redacted] logged onto his computer at 1111 hours, approximately 30 minutes after his first badge swipe. Therefore, it is not reasonable to believe that [redacted] arrived around 0830 hours. In addition, during the entire timeframe when [redacted] worked on the [redacted] contract, he never swiped his badge around 0830 hours; other than three days when he swiped his badge at 0859 hours, he swiped his badge after 0900 hours and sometimes after 1000 hours. No hours were mitigated; 3.25 discrepant hours remain.

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- Dec. 3, 2014: The 25-minute break MAY have been a late trip to Subway and back with a restroom stop accompanying it. I probably ate at my desk. The other 2 breaks (10 minutes total) were almost undoubtedly restroom breaks.
  OIG COMMENT: The OIG mitigated .50 hour for restroom breaks. The remaining .50 discrepant hours include an approximate 15-minute lunch break and either a later arrival or earlier departure than was accounted for on [redacted] timesheet.

- Dec. 5, 2014: Being a Friday, I had to estimate my time beforehand. I always try to work a full week but sometimes I am not able to. This just appears to be the case for this week. I should have realized I didn't work 9 hours that day and submitted an adjusted timecard.
  OIG COMMENT: No time was mitigated; 2.00 discrepant hours remain.

- Dec. 9, 2014: I doubt I left for the day at 4:06PM. (look at departure times for other Tuesdays prior to this one: 6:05, 5:46, 5:44, etc…). I most likely went to the lab or to the SCIF in [redacted] to finish the day working with the testers. We did perform numerous demonstrations in the afternoon in [redacted] first floor lab. In fact; my status report sent on Monday Nov. 17 mentions a demonstration in December. Considering that we know better than to wait too close to the holidays to schedule something like this, this would have been around the timeframe to have that demonstration.) I probably left straight from the lab without returning back to the 4th floor SCIF considering what time in the afternoon it would have been by the conclusion of the demonstration.
  OIG COMMENT: (See comment at 9/26/14 regarding witness testimony) The OIG gave [redacted] the benefit of the doubt for spending time in [redacted] or the [redacted] lab after 1606 hours and mitigated 2.25 discrepant hours.

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- Dec. 22 – Dec. 26, 2014: This is obviously a holiday week (THE holiday week). I had to have my timecard in days in advance….either Monday morning. So it is a total guess how many hours you are going to work all week. Dec 23, 24, and 26 are obvious mistakes. The 23rd and 24th I think they closed the SCIF early so I had to leave. An adjusting timecard should have been submitted though. The 26th is a big mistake. I usually work the day after Thanksgiving and the day after Christmas. This is the end of the calendar year and I never have leave left, so I plan on working those days. That is why I put some hours in when I was forecasting for the week. I don't remember NOT coming in that day. But apparently I did not and should have adjusted my previously-inputted timecard.
  OIG COMMENT: No time was mitigated. For 22 December 2014, 1.50 discrepant hours remain. For 23 December 2014, 3.25 discrepant hours remain. For 24 December 2014, 4.50 discrepant hours remain. For 26 December 2014, 5.00 discrepant hours remain.

- Dec. 30, 2014: This being another holiday weekend, I believe my time had to be way in advance again. I believe I had to leave on this day with the last person (who could lock the SCIF). I planned on staying later than that originally. A correcting timecard should have been submitted.
  OIG COMMENT: The OIG mitigated .50 hours for restroom breaks; 2.50 discrepant hours remain.

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- Dec. 31, 2014: This being another holiday week, I believe my time had to be way in advance again. Like I previously said, this being the end of the calendar year, I have no time left off so I usually plan on working these days. Well, then my wife and I decided (at the last minute) to leave town for a couple of days and I forgot to amend my timesheet. This was obviously a mistake….a big mistake, but a mistake nonetheless.
  OIG COMMENT: No time was mitigated; 9.00 discrepant hours remain.

- Jan. 7, 2015: I probably was not able to input my time in a timely fashion and had to go off of memory. This was a bad estimate.
  OIG COMMENT: No time was mitigated; 2.25 discrepant hours remain.

- Jan. 13, 2015: I believe this was the morning I met with an investigator for a co-worker's re-investigation at like 9:00AM in the 'Annex' room in [redacted]. I believe that was only an hour or so. I am nearly positive that the two breaks (totaling 22 minutes) were restroom breaks. The 23-minute gap was either a restroom break and talking to a co-worker in the lobby/hallway or it was a quick trip to the lab on the first floor. I doubt I would walk to Subway and back that late (and that quickly). Though 8 hours still looks like a high estimate. Should have adjusted this estimate.
  OIG COMMENT: The OIG gave [redacted] the benefit of the doubt and mitigated 1.25 hours for time he said he spent with an investigator (from approximately 0900 to 1018 hours). The OIG mitigated .50 hours for three restroom breaks and .25 for meeting with co-worker; .50 discrepant hour remains.

- Jan. 14, 2015: The first 2 breaks were quick restroom visits. The 23-minute gap may have been a walk over to Subway and back to eat at my desk. The 20-minute gap was probably a quick trip into the lab in [redacted]. I don't believe I was gone for the day at 4:49PM. I most likely headed to [redacted] for a while and left from there. Sometimes I would go answer a question or 2 from the testers, make sure they were good, and then head out for the evening.
  OIG COMMENT: (See comment at 9/26/14 regarding witness testimony). The OIG mitigated .50 hours for two restroom breaks and time spent in the [redacted] lab. In addition, the OIG gave [redacted] the benefit of the doubt for spending time in [redacted] after 1649 hours and mitigated 1.00 discrepant hour; .25 discrepant hour remains for the lunch break.

- Jan. 16, 2015: Leaving the SCIF (in [redacted]) that early (10:52AM) was most likely for a meeting/demo that started at 11AM in [redacted]. (Like I have said: usually [redacted] was earlier in the day for scheduled meetings, [redacted] lab later in the day). It was easy to grab Subway when you are in [redacted] so I probably ate at my desk between 12:51 and 1:33, then went to lab for the hour and 19 minutes in the afternoon. The final 2 gaps (totaling 21 minutes) were most likely restroom visits.
  OIG COMMENT: (See comments at 9/28/16 and 10/2/14 regarding witness testimony). The OIG gave [redacted] the benefit of the doubt and mitigated 3.25 hours for a work-related meeting/demo in [redacted] and for working in the lab in [redacted]. The OIG mitigated .25 hours for restroom breaks; zero discrepant hours remain.

(b) (3)-P.L. 86-36

(b) (3)-P.L. 86-36
(b) (6)

- Jan. 20, 2015: The breaks were most likely all restroom visits. (I do not think I would walk to Subway at 3:35PM). Also, I usually got in earlier than this. I believe that I was probably in before 11:18 but didn't initially badge in. Let's guess I was in an hour earlier than 11:18 and subtracting the breaks, I still don't think I would be there for 7.5 hours. That estimate was too high.
  OIG COMMENT: Classified computer log-on records show that [redacted] logged on to his computer at 1123 hours, which was five minutes after his entry into the SCIF. [redacted] entry times into the [redacted] facility and his computer log-on times show a consistent pattern of being approximately 3 to 6 minutes apart. In addition, on nine other days during the timeframe reviewed, [redacted] first badge swipe was after 1100 hours. The OIG mitigated .25 hours for restroom breaks; 2.75 discrepant hours remain.

- Jan. 21, 2015: Had my re-investigation interview (at 1000AM) in the downstairs 'Annex' room. That accounted for gap in the middle of the day.
  OIG COMMENT: See email form [redacted] to [redacted] and others dated 20 January 2015 regarding his background investigation scheduled for the morning of 21 January 2015. The OIG mitigated 1.75 discrepant hours for the reinvestigation interview; zero discrepant hours remain.

(b) (3)-P.L. 86-36

(b) (3)-P.L. 86-36
(b) (6)

- Jan. 26, 2015: I usually got in earlier than this. I believe that I was probably in before 11:29 but didn't initially badge in. Plus 3 breaks (totaling 38 minutes) were most likely bathroom visits. Perhaps the 19 minute break was a quick trip into the lab…but I am guessing a bathroom visit and seeing a coworker in the lobby.
  OIG COMMENT: The OIG mitigated .75 hours for all restroom breaks and a quick trip to the [redacted] lab. Classified computer log-on records show that [redacted] logged on to his computer at 1133 hours, which was four minutes after his entry into the SCIF and therefore, it is not reasonable to think he arrived an hour earlier; [redacted] entry times into the [redacted] facility and his computer log-on times show a consistent pattern of being approximately 3 to 6 minutes apart. In addition, on nine other days during the timeframe reviewed, [redacted] first badge swipe was after 1100 hours. 1.50 discrepant hours remains.

- Jan. 27, 2015: I probably was not able to input my time in a timely fashion and had to go off of memory. This was a bad estimate.
  OIG COMMENT: No time was mitigated; 1.50 discrepant hour remains.

- Feb. 11, 2015: The 35-minute break was most likely a restroom trip, followed by a walk over to Subway to pick up lunch that I most likely ate at my desk. So, I probably worked closer to 6 hours that day. That is still not close to my entered time. I probably was not able to input my time in a timely fashion and had to go off of memory. This was a bad estimate.
  OIG COMMENT: The OIG mitigated .25 hours for restroom breaks; 2.00 discrepant hours remain.

- Feb. 23, 2015: The 2 hour, minute 2 time period absolutely looks like the kind of time in the afternoon when we would be in the lab in [redacted] Most likely getting the configurations ready for a demo or more likely for training users. Demonstration setup didn't quite take as long as the setup for training users. Or, going from [redacted] email from Feb 23, I could have very well been working with the testers during that 2 hour 2 minute time period. She says to have things finished by the next day……so that probably is what I/we were doing (most likely over in [redacted] where they sat).
  OIG COMMENT: (See comment at 9/26/14 regarding witness testimony; also email from [redacted] to [redacted] dated 23 February 2015). The OIG gave [redacted] the benefit of the doubt and mitigated 2.00 hours for working in the lab in [redacted] The OIG mitigated .25 hours for restroom breaks; .50 discrepant hours remain and are attributable to a later arrival or earlier departure than [redacted] accounted for on his timesheet.

(b) (3)-P.L. 86-36
(b) (6)

- Feb. 27, 2015: The 2 breaks (totaling 7 minutes) were restroom visits. I would have to say that the 1 hour 13 minute break is probably lunch with a restroom break at the beginning and at the end before re-entering the SCIF. Even with that said, I didn't work enough to fill the 8 hours that I had to estimate ahead of time. An adjusting timecard should have been submitted.
  Now, after seeing an email from me dated Feb. 27, it looks as if we were doing some [redacted] training. This training usually started early in the mornings (and would go for a good part of the day). Now, after reading my email I believe that I may have reported straight to the [redacted] lab on the first floor to assist in the training efforts. Usually [redacted] would be the first one in and he would train users on his software, then [redacted] and I would get in a little later and train users on our software. This is from memory: seemed like [redacted] would usually begin at about 0730, then [redacted] and I would get in around 0900-ish.
  OIG COMMENT: (See comment at 9/26/14 regarding witness testimony; also email from [redacted] to [redacted] dated 27 February 2015). The OIG gave [redacted] the benefit of the doubt and mitigated 1.00 hours for working in the lab in [redacted] in the morning. The OIG mitigated .25 hours for restroom breaks; 1.00 discrepant hour remains.

(b) (3)-P.L. 86-36

- OIG COMMENT: [redacted] testified that on approximately three occasions during the timeframe reviewed he made telephone calls of a short duration from his vehicle and charged the time to contract.
  No time was mitigated.

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[redacted]

From: [redacted] (b) (3)-P.L. 86-36 (b) (6)
Sent: Friday, February 26, 2016 4:31 PM
To: [redacted]
Subject: RE: (U) IV-15-0038 OIG Investigation - Opportunity to provide mitigating information
Attachments: explanation.docx

[redacted] (b) (3)-P.L. 86-36

I figured it would be a lot easier, quicker, and better on the environment if I just wrote you up a document as opposed to printing the pages out and writing on them (and then having to scan them back in).

Let me just say that it was very difficult to remember what happened exactly between a year and 2 years ago. There was very little documentation for me to reference. JSignout said that it does not keep past hours, only current status. I (and it seems like most people) just delete emails, calendar invites, etc. once they feel as if they no longer need them. (I have only 16 emails dated before October 1, 2015....my first day on my current project. I have saved only them because they have links to some technical documents/websites). Most of my answers were just based on the pattern of the hours. I have a tendency to follow habits/patterns and I was remembering these patterns and trying to recreate each day as I was looking at the log times.

I believe the unique building layout/structure of [redacted] (as opposed to all of the other NSA facilities I have worked in) has made this a complicated matter. Like I have said, I still felt like I was "at work" and "on the clock" during and after a restroom break even if I was talking to someone in the lobby for a few minutes....but technically I was outside of confirm. If that was here at the Big 4, I would have been inside of confirm. Also the fact that I was not on the swipe access lists for [redacted] SCIF and the [redacted] lab for so long also makes it difficult.

I think if you look at my times since I returned to the Big4 (October 1st) you will see very few, if any, inconsistencies on my timecards.

I love working here at NSA and I have never taken it for granted. I have wanted to work here since before I could remember. My Father was a civilian here for 37 or 38 years until his retirement and I knew I also wanted to work here. I didn't even know why at the time (as a 5/6/7/8-year old)...I just knew the buildings were cool (with big golf balls on top), he couldn't talk about it (which made it interesting!), and he had a badge (which meant it is an exclusive group). Over the nearly 19 years that I have been here my early desires to work here have been proven correct time and time again. This situation has reminded me how much I love working here.

The timecards do definitely show that I need to get better at completing some correcting timecards when my projected time did not match my worked time. Also, the 2014 holiday season.....what a terrible job of correcting my time. Between Christmas week and New Year's Eve there were nearly 25 hours messed up right there. It is the most hectic time of the year without a doubt, but, I still have to be better at keeping track of my time and correcting it when need be. These were mistakes. Mistakes that I am thoroughly embarrassed about and to be honest ashamed of. I will without a doubt do a much better job of this in the future.

My situation right now (having unclassified on my desk, etc.) has been more ideal to keep good track of my time and put it in on a timely basis. That will be reflected in the exactness of my timecards over the past 5 months. But even if my situation changes (I lose my unclassified on my desk, etc.) I will still be exact from now on.

Sincerely,

[redacted] (b) (3)-P.L. 86-36 (b) (6)

From: [redacted] (b) (3)-P.L. 86-36
Sent: Friday, February 12, 2016 11:23 AM

D2

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NSA 14456

Doc ID: 6717805

Feb. 28, 2014: On Fridays, you have to have your time in before you actually work it so you estimate the best you can. I apparently took a little longer lunch than I planned on taking. I stayed until 6:30 on a Friday (when everyone else was most likely gone by 4:30), so I obviously was not trying to skip out on getting my time in.

Mar. 7, 2014: Again, a Friday when I have to estimate beforehand how much time I would work that day. I should have realized the long lunch and gone back in and adjusted my hours accordingly.

Mar. 12, 2014: With the short amount of time I was out of the office, and the fact that I didn't badge into [redacted] (for the cafeteria), this leads me to believe I was probably walking around the parking lot as a semi-break. Co-workers and I would do this occasionally and usually we would talk about work things (on a high, unclassified level) so I still would consider this work time.....like a really informal meeting.

Mar. 13, 2014: Again, I stayed until 6:41PM. I think that shows I was definitely trying to get my time in.

Mar. 14, 2014: Again, needing to work a long Friday I estimated that I would. The fact that I left at 5:19 makes me think that perhaps I had to leave abruptly and earlier than planned. A possible call from the wife, etc... (this is not uncommon to happen to me because we have young children at home). My timecard should have been adjusted accordingly after the fact.

Mar. 21, 2014:

Mar. 25, 2014: I am sure the first two time gaps are restroom trips. I believe that I went over to [redacted] in the afternoon for a meeting/training session. Looking at the time of departure it probably began at 3PM. There would be no other reason for me to leave at 2:21 and charge that late into the afternoon.

Mar. 28, 2014: Again, a Friday when I have to estimate beforehand how much time I would work that day. My lunch break was longer than I realized. I stayed until nearly 6PM to get my time in. An adjusting timecard should have been submitted.

Apr. 2, 2014: I am sure the two time gaps are restroom trips.

Apr. 25, 2014: The 25 minutes outside of confirm (again with the short timeframe and no badge in elsewhere) makes me think coworkers and I possibly were outside again. Sometimes we would walk and discuss work issues, sometimes we had to go to someone's car to get some work supplies, etc. The 47 minute gap later in the day was probably me getting lunch.

Apr. 29, 2014: I believe on this night I charged some time for the amount of time it took me to get all of my financial records together for my Security Financial Disclosure Form.

May 1, 2014: The short (14 minute) break leads me to believe I just had to go outside for a quick task. (I see this was one of the days when I missed the shuttle and had to leave through the VCC gate, which means I walked to the overflow lot).

May 5, 2014: I usually do not leave so early (4:13PM). I think I went over to [redacted] offices on my way home to meet with a staffing officer about finding a next position since my (then current) contract was coming to a close next month.

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May 9, 2014: Being a Friday, I had to estimate my time beforehand. I believe this day we had a [redacted] meeting and then all of my coworkers went to lunch as an end-of-contract, appreciation lunch. I believe the lunch took longer than I anticipated and I should have adjusted the timesheet..

May 13, 2014: Leaving for the day at 3:49 leads me to believe that something possibly happened (with my family) that made me leave much earlier than expected. When these kinds of events occur, my focus is definitely on the reason I had to leave. Time should have been adjusted.

May 29, 2014: I believe that during the time I was out of confirm I had lunch and met with a human resources specialist at the [redacted] offices on the 2nd floor.

Jun. 2, 2014 and Jun. 3, 2014: Seem to be days when I didn't put my time in when I was supposed to. Then days later I went off of memory...poorly.

Jun. 13, 2014: I believe that during the time I was out of confirm I had lunch and met with a human resources specialist (I believe it was [redacted] at the [redacted] offices on the 2nd floor and then interviewed with a program manager for my next position.

(b)(3)-P.L. 86-36

Jun. 23, 2014: I actually did get in that late this day. I had an interview with a program manager [redacted] in the morning in [redacted] spaces. This caused me to arrive to [redacted] nearly at noon.

(b) (6)

Jun. 24, 2014: I was there about 9 hours that day. I believe I walked across the street to meet my wife and kids for lunch. I believe this was their first day of summer vacation. (I remember it was scheduled for noon and I was rushing to get there by then). Seeing my family was great that day and I apparently was there longer than I thought I was.

Jul. 22, 2014: I remember one day being walked around the other areas where some of our work was performed. These areas included the [redacted] SCIF (on the 3rd floor) and the lab downstairs in [redacted] The 21-minute break was probably me walking across the street to get Subway and bringing it back to my desk. Then I am thinking we walked over to [redacted] first. So I am thinking the 1 hour and 11 minutes was walking over there and seeing the SCIF and meeting people. That would mean that the 54 minutes later in the afternoon was when I was walked down to the lab on the first floor of [redacted] I was not on the access list for this door yet. I believe [redacted] (and possibly [redacted] showed me the lab configuration during this time. It does seem like we were in the lab more in afternoons than in mornings.

Jul. 23, 2014: I really have to believe that I got to work before 12:40 in the afternoon. This may be one of those days that I didn't initially badge in. Like I have stated in person, you feel like you're already "at work" and "in the building" so badging in to the SCIF seemed like something you did if you had to open the door on your own. Plus, I assume the 3 breaks throughout the day (totaling 17 minutes) were restroom breaks.

Not counted

Aug. 4, 2014: I am sure the first time (the 8 minutes) was probably a trip to the restroom. The 1 hour and 14 minutes probably consisted off a restroom break, lunch, and probably a restroom break before re-entering the SCIF. (This is how I would usually do it. That way I could get back to my desk and hopefully delay the next restroom need.)

Aug. 8, 2014: I usually got in earlier than normal on Fridays. I think that is pretty common. I believe that I was probably in before 10:27 but didn't initially badge in.

Aug. 12, 2014: Most not have had access to the unclassified machine. Probably put my time in a day or so later. Incorrect estimate of hours worked.

Aug. 28, 2014: 11:14AM seems really early for a lunch for me. This was probably one of the days I went over to [redacted] for a while in the morning, got Subway (in NBP300) and brought it back to my desk. 9 hours still seems like an hour too much though. A mistake on my part.

Sep. 15, 2014: Three short breaks were restroom breaks I assume. They total 17 minutes. Also, I am sure I hit the restroom on my way to lunch and perhaps on the way back as well before re-entering the SCIF.

Sept. 18, 2014: First restroom break at 11:41. Then I exit at 1:13.....an hour and a half later. The first thing I probably did at that time was use the restroom. Then went and got lunch. Probably followed by a stop at the restroom before re-entering the SCIF.

Sep. 26, 2014: The breaks (totaling 24 minutes) not counted I could only think were restroom breaks. In the afternoon, I doubt I left for the day at 4:23PM (my days rarely end that early). My thought is that some of us went down in the lab for a while and I left for the day from there. (Like I said earlier, we were in the lab mostly in the afternoons, not mornings).

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Oct. 2, 2014: I doubt I left for the day at 2:18PM. My best guess is that I went over to [redacted] or to the lab in [redacted] for a while to end the day.

Oct. 7, 2014: I believe that I was probably in before 11:48 but didn't initially badge in. Plus, 20 minutes throughout the whole day were almost undoubtedly bathroom breaks. - not counted

Oct. 8, 2014: It really seems as if I just mixed up how much time I worked on the 7th and 8th . To overcharge one day and undercharge the next day I probably was late in putting in my time for these days and made a mistake once I was finally able to input my time.

Oct. 16, 2014: Three restroom stops throughout the day totaled up to 15 minutes outside of confirm. not counted

Oct. 17, 2014: I believe that I was probably in before 10:55 but didn't initially badge in. The 5:37 departure time seems about my normal, so I have to believe that I was probably in before 10:55 but didn't initially badge in, especially considering I usually got in a little earlier than normal on Fridays.

Oct. 31, 2014: It being Friday, I had to estimate my time worked. Then, I probably left earlier than I initially planned on to get home and help kids with Halloween efforts. Should have adjusted my timecard.

Nov. 6, 2014: I do not think I was eating lunch after 3PM. I probably already ate at my desk. The 34 minutes outside of confirm was probably a trip to the lab in [redacted]. (Trips to [redacted] were generally a little longer than 34 minutes with the walk over and back, and considering the fact that I usually met with people over there).

Nov. 21, 2014: 3:51PM is not when I would normally leave for the day. My thought is that I was in the [redacted] lab for a while and then left for the day from there.

Nov. 28, 2014: This was the day after Thanksgiving. I remember this day pretty well. I remember it well because it was so unusual. First off, I am sure I got in a good deal before the stated time of 10:38. I never had a "data card" that would allow me to get in and out of the [redacted] building during "off" hours and "off" days. (They only gave out a certain number of those cards.) I didn't know that a Friday would be an "off" day (especially considering there are non-NSA companies in that building). Anyway, I was locked out of the building. Luckily, I saw a co-workers car. I didn't know his desk number off hand, but, I eventually figured it out. I called his desk and he let me into the building. He always would take the stairs as opposed to the elevator to the 4th floor. (Sometimes I took stairs and sometimes I took the elevator.) But if I was with him I always took the stairs with him. I am quite sure he finished the stairs before me and let me into the SCIF. (This usually happened when I happened to take the stairs with him.) I am pretty sure I didn't badge in (since he already opened the door). I probably got there around 8:30AM. And while my timecard had to be in DAYS in advance during this holiday week (I think the beginning of the week or possibly even the end of the previous week), I planned on working a good, long, full day that Friday. (Why not? We had no family in town.) Well, when the last person left I had to leave (since I couldn't lock the SCIF or be in the building without a data card). So, I probably worked around 8 hours....so a correcting timesheet still should have been submitted for about an hour.

Dec. 3, 2014: The 25-minute break MAY have been a late trip to Subway and back with a restroom stop accompanying it. I probably ate at my desk. The other 2 breaks (10 minutes total) were almost undoubtedly restroom breaks.

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Dec. 5, 2014: Being a Friday, I had to estimate my time beforehand. I always try to work a full week but sometimes I am not able to. This just appears to be the case for this week. I should have realized I didn't work 9 hours that day and submitted an adjusted timecard.

Dec. 9, 2014: I doubt I left for the day at 4:06PM. I most likely went to the lab or to the SCIF in [redacted] to finish the day working with the testers.

Dec. 22 – Dec. 26, 2014: This is obviously a holiday week (THE holiday week). I had to have my timecard in days in advance....either Monday morning. So it is a total guess how many hours you are going to work all week. Dec 23, 24, and 26 are obvious mistakes. The 24th I think they closed the SCIF early so I had to leave. An adjusting timecard should have been submitted though. The 26th is a big mistake. I usually work the day after Thanksgiving and the day after Christmas. This is the end of the calendar year and I never have leave left, so I plan on working those days. That is why I put some hours in when I was forecasting for the week. I don't remember NOT coming in that day. But apparently I did not and should have adjusted my previously-inputted timecard.

Dec. 30, 2014: This being another holiday weekend, I believe my time had to be way in advance again. I believe I had to leave on this day with the last person (who could lock the SCIF). I planned on staying later than that originally. A correcting timecard should have been submitted.

Dec. 31, 2014: Like I previously said, this being the end of the calendar year, I have no time left off so I usually plan on working these days. Well, then my wife and I decided to leave town for a couple of days and I forgot to amend my timesheet.

Jan. 7, 2015: I probably was not able to input my time in a timely fashion and had to go off of memory. This was a bad estimate.

Jan. 13, 2015: I believe this was the morning I met with an investigator for a co-worker's re-investigation at like 9:00AM in the 'Annex' room in [redacted] I believe that was only an hour or so. I am nearly positive that the two breaks (totaling 22 minutes) were restroom breaks. The 23-minute gap was either a restroom break and talking to a co-worker in the lobby/hallway or it was a quick trip to the lab on the first floor. I doubt I would walk to Subway and back that late (and that quickly). Though 8 hours still looks like a high estimate. Should have adjusted this estimate.

Jan. 14, 2015: The first 2 breaks were quick restroom visits. The 23-minute gap may have been a walk over to Subway and back to eat at my desk. The 20-minute gap was probably a quick trip into the lab in [redacted] I don't believe I was gone for the day at 4:49PM. I most likely headed to [redacted] for a while and left from there. Sometimes I would go answer a question or 2 from the testers, make sure they were good, and then head out for the evening.

Jan. 16, 2015: Leaving the SCIF (in [redacted] that early (10:52AM) was most likely for a meeting/demo that started at 11AM in [redacted] (Like I have said: usually [redacted] was earlier in the day for scheduled meetings, [redacted] ab later in the day). It was easy to grab Subway when you are in [redacted] so I probably ate at my desk between 12:51 and 1:33, then went to lab for the hour and 19 minutes in the afternoon. The final 2 gaps (totaling 21 minutes) were most likely restroom visits.

(b)(3)-P.L. 86-36

Jan. 20, 2015: The breaks were most likely all restroom visits. (I do not think I would walk to Subway at 3:35PM). Also, I usually got in earlier than this. I believe that I was probably in before 11:18 but didn't initially badge in. Let's guess I was in an hour earlier than 11:18 and subtracting the breaks, I still don't think I would be there for 7.5 hours. That estimate was too high.

Jan. 21, 2015: Had my re-investigation interview (at 1000AM) in the downstairs 'Annex' room. That accounted for gap in the middle of the day.

Jan. 26, 2015: I usually got in earlier than this. I believe that I was probably in before 11:29 but didn't initially badge in. Plus 3 breaks (totaling 38 minutes) were most likely bathroom visits. Perhaps the 19 minute break was a quick trip into the lab...but I am guessing a bathroom visit and seeing a coworker in the lobby.

Jan. 27, 2015: I probably was not able to input my time in a timely fashion and had to go off of memory. This was a bad estimate.

Feb. 11, 2015: The 35-minute break was most likely a restroom trip, followed by a walk over to Subway to pick up lunch that I most likely ate at my desk. So, I probably worked closer to 6 hours that day. That is still not close to my entered time. I probably was not able to input my time in a timely fashion and had to go off of memory. This was a bad estimate.

Feb. 23, 2015: The 2 hour, minute 2 time period absolutely looks like the kind of time in the afternoon when we would be in the lab in [redacted] Most likely getting the configurations ready for a demo or more likely for training users. Demonstration setup didn't quite take as long as the setup for training users.

Feb. 27, 2015: The 2 breaks (totaling 7 minutes) were restroom visits. I would have to say that the 1 hour 13 minute break is probably lunch with a restroom break at the beginning and at the end before re-entering the SCIF. Even with that said, I didn't work enough to fill the 8 hours that I had to estimate ahead of time. An adjusting timecard should have been submitted.

[redacted]

From: [redacted]
Sent: Thursday, May 26, 2016 6:38 PM
To: [redacted] (b)(3)-P.L. 86-36
Subject: RE: (U) OIG Investigation - mitigating information
Attachments: explanation-revised.docx

[redacted]

I have included the revised version of my 'explanation' document. Any additions I have made to the document are in red font. I hope they are easy for you to find.

I know a lot of my answers are phrased with words such as 'probably', 'maybe', 'could have', etc... I just hope you keep in mind how difficult it is for me to remember something I did on any given day up to 2 years and 3 months ago. I have tried my best, but again, it is very difficult.

I hope my answers help. Thank you for providing me with some documentation, it helped me narrow down better what I was doing at a few of those given times.

I really hope we can put this behind us soon. As I have stated, I have already learned a valuable lesson from this. I thought I was estimating my time well, but, I wasn't doing it as well as I should have on some occasions. I have been much better with it over the past 4 months and I will continue doing so, that is for sure!

If you have any questions, let me know.

Thank you,

[redacted] (b)(3)-P.L. 86-36 (b)(6)

From: [redacted]
Sent: Tuesday, May 17, 2016 8:54 AM
To: [redacted]
Subject: (U) OIG Investigation - mitigating information

Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

INSPECTOR GENERAL SENSITIVE INFORMATION: *This email, including any attachments, is intended only for authorized recipients. This email message may contain information that is confidential, sensitive, and/or protected by Federal law, including the Privacy Act of 1974, as amended.*

Hello [redacted]

(U) I am still working through the investigation pertaining to the allegation of labor mischarging that my office received.

(U//~~FOUO~~) I recently obtained some of your weekly reports for the timeframe we reviewed. Perhaps they will help to jog your memory if you may have been outside of access control performing the work that you

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documented in your status reports. Please review the information from the emails, which are copied and pasted below, and let me know if you have any additional/clarifying information to provide.

(U//~~FOUO~~) You should refer to the spreadsheet that I previously provided to determine if any discrepant time that is noted on the spreadsheet correlates to the days/week when you were performing the activities you noted in your status reports. If you believe any time should be mitigated please provide your reason(s) and be as specific as you can.

(U//~~FOUO~~) In addition, there are two other emails that might aid in mitigating discrepant time:

1. With regard to the email, below, entitled, "FW: (U) Test procedures," I was told that you had been assisting the testers, [redacted] and [redacted] with writing test procedures for [redacted] and that [redacted] and [redacted] sat in the [redacted] SCIF at [redacted] Therefore, you may have met with [redacted] and at [redacted] to discuss the test procedures. Please look at the OIG's spreadsheet for the timeframe when you may have been assisting [redacted] and [redacted] and provide any additional information that you believe is pertinent for mitigating discrepant time.
2. With regard to the email, below, entitled, "next week's exercise - minor bug found," I was told that the exercise/demo mentioned in the email was done on the first floor of [redacted] and that some preparation for the exercise was also done on the first floor of [redacted] Again, please look at the OIG's spreadsheet for the timeframe when you would have been performing this work and provide any additional information that you believe is pertinent for mitigating discrepant time.

(U//~~FOUO~~) Finally, in the email below entitled, "background investigation" you noted that an Investigator was to speak with you on the morning of 21 January. You had already provided this information in your "explanation" document, attached. For your information, I mitigated all of the discrepant time that was documented on the OIG's spreadsheet for the morning of 21 January.

(U//~~FOUO~~) If you provide any new information, please update your "explanation" document (attached) that you previously provided to me and indicate (perhaps in a different color or bold) any new or updated entries and return the your updated "explanation" document to me.

(U) Please let me know that you received this email and when you believe you will be able to provide your final response.

(U) If you have any questions or concerns, please let me know.

Thank you,

[redacted]

(b)(3)-P.L. 86-36

(U//~~FOUO~~) [redacted]
Senior Investigator
NSA/CSS OIG, Office of Investigations, DP4
[redacted]
963-2988(s) [redacted]

(b)(3)-P.L. 86-36
(b)(6)

From: [redacted]
Sent: Friday, July 11, 2014 5:14 PM
To: [redacted]
Subject: Status report

[redacted]

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Do you have a standard format for these? I will just 'wing' this one.

Accomplishments:

- [redacted]

Next Week:

- [redacted]

[redacted]

From: [redacted]
Sent: Monday, July 21, 2014 12:51 PM
To: [redacted] (b)(3)-P.L. 86-36
Subject: Status Report for week of July 14 - July 18

Accomplishments:

- [redacted]

(b)(3)-P.L. 86-36
(b)(6)

Next Week:

- [redacted]

Issues/Concerns:

- Will be off Friday of this week and all of next week

[redacted]

From: [redacted]
Sent: Thursday, July 24, 2014 2:54 PM
To: [redacted]
Subject: WSR for week of July 21 - July 25

Accomplishments:

- [redacted]

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Next Week:

- On vacation. Will return Monday, August 4.

(b)(3)-P.L. 86-36
(b)(6)

From:
Sent: Friday, August 15, 2014 5:14 PM
To:
Subject: WSR for week of Aug 11 - Aug 15

(b)(3)-P.L. 86-36

Accomplishments:

Next Week:

Albert

From:
Sent: Tuesday, August 19, 2014 5:59 PM
To:
Subject: WSR for week of August 18 - August 22

Accomplishments:

Next Week:

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From:
Sent: Thursday, September 18, 2014 10:41 AM
To:
Subject: WSR for week of Sept. 8 - 12

Accomplishments:

-
-
-

Immediate Goals:

-
- Start on next task (as of now it is TBD).

Issues/Concerns:

- I had tons of computer problems during the week. My machine froze up on me numerous times. Rebooting it was the only way I could get it back working. I finally had to contact the technical team and they re-imaged my drive. I then had to re-install some software (and of course) re-configure those applications to get my environment back to the same state it was previously in.

(b)(3)-P.L. 86-36
(b)(6)

From:
Sent: Friday, September 19, 2014 5:49 PM
To:
Subject: WSR for week of Sept. 15 - 19

(b)(3)-P.L. 86-36

Accomplishments:

-
-
-
-

Immediate Goals:

-
- Start on next task (as of now it is TBD).

Issues/Concerns:

- My machine only locked up once this week. I hard-booted it and it was fine for the final 4 days of the week.

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[redacted]

From: [redacted]
Sent: Monday, November 17, 2014 11:10 AM
To: [redacted]
Subject: RE: (U) Weekly Reports

Accomplishments:

- [redacted]

Immediate Goals:

- Determine what else needs to be done for our demo in December

12/9/14

Issues/Concerns:

- None

(b) (3)-P.L. 86-36
(b) (6)

[redacted]

(b) (3)-P.L. 86-36

[redacted]

From: [redacted]
Sent: Tuesday, January 20, 2015 4:18 PM
To: [redacted]
Cc: [redacted]
Subject: background investigation

All,

I mentioned that a background investigator may need to speak with you guys tomorrow.....well it is on. It is scheduled to start at 10AM and will be conducted in our building, [redacted] in the first floor conference room.

I believe she wants to speak with me first and then you guys. So, I hope you guys will be here and available to talk sometime between say.....10:30 and 12. We can talk about it tomorrow morning.

Thanks all,

[redacted]

[redacted]

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From:
Sent: Monday, February 23, 2015 11:39 AM
To:
Cc:
Subject: (U) Test procedures
Importance: High

Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

All:

Lets wrap up the test procedures by COB tomorrow so that we can start formal testing on Wednesday. If the test environment isn't ready, we should also get the environment ready for our formal testing.

Let me know if you have any questions or concerns.

Thanks,

(b)(3)-P.L. 86-36

(b)(3)-P.L. 86-36
(b)(6)

From:
Sent: Friday, February 27, 2015 3:39 PM
To:
Cc:
Subject: next week's exercise - minor bug found

All,

We found a bug in the

A quick patch was applied to the script as an attempted fix but we don't have the data in the developer environment.

This is a heads up in case it would cause a problem with the exercise next week.

(and

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Revised 20160527

Feb. 28, 2014: On Fridays, you have to have your time in before you actually work it so you estimate the best you can. I apparently took a little longer lunch than I planned on taking. I stayed until 6:30 on a Friday (when everyone else was most likely gone by 4:30), so I obviously was not trying to skip out on getting my time in.

Mar. 7, 2014: Again, a Friday when I have to estimate beforehand how much time I would work that day. I should have realized the long lunch and gone back in and adjusted my hours accordingly.

Mar. 12, 2014: With the short amount of time I was out of the office, and the fact that I didn't badge into [redacted] (for the cafeteria), this leads me to believe I was probably walking around the parking lot as a semi-break. Co-workers and I would do this occasionally and usually we would talk about work things (on a high, unclassified level) so I still would consider this work time.....like a really informal meeting.

Mar. 13, 2014: Again, I stayed until 6:41PM. I think that shows I was definitely trying to get my time in.

Mar. 14, 2014: Again, needing to work a long Friday I estimated that I would. The fact that I left at 5:19 makes me think that perhaps I had to leave abruptly and earlier than planned. A possible call from the wife, etc... (this is not uncommon to happen to me because we have young children at home). My timecard should have been adjusted accordingly after the fact.

(b)(3)-P.L. 86-36

Mar. 21, 2014:

Mar. 25, 2014: I am sure the first two time gaps are restroom trips. I believe that I went over to [redacted] in the afternoon for a meeting/training session. Looking at the time of departure it probably began at 3PM. There would be no other reason for me to leave at 2:21 and charge that late into the afternoon.

Mar. 28, 2014: Again, a Friday when I have to estimate beforehand how much time I would work that day. My lunch break was longer than I realized. I stayed until nearly 6PM to get my time in. An adjusting timecard should have been submitted.

Apr. 2, 2014: I am sure the two time gaps are restroom trips.

Apr. 25, 2014: The 25 minutes outside of confirm (again with the short timeframe and no badge in elsewhere) makes me think coworkers and I possibly were outside again. Sometimes we would walk and discuss work issues, sometimes we had to go to someone's car to get some work supplies, etc. The 47 minute gap later in the day was probably me getting lunch.

Apr. 29, 2014: I believe on this night I charged some time for the amount of time it took me to get all of my financial records together for my Security Financial Disclosure Form.

May 1, 2014: The short (14 minute) break leads me to believe I just had to go outside for a quick task. (I see this was one of the days when I missed the shuttle and had to leave through the VCC gate, which means I walked to the overflow lot).

May 5, 2014: I usually do not leave so early (4:13PM). I think I went over to [redacted] offices on my way home to meet with a staffing officer about finding a next position since my (then current) contract was coming to a close next month.

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May 9, 2014: Being a Friday, I had to estimate my time beforehand. I believe this day we had a [redacted] meeting and then all of my coworkers went to lunch as an end-of-contract, appreciation lunch. I believe the lunch took longer than I anticipated and I should have adjusted the timesheet.

May 13, 2014: Leaving for the day at 3:49 leads me to believe that something possibly happened (with my family) that made me leave much earlier than expected. When these kinds of events occur, my focus is definitely on the reason I had to leave. Time should have been adjusted.

May 29, 2014: I believe that during the time I was out of confirm I had lunch and met with a human resources specialist at the [redacted] offices on the 2nd floor.

Jun. 2, 2014 and Jun. 3, 2014: Seem to be days when I didn't put my time in when I was supposed to. Then days later I went off of memory...poorly.

Jun. 13, 2014: I believe that during the time I was out of confirm I had lunch and met with a human resources specialist (I believe it was [redacted] at the [redacted] offices on the 2nd floor and then interviewed with a program manager for my next position.

(b) (3)-P.L. 86-36

Jun. 23, 2014: I actually did get in that late this day. I had an interview with a program manager [redacted] in the morning in [redacted] spaces. This caused me to arrive to [redacted] nearly at noon.

(b) (6)

Jun. 24, 2014: I was there about 9 hours that day. I believe I walked across the street to meet my wife and kids for lunch. I believe this was their first day of summer vacation. (I remember it was scheduled for noon and I was rushing to get there by then). Seeing my family was great that day and I apparently was there longer than I thought I was.

Jul. 22, 2014: I remember one day being walked around the other areas where some of our work was performed. These areas included the [redacted] SCIF (on the 3rd floor) and the lab downstairs in [redacted] The 21-minute break was probably me walking across the street to get Subway and bringing it back to my desk. Then I am thinking we walked over to [redacted] first. So I am thinking the 1 hour and 11 minutes was walking over there and seeing the SCIF and meeting people. That would mean that the 54 minutes later in the afternoon was when I was walked down to the lab on the first floor of [redacted] I was not on the access list for this door yet. I believe [redacted] (and possibly [redacted] showed me the lab configuration during this time. It does seem like we were in the lab more in afternoons than in mornings.

Jul. 23, 2014: I really have to believe that I got to work before 12:40 in the afternoon. This may be one of those days that I didn't initially badge in. Like I have stated in person, you feel like you're already "at work" and "in the building" so badging in to the SCIF seemed like something you did if you had to open the door on your own. Plus, I assume the 3 breaks throughout the day (totaling 17 minutes) were restroom breaks.

Aug. 4, 2014: I am sure the first time (the 8 minutes) was probably a trip to the restroom. The 1 hour and 14 minutes probably consisted off a restroom break, lunch, and probably a restroom break before re-entering the SCIF. (This is how I would usually do it. That way I could get back to my desk and hopefully delay the next restroom need.)

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Aug. 8, 2014: I usually got in earlier than normal on Fridays. I think that is pretty common. I believe that I was probably in before 10:27 but didn't initially badge in.

Aug. 12, 2014: Most not have had access to the unclassified machine. Probably put my time in a day or so later. Incorrect estimate of hours worked.

Aug. 28, 2014: 11:14AM seems really early for a lunch for me. This was probably one of the days I went over to [redacted] for a while in the morning, got Subway (in NBP300) and brought it back to my desk. 9 hours still seems like an hour too much though. A mistake on my part.

Sep. 10, 2014: The 1 hour 11 minute break in the early afternoon was probably the, as I mentioned in my status report, "[redacted] specific informational meeting". I do not remember what exactly was discussed at this meeting, but, it is possible that even though I called it "[redacted] specific", it could have pertained to the status of our contract. It probably did in fact. [redacted] was originally slated to end around Sep./Oct. 2014. This was probably when we got the news that the contract had been extended for another 12 months.

Sep. 15, 2014: Three short breaks were restroom breaks I assume. They total 17 minutes. Also, I am sure I hit the restroom on my way to lunch and perhaps on the way back as well before re-entering the SCIF.

Sept. 18, 2014: First restroom break at 11:41. Then I exit at 1:13.....an hour and a half later. The first thing I probably did at that time was use the restroom. Then went and got lunch. Probably followed by a stop at the restroom before re-entering the SCIF.

(b)(3)-P.L. 86-36

Sep. 26, 2014: The breaks (totaling 24 minutes) I could only think were restroom breaks. In the afternoon, I doubt I left for the day at 4:23PM (my days rarely end that early). My thought is that some of us went down in the lab for a while and I left for the day from there. (Like I said earlier, we were in the lab mostly in the afternoons, not mornings).

Oct. 2, 2014: I doubt I left for the day at 2:18PM. My best guess is that I went over to [redacted] or to the lab in [redacted] for a while to end the day.

Oct. 7, 2014: I believe that I was probably in before 11:48 but didn't initially badge in. Plus, 20 minutes throughout the whole day were almost undoubtedly bathroom breaks.

Oct. 8, 2014: It really seems as if I just mixed up how much time I worked on the 7th and 8th. To overcharge one day and undercharge the next day I probably was late in putting in my time for these days and made a mistake once I was finally able to input my time.

Oct. 16, 2014: Three restroom stops throughout the day totaled up to 15 minutes outside of confirm.

Oct. 17, 2014: I believe that I was probably in before 10:55 but didn't initially badge in. The 5:37 departure time seems about my normal, so I have to believe that I was probably in before 10:55 but didn't initially badge in, especially considering I usually got in a little earlier than normal on Fridays.

Oct. 31, 2014: It being Friday, I had to estimate my time worked. Then, I probably left earlier than I initially planned on to get home and help kids with Halloween efforts. Should have adjusted my timecard.

Nov. 6, 2014: I do not think I was eating lunch after 3PM. I probably already ate at my desk. The 34 minutes outside of confirm was probably a trip to the lab in [redacted] (Trips to [redacted] were generally a little longer than 34 minutes with the walk over and back, and considering the fact that I usually met with people over there).

Nov. 21, 2014: 3:51PM is not when I would normally leave for the day. My thought is that I was in the [redacted] lab for a while and then left for the day from there.

(b) (3)-P.L. 86-36

Nov. 28, 2014: This was the day after Thanksgiving. I remember this day pretty well. I remember it well because it was so unusual. First off, I am sure I got in a good deal before the stated time of 10:38. I never had a "data card" that would allow me to get in and out of the [redacted] building during "off" hours and "off" days. (They only gave out a certain number of those cards.) I didn't know that a Friday would be an "off" day (especially considering there are non-NSA companies in that building). Anyway, I was locked out of the building. Luckily, I saw a co-workers car. I didn't know his desk number off hand, but, I eventually figured it out. I called his desk and he let me into the building. He always would take the stairs as opposed to the elevator to the 4th floor. (Sometimes I took stairs and sometimes I took the elevator.) But if I was with him I always took the stairs with him. I am quite sure he finished the stairs before me and let me into the SCIF. (This usually happened when I happened to take the stairs with him.) I am pretty sure I didn't badge in (since he already opened the door). I probably got there around 8:30AM. And while my timecard had to be in DAYS in advance during this holiday week (I think the beginning of the week or possibly even the end of the previous week), I planned on working a good, long, full day that Friday. (Why not? We had no family in town.) Well, when the last person left I had to leave (since I couldn't lock the SCIF or be in the building without a data card). So, I probably worked around 8 hours....so a correcting timesheet still should have been submitted for about an hour.

Dec. 3, 2014: The 25-minute break MAY have been a late trip to Subway and back with a restroom stop accompanying it. I probably ate at my desk. The other 2 breaks (10 minutes total) were almost undoubtedly restroom breaks.

Dec. 5, 2014: Being a Friday, I had to estimate my time beforehand. I always try to work a full week but sometimes I am not able to. This just appears to be the case for this week. I should have realized I didn't work 9 hours that day and submitted an adjusted timecard.

Dec. 9, 2014: I doubt I left for the day at 4:06PM. (look at departure times for other Tuesdays prior to this one: 6:05, 5:46, 5:44, etc...). I most likely went to the lab or to the SCIF in [redacted] to finish the day working with the testers. We did perform numerous demonstrations in the afternoon in [redacted] first floor lab. In fact: my status report sent on Monday Nov. 17 mentions a demonstration in December. Considering that we know better than to wait too close to the holidays to schedule something like this, this would have been around the timeframe to have that demonstration.) I probably left straight from the lab without returning back to the 4th floor SCIF considering what time in the afternoon it would have been by the conclusion of the demonstration.

Dec. 22 – Dec. 26, 2014: This is obviously a holiday week (THE holiday week). I had to have my timecard in days in advance....either Monday morning. So it is a total guess how many hours you are going to work all week. Dec 23, 24, and 26 are obvious mistakes. The 23rd and 24th I think they closed the SCIF early so I had to leave (again I usually do not leave that early voluntarily). An adjusting timecard should have been submitted though. The 26th is a big mistake. I usually work the day after Thanksgiving

and the day after Christmas. This is the end of the calendar year and I never have leave left, so I plan on working those days. That is why I put some hours in when I was forecasting for the week. I don't remember NOT coming in that day. But apparently I did not and should have adjusted my previously-inputted timecard.

Dec. 30, 2014: This being another holiday week, I believe my time had to be way in advance again. I believe I had to leave on this day with the last person (who could lock the SCIF). I planned on staying later than that originally. A correcting timecard should have been submitted.

Dec. 31, 2014: This being another holiday week, I believe my time had to be way in advance again. Like I previously said, this being the end of the calendar year, I have no time left off so I usually plan on working these days. Well, then my wife and I decided (at the last minute) to leave town for a couple of days and I forgot to amend my timesheet. This was obviously a mistake....a big mistake, but a mistake nonetheless.

Jan. 7, 2015: I probably was not able to input my time in a timely fashion and had to go off of memory. This was a bad estimate.

Jan. 13, 2015: I believe this was the morning I met with an investigator for a co-worker's re-investigation at like 9:00AM in the 'Annex' room in [redacted] I believe that was only an hour or so. I am nearly positive that the two breaks (totaling 22 minutes) were restroom breaks. The 23-minute gap was either a restroom break and talking to a co-worker in the lobby/hallway or it was a quick trip to the lab on the first floor. I doubt I would walk to Subway and back that late (and that quickly). Though 8 hours still looks like a high estimate. Should have adjusted this estimate.

Jan. 14, 2015: The first 2 breaks were quick restroom visits. The 23-minute gap may have been a walk over to Subway and back to eat at my desk. The 20-minute gap was probably a quick trip into the lab in [redacted] I don't believe I was gone for the day at 4:49PM. I most likely headed to [redacted] for a while and left from there. Sometimes I would go answer a question or 2 from the testers, make sure they were good, and then head out for the evening.

(b)(3)-P.L. 86-36

Jan. 16, 2015: Leaving the SCIF (in [redacted] that early (10:52AM) was most likely for a meeting/demo that started at 11AM in [redacted] (Like I have said, usually [redacted] was earlier in the day for scheduled meetings, [redacted] lab later in the day). It was easy to grab Subway when you are in [redacted] so I probably ate at my desk between 12:51 and 1:33, then went to lab for the hour and 19 minutes in the afternoon. The final 2 gaps (totaling 21 minutes) were most likely restroom visits.

Jan. 20, 2015: The breaks were most likely all restroom visits. (I do not think I would walk to Subway at 3:35PM). Also, I usually got in earlier than this. I believe that I was probably in before 11:18 but didn't initially badge in. Let's guess I was in an hour earlier than 11:18 and subtracting the breaks, I still don't think I would be there for 7.5 hours. That estimate was too high.

Jan. 21, 2015: Had my re-investigation interview (at 1000AM) in the downstairs 'Annex' room. That accounted for gap in the middle of the day.

Jan. 26, 2015: I usually got in earlier than this. I believe that I was probably in before 11:29 but didn't initially badge in. Plus 3 breaks (totaling 38 minutes) were most likely bathroom visits. Perhaps the 19

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minute break was a quick trip into the lab...but I am guessing a bathroom visit and seeing a coworker in the lobby.

Jan. 27, 2015: I probably was not able to input my time in a timely fashion and had to go off of memory. This was a bad estimate.

Feb. 11, 2015: The 35-minute break was most likely a restroom trip, followed by a walk over to Subway to pick up lunch that I most likely ate at my desk. So, I probably worked closer to 6 hours that day. That is still not close to my entered time. I probably was not able to input my time in a timely fashion and had to go off of memory. This was a bad estimate.

Feb. 23, 2015: The 2 hour, 2 minute time period absolutely looks like the kind of time in the afternoon when we would be in the lab in [redacted] Most likely getting the configurations ready for a demo or more likely for training users. Demonstration setup didn't quite take as long as the setup for training users. Or, going from [redacted] email from Feb 23, I could have very well been working with the testers during that 2 hour 2 minute time period. She says to have things finished by the next day.....so that probably is what I/we were doing (most likely over in [redacted] where they sat).

Feb. 27, 2015: The 2 breaks (totaling 7 minutes) were restroom visits. I would have to say that the 1 hour 13 minute break is probably lunch with a restroom break at the beginning and at the end before re-entering the SCIF. Even with that said, I didn't work enough to fill the 8 hours that I had to estimate ahead of time. An adjusting timecard should have been submitted. Now, after seeing an email from me dated Feb. 27, it looks as if we were doing some [redacted] training. This training usually started early in the mornings (and would go for a good part of the day). Now, after reading my email I believe that I may have reported straight to the [redacted] lab on the first floor to assist in the training efforts. Usually [redacted] would be the first one in and he would train users on his software, then [redacted] and I would get in a little later and train users on our software. This is from memory: seemed like [redacted] would usually begin at about 0730, then [redacted] and I would get in around 0900-ish.

(b) (3)-P.L. 86-36

Doc ID: 6717805

(b)(3)-P.L. 86-36
(b)(6)

From:
Sent: Monday, April 11, 2016 3:36 PM
To:
Subject: RE: (U) IG Investigation: Seeking clarification

(b)(3)-P.L. 86-36

Here is some clarification:

(was this lab actually in the basement or on the 1st floor?? Or were there labs located in both the basement and 1st floor? Please clarify and provide details of their location and your use of them)
The Lab in [redacted] was on the first floor. There was no basement in that building.

(In your email to me dated 26 February 2016, you stated that you were not on the badge swipe access for the [redacted] lab for "so long" - how long? Was this the badge swipe for the lab in the basement or on the 1st floor? My records show you started working on the [redacted] contract at the beginning of July 2014. The first badge swipe we have on our records that you made to enter [redacted] was on 8 July 2014 - is this when you would have been able to use the badge swipe at the [redacted] lab(s), or was there another process/obstacle that was preventing you from being able to swipe your badge at the [redacted] lab(s)?)
I had to be put on the 1st floor lab access list separately from my normal 4th floor SCIF. If I went down to the lab it was always with co-workers who were on the access list and they would badge in. I never even thought to be put on the list because I never had an issue getting into it with my co-workers. I wasn't put on the access list to the lab for probably half the time I was on [redacted] (which would have been.....6 months-ish.). This is just an estimate. I don't remember exactly when it was. I don't remember if I requested access or if a government civilian suggested it.

[redacted] were there also labs on the 4th floor where you also performed contract related work? If so, tell me how many labs were on the 4th floor that you accessed to perform contract related work and if there was a badge swipe requirement to enter those labs. Also provide how much time, per week, did you use the labs on the 4th floor between 1 July 2014 through 27 February 2015).
There was one lab on the 4th floor that I spent very little time in, [redacted] I was probably in this lab 10 total hours from July – February. It had no badge swipe to enter and it had a generic (not specific to me) code to open that door. But this lab was totally contained within the 4th floor SCIF. If I was in that lab, I was in the SCIF.

[redacted] spent up to two hours every other week, or sometimes more (*how much more time and how often*)??
During the first half of the contract I would say a couple of hours a week was the average time spent in [redacted] The more time spent over there was after February. The last 4-ish months of the contract we met over there more often, had more demos there, and met with the testers at their desks more often.

after the tone change the OIG reviewed

As the team got closer to the delivery of the software, [redacted] spent more time *(How much more time?)* in [redacted] for demos, training, and meetings.
As we got closer to final delivery, we probably spent 6-8 hours a week over in [redacted] We went over a little more frequently and some of those trips, to discuss our software with the testers, could last 2+ hours each trip. During this

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timeframe we spent much more time in the [redacted] lab as well. We had to set up a test environment and train the users. We would be down in that lab for 4-6 hours some days.

I hope this helps.

Sincerely,

[redacted]

(b)(3)-P.L. 86-36
(b)(6)

From: [redacted]
Sent: Monday, April 11, 2016 12:22 PM
To: [redacted]
Subject: (U) IG Investigation: Seeking clarification

(b)(3)-P.L. 86-36

Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

INSPECTOR GENERAL SENSITIVE INFORMATION: *This email, including any attachments, is intended only for authorized recipients. This email message may contain information that is confidential, sensitive, and/or protected by Federal law, including the Privacy Act of 1974, as amended.*

Hello [redacted],

I'm still working through the case regarding the allegation of labor mischarging. I'm seeking clarification and additional information regarding some of the information you provided to me during your interview. Would you please review the information included below and edit, as necessary, for accuracy and completeness? This section of the interview pertained to the buildings/labs where you performed contract related work while on the [redacted] contract. Please edit what is written and/or add any additional information, as you deem necessary, to clearly explain where you performed work during this timeframe, (approximately) how much time you spent at the various NBP locations, per week, and any badge swipe requirements.

Thank you,

[redacted]

(U//~~FOUO~~) [redacted]
Senior Investigator
NSA/CSS OIG, Office of Investigations, D14
[redacted] Suite 6247
963-2988(s) / [redacted]

****

(U//~~FOUO~~) While on the [redacted] contract, [redacted] was assigned to [redacted] His office was within a Sensitive Compartmented Information Facility (SCIF) on the 4th floor of the New Business Park

NOTE: The follow-on page was not included in this report

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NSA 14476

Doc ID: 6717805

(b) (3)-P.L. 86-36

From:
Sent: Friday, March 25, 2016 12:13 PM
To:
Subject: (U) Request
Attachments: (U//~~FOUO~~) NOTIFICATION OF CANCELLED BADGE REQUEST; (U//~~FOUO~~) NOTIFICATION OF SUBMITTED BADGE REQUEST

//~~FOUO~~) ACTION REQUIRED: Badge Request needs to be approved: Canceled: (U) Team meeting

Classification: UNCLASSIFIED// ~~FOR OFFICIAL USE ONLY~~

I have attached the emails for the badge request. Also, it looks like we had a team meeting every two weeks at would have been a part of that meeting once he joined the team. I attached the meeting invite, which now shows it as 'Canceled'.

Next week, I will try to take a look at the repository and the Issue Tracking system to see if any logs are available for the time period in question.

Thanks,

(b) (3)-P.L. 86-36
(b) (6)

Classified By:
Derived From: NSA/CSSM 1-52
Dated: 20130930
Declassify On: ~~20410301~~

UNCLASSIFIED// ~~FOR OFFICIAL USE ONLY~~

D4

Release: 2021-13
NSA 14477

Doc ID: 6717805

[redacted]

Subject: Canceled: (U) Team meeting
Location: [redacted] conference room

(b) (3)-P.L. 86-36
(b) (6)

Start: Thu 4/24/2014 2:30 PM
End: Thu 4/24/2014 3:00 PM
Show Time As: Free

[redacted] student start working on contract until July 2014

Recurrence: Weekly
Recurrence Pattern: every 2 weeks on Thursday from 2:30 PM to 3:00 PM

Meeting Status: Accepted

Organizer: [redacted]
Required Attendees: [redacted]

Importance: High

(b) (3)-P.L. 86-36

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Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

Updating the calendar invite so it is every two weeks.

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No dates w/ discrepant time that could be mutigated.

July: 17, 31
Aug: 14, (28)
Sep: 11, 25
Oct 9, 23
Nov: 6, 20
Dec: 4, 18
Jan: 15, 29
Feb 12, 26

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NSA 14478

[redacted]

From: [redacted]
Sent: Monday, July 07, 2014 3:25 PM
To: [redacted]
Cc:
Subject: (U//~~FOUO~~) ACTION REQUIRED: Badge Request needs to be approved: NSAW [redacted]

Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

(U//~~FOUO~~) You have been listed as a government approver on the badge request for [redacted] (submitted by [redacted] -- Request Number NSAW-[redacted] Please approve/disapprove the submission of this badge request by either clicking on the Direct Link below:

Direct Link: [redacted]

(b) (3)-P.L. 86-36

(b) (3)-P.L. 86-36
(b) (6)

Or by following the steps below:

1. Go to the Employee Services Page (go connect)
2. Sign into the Portal Sign On (This step is only required if you do not have PKI)
3. Select Security Data Applications
4. Select Security Self Service
5. Select Badge Actions
6. Select Badge Request Pending Approval
7. Select the Request from the list of search by either the Request Sequence Number or the Subject's Last Name.
8. After selecting the appropriate badge request, follow the on screen instructions.
9. You MUST click the 'Submit' button after you have approved/disapproved the badge request.

(U//~~FOUO~~) Once you submit your approval/disapproval, Security will take the necessary actions and inform all parties of the next step(s).

(U//~~FOUO~~) If you have any questions, please contact your local Security/Badge Office by replying to this e-mail or calling 963-6611.

Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

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NSA 14479

[redacted]

From: [redacted]
Sent: Monday, July 14, 2014 9:07 AM
To: [redacted]
Cc:
Subject: (U//~~FOUO~~) NOTIFICATION OF SUBMITTED BADGE REQUEST

Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

This email contains information subject to the Privacy Act.

(U//~~FOUO~~) The Security/Badge Office has received a badge request for: (b) (3)-P.L. 86-36

- Subject Info: [redacted]
- Badge Request Type: Badge Request
- Badge Description: IC Green Badge
- Badge Request Number: [redacted]
- Badge Expiration Date: 2015-07-06
- Site: NSAW

(b) (3)-P.L. 86-36
(b) (6)

(U//~~FOUO~~) The above request has been submitted for processing and may take up to 5 business days to complete.

(U//~~FOUO~~) Once proceessed, you will receive a follow-up email.

(U//~~FOUO~~) Please contact your local Security/Badge Office by replying to this email or calling 963-6611 with any questions.

Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

Release 2021- 3
NSA 14480

[redacted]

From: [redacted]
Sent: Wednesday, July 16, 2014 2:06 PM
To: [redacted]
Subject: (U//~~FOUO~~) NOTIFICATION OF CANCELLED BADGE REQUEST

Classification:UNCLASSIFIED/~~/FOR OFFICIAL USE ONLY~~

This email contains information subject to the Privacy Act.

(U//~~FOUO~~) The Security/Badge Office has cancelled the badge request for the following:

- Subject Info: [redacted] (b) (3)-P.L. 86-36 (b) (6)
- Badge Request Type: Badge Request
- Badge Description: IC Green Badge
- Badge Request Nbr [redacted] (b) (3)-P.L. 86-36
- Badge Expiration Date: 7/6/2015
- Site: NSAW

(U//~~FOUO~~) The explanation for cancelling the badge request is as follows: Subject is currently already in possession of a green badge for the company [redacted] If you are trying to request just sponsorship change that can be done via the connect system under Badge Actions to include CAB.

(U//~~FOUO~~) Please contact your local Security/Badge Office by replying to this email or calling 963-6611 with any questions.

Classification:UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

Release 2021- 3
NSA 14481

[redacted]

From: [redacted]
Sent: Wednesday, July 16, 2014 2:06 PM
To: [redacted]
Subject: (U//~~FOUO~~) NOTIFICATION OF CANCELLED BADGE REQUEST

Classification:UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

This email contains information subject to the Privacy Act.

(U//~~FOUO~~) The Security/Badge Office has cancelled the badge request for the following:

- Subject Info [redacted] (b) (3)-P.L. 86-36 (b) (6)
- Badge Request Type: Badge Request
- Badge Description: IC Green Badge [redacted] (b) (3)-P.L. 86-36
- Badge Request Nbr: [redacted]
- Badge Expiration Date: 7/6/2015
- Site: NSAW

(U//~~FOUO~~) The explanation for cancelling the badge request is as follows: Subject is currently already in possession of a green badge for the company [redacted] If you are trying to request just sponsorship change that can be done via the connect system under Badge Actions to include CAB.

(U//~~FOUO~~) Please contact your local Security/Badge Office by replying to this email or calling 963-6611 with any questions.

Classification:UNCLASSIFIED/~~/FOR OFFICIAL USE ONLY~~

Release 2021- 3
NSA 14482

[redacted]

From: [redacted]
Sent: Monday, April 11, 2016 12:23 PM
To: [redacted]
Subject: RE: (U) Clarification - testimony

Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

[redacted] (b) (3)-P.L. 86-36

See my edits below in green.

(U//~~FOUO~~) A lab was located on the 1st floor in [redacted]. The first floor office space consists of an unclassified area and conference room and a SCIF area with several labs. To access the unclassified space on the first floor, a five digit code is required. I very seldom used the space for unclassified training. I do not have a record of any unclassified training between July and October 2014. Once in the unclassified space on the first floor, there is a SCIF door to access the classified lab space. An NSA badge is required for entry into the 1st floor SCIF area. Similar to the SCIF door on the 4th floor, everyone must swipe their badge and enter their pin to gain access. As a new member of the team, [redacted] may have spent 4-6 hours in the 1st floor SCIF lab between July and October 2014 in order to become more familiar with the equipment.

Team members who used the 1st floor lab may have held the door for others after swiping their badge to enter or exit. Therefore, it is possible that [redacted] may not have swiped his badge upon every entry and exit. On average, [redacted] may have spent 4-6 hours in the 1st floor lab, per week, between July and October 2014. (I am not aware of time after October 2014). There were no desks in the 1st floor lab of [redacted] Most of the work [redacted] did was done from his desk in [redacted]

Within the 4th Floor SCIF area of [redacted] were eight other labs and [redacted] had access to two of them. The 4th floor labs did not have a badge swipe. To enter any of the labs on the 4th floor required that a generic six-digit code be entered to gain access. [redacted] performed work in the labs on the 4th floor probably two or three times per week starting July 2014 through the end of April 2015. For the period that I am aware (July-October 2014), [redacted] may have spent 4-6 hours per week in the 4th floor labs.

Let me know if you have any further questions.

Thanks,

[redacted] (b) (3)-P.L. 86-36 (b) (6)

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

[redacted]

From [redacted]
Sent: Monday, April 11, 2016 11:20 AM

Release 2021- 3
NSA 14483

To: [redacted]
Subject: (U) Clarification - testimony

Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

INSPECTOR GENERAL SENSITIVE INFORMATION: *This email, including any attachments, is intended only for authorized recipients. This email message may contain information that is confidential, sensitive, and/or protected by Federal law, including the Privacy Act of 1974, as amended.*

Good morning [redacted]

I'm seeking clarification and additional information regarding some of the information you provided to me during your interview on 23 March 2016. Would you please review the information included below and edit, as necessary, for accuracy and completeness? This section of the interview pertained to the buildings/labs where [redacted] would have perfomed contract related work. Please edit was is written and/or add any additional information, as you deem necessary to clearly explain where [redacted] performed his work and (approximately) how much time he spent at the various locations.

Thank you,

[redacted]

(b)(3)-P.L. 86-36

(U//~~FOUO~~) [redacted]
Senior Investigator
NSA/CSS OIG, Office of Investigations, D14
[redacted] Suite 6247
963-2988(s) [redacted]

(b)(3)-P.L. 86-36
(b)(6)

(U//~~FOUO~~) [redacted] office and desk were located within a Sensitive Compartmented Information Facility (SCIF) on the 4th floor of the New Business Park [redacted] building. [redacted] is a commercial building and there is no access control system at the main entrance. However, an access control system is installed at the door of the SCIF for swiping the NSA badge. Everyone who worked within the SCIF was expected to swipe their badge upon every entry to, and exit from, the SCIF, including when they left the SCIF for brief periods of time, such as to use the restroom. [redacted] and [redacted] explained to [redacted] and all of the other team members who worked within the SCIF, that everyone was expected to swipe their NSA badge upon entry to, and exit from, the SCIF. Typically, everyone followed the badge swiping rule, but it was not always followed by everyone one hundred percent of the time. Sometimes a person would enter the SCIF, swipe their badge, and then hold the door for their coworker(s) who entered behind them and did not swipe their respective badges. In addition, when exiting the SCIF, the door could be opened without swiping the badge and therefore, sometimes people did not swipe on the exit. [redacted] could not remember if the rule for badge swiping was documented anywhere.

(U//~~FOUO~~) A lab was located on the 1st floor in [redacted] Although [redacted] had access to the 1st floor lab, which required *the NSA badge swipe to enter (is this accurate?* [redacted] *told me that he used a lab located in the "basement of* [redacted] *" that did not require a badge swipe, but instead required a generic 6-digit code to enter – do you think the "basement lab" was the 1st floor lab or was there another lab in the basement?*), he seldom needed to use the 1st floor lab until starting near the end of October 2014 when he would have been in the lab more often, testing software. (*is this accurate?*). Prior to October 2014, [redacted] would have spent approximately ___ hours in the 1st floor lab per week.

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NSA 14484

Team members who used the 1st floor lab may have held the door for others after swiping their badge to enter or exit (*was it required to exit?*). Therefore, it is possible that [redacted] may not have swiped his badge upon every entry and exit. On average, [redacted] may have spent ___ hours in the 1st floor lab, per week, starting near the end of October 2014 through end of April 2015, when TTQ [redacted] ended. There were no desks in the 1st floor lab of [redacted] Most of the work [redacted] did was done from his desk in [redacted]

On the 4th floor of [redacted] were eight other labs and [redacted] had access to two of them. The 4th floor labs did not have a badge-swipe. To enter any of the labs on the 4th floor required that a generic six-digit code be entered to gain access. [redacted] performed work in the labs on the 4th floor probably two or three times per week starting ____(when?), through the end of April 2015 for a total of approximately ___ hours per week.

(b)(3)-P.L. 86-36

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(b)(3)-P.L. 86-36
(b)(6)

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APPENDIX E

- **(U//~~FOUO~~) E.1: [redacted] CONTRACT**
- **(U//~~FOUO~~) E.2: [redacted] CONTRACT**

(b)(3)-P.L. 86-36

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(b)(3)-P.L. 86-36
(b)(4)

APPENDIX E1

(b)(3)-P.L. 86-36
(b)(4)

(b)(3)-P.L. 86-36
(b)(4)

(b)(3)-P.L. 86-36
(b)(4)

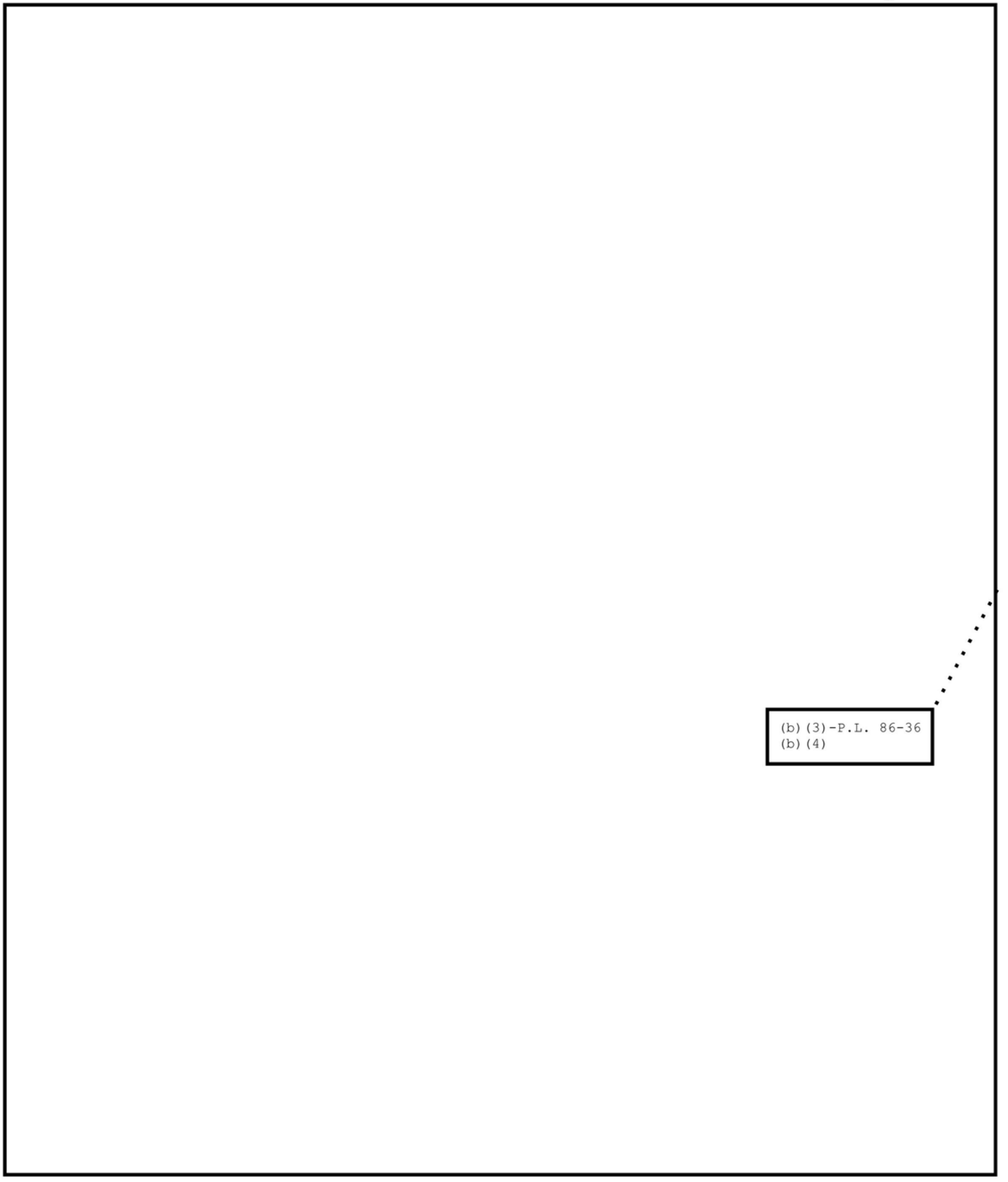
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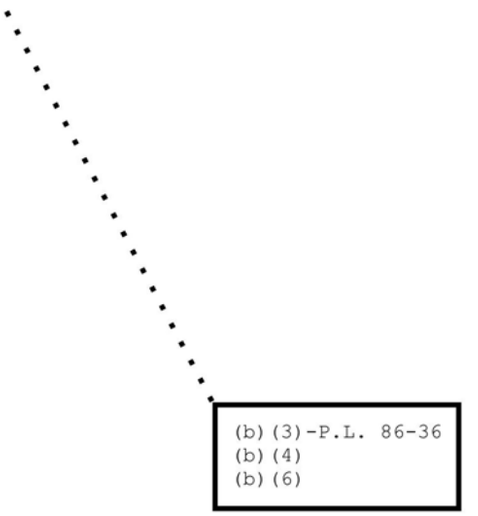
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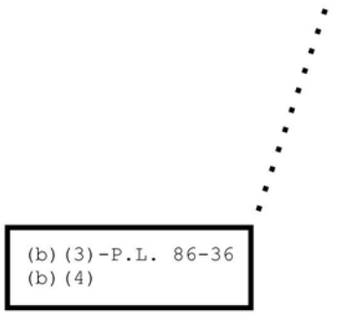
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[redacted]

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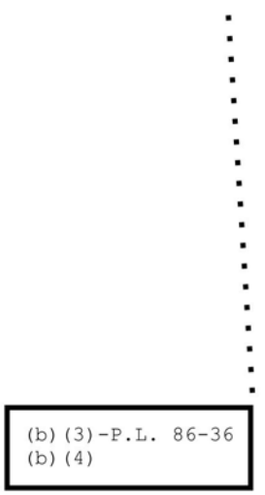

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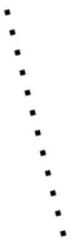
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NSA 14513

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NSA 14515

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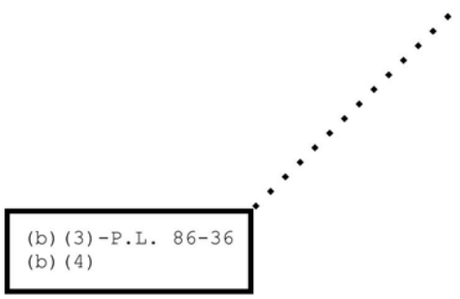
Release 2021- 3
NSA 14516

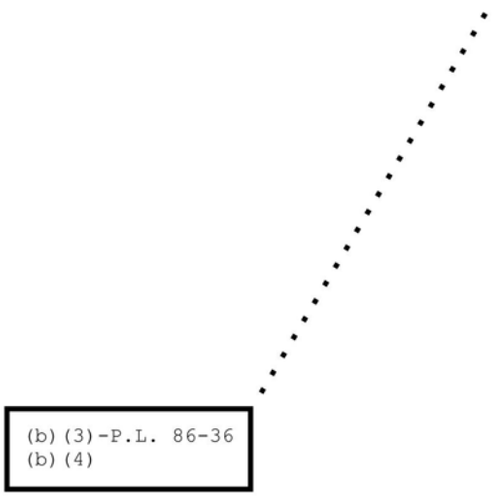
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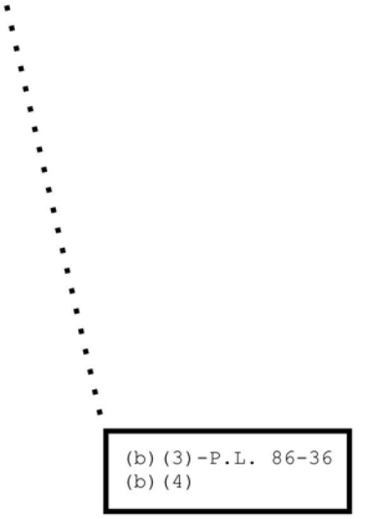
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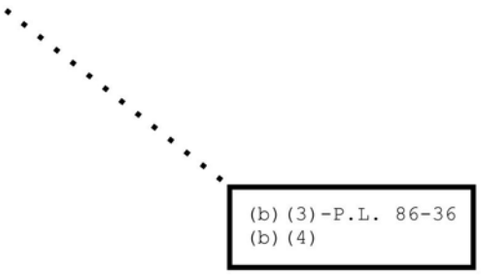
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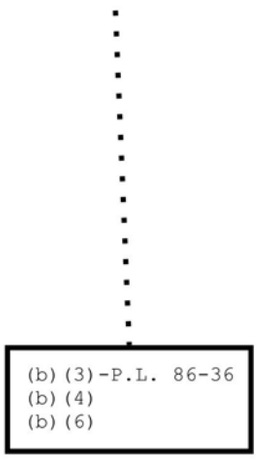
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NSA 14525

Doc ID: 6717805

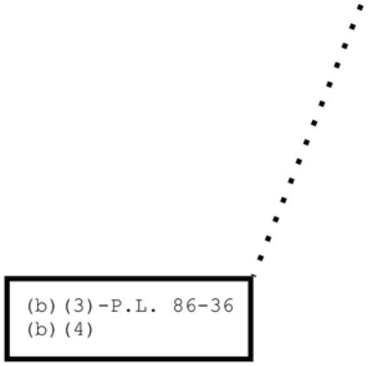
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NSA 14526

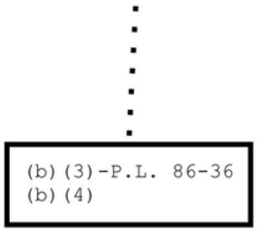
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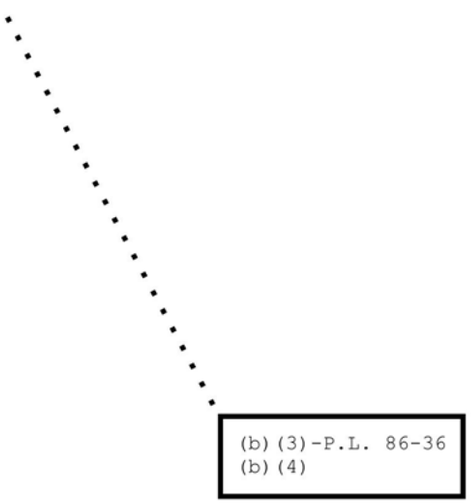
Release 2021- 3
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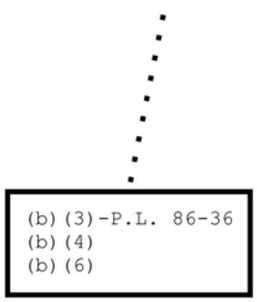
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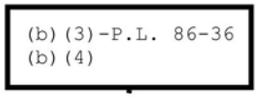
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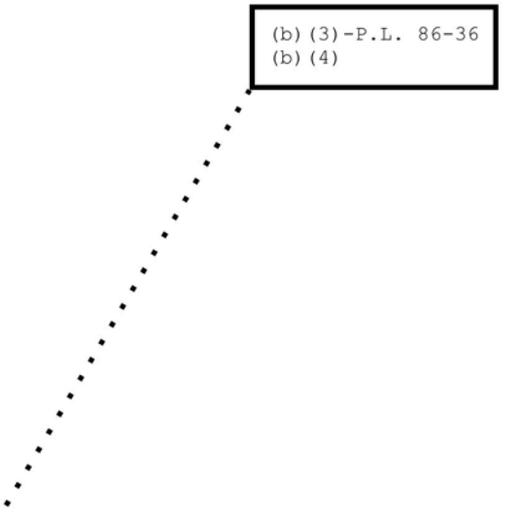
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NSA 14532


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Doc ID: 6717805



Release 2021- 3
NSA 14534


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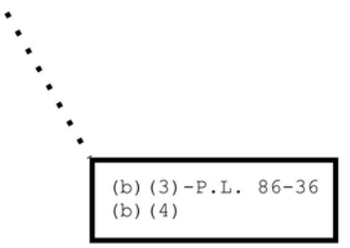
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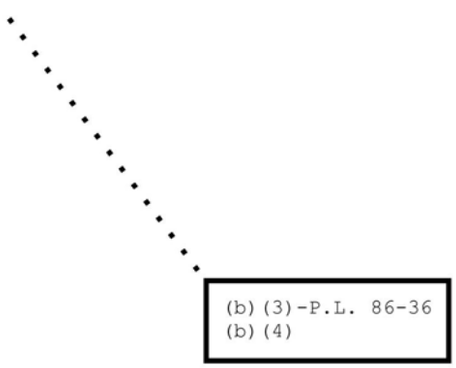
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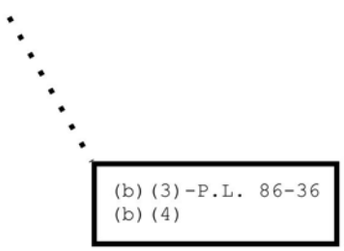
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(b)(3)-P.L. 86-36
(b)(4)

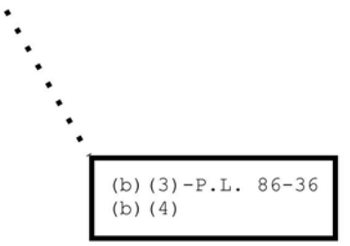

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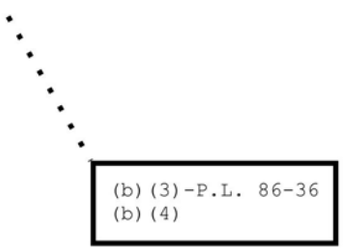

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(b)(3)-P.L. 86-36
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(b)(3)-P.L. 86-36
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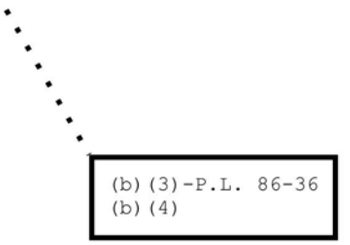

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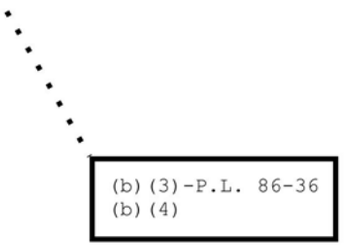

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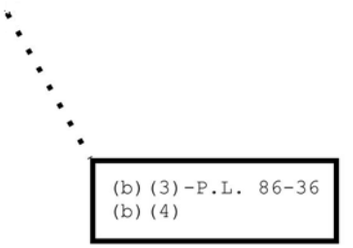
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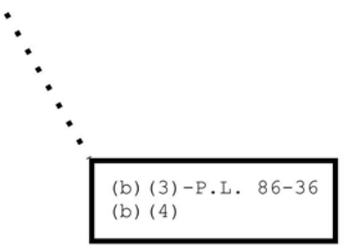
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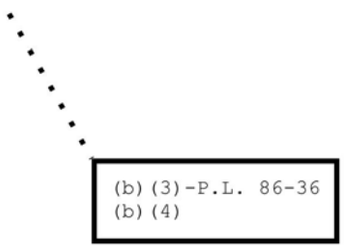

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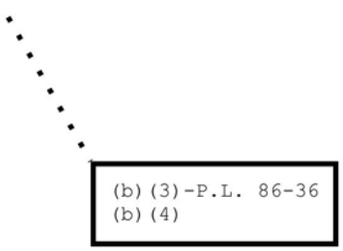

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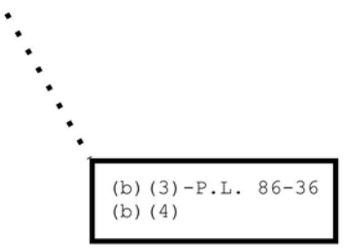

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(b)(4)

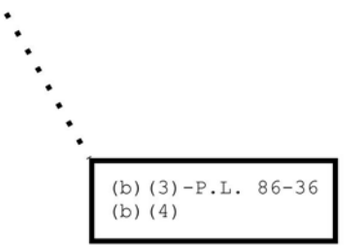

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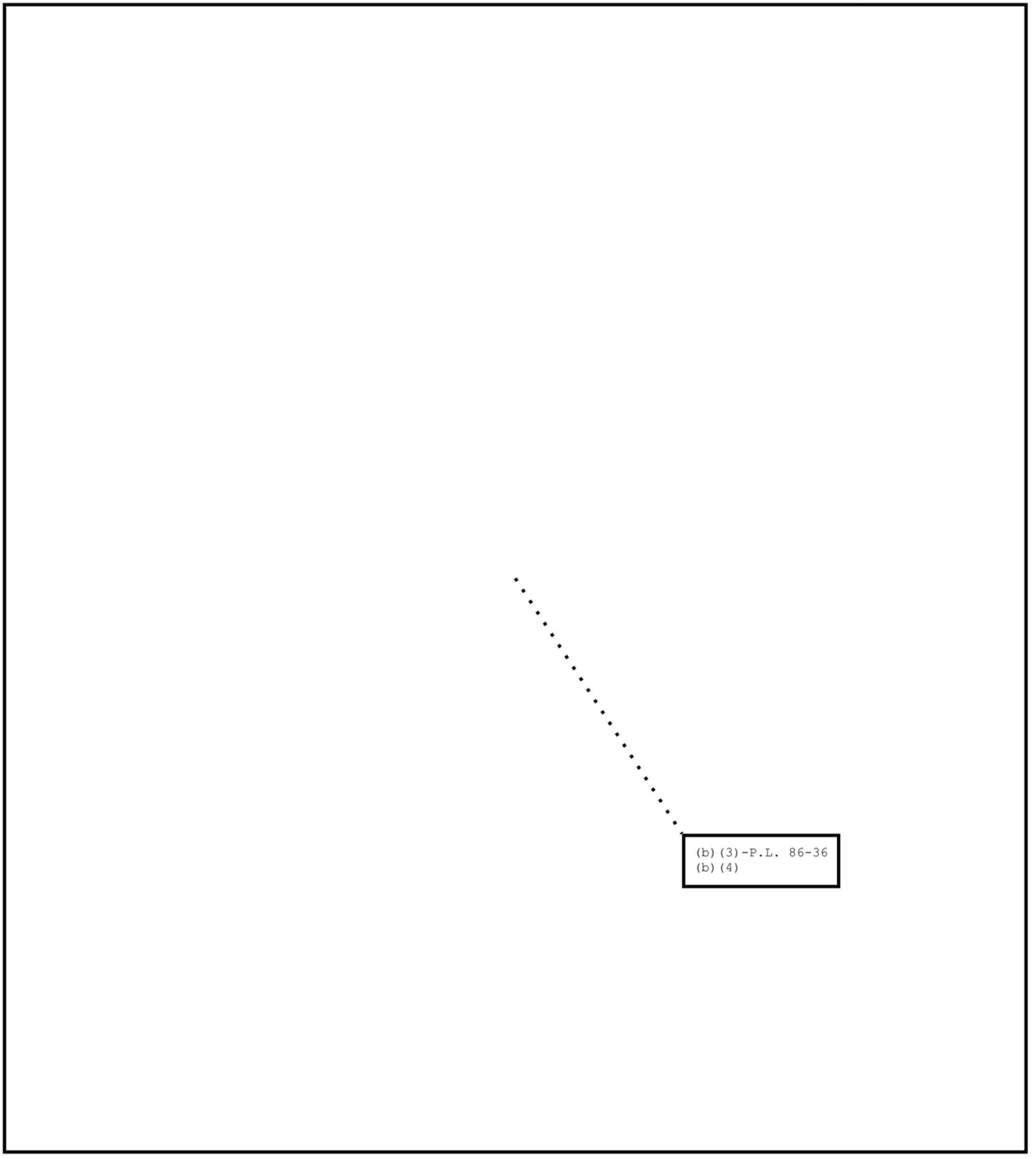
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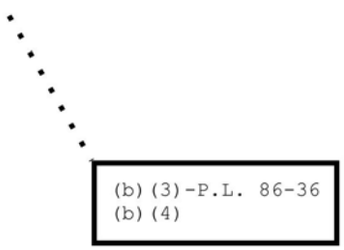

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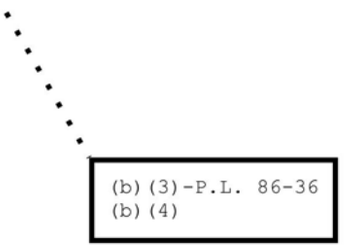

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(b)(4)


(b)(3)-P.L. 86-36
(b)(4)

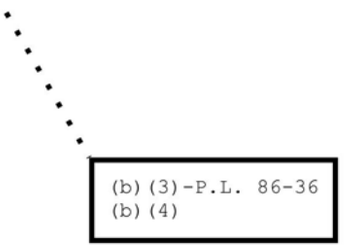

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(b)(3)-P.L. 86-36
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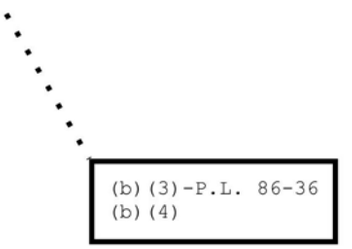

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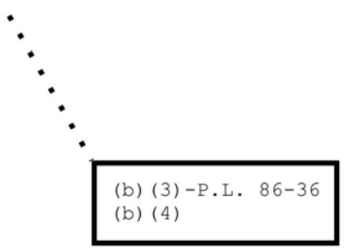

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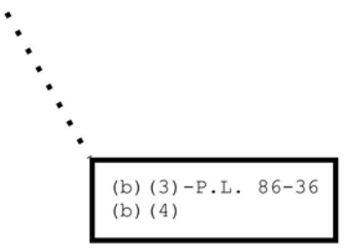
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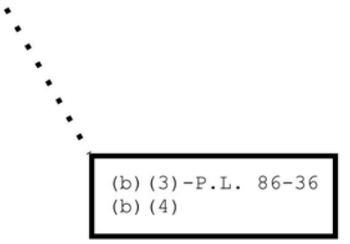

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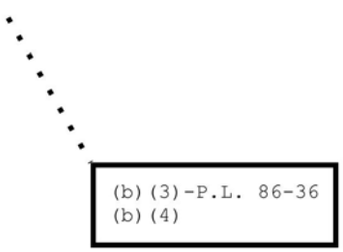

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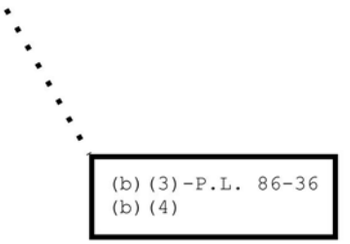

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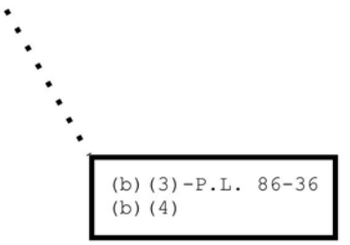

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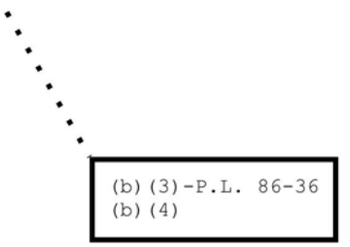

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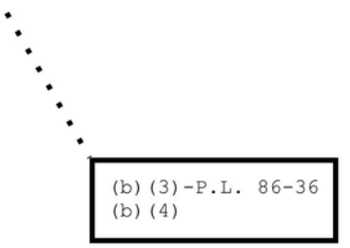
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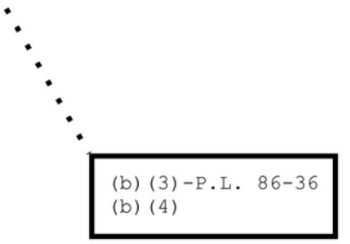

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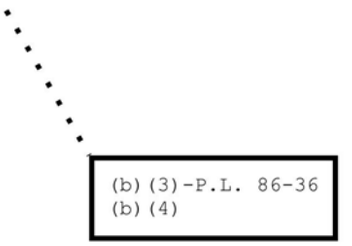

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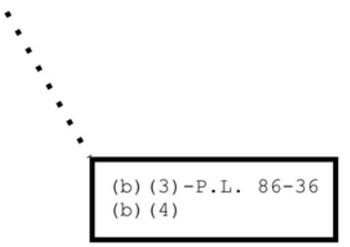
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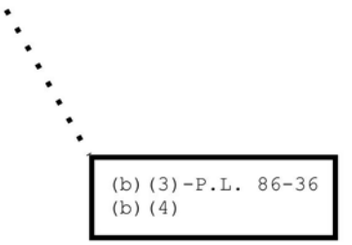

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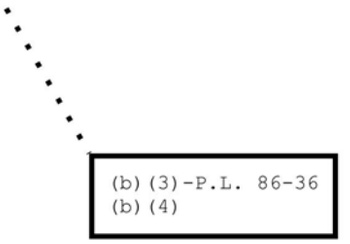
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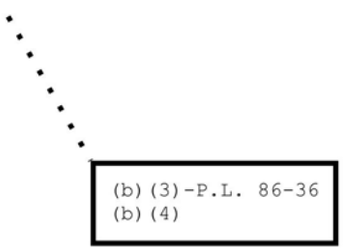

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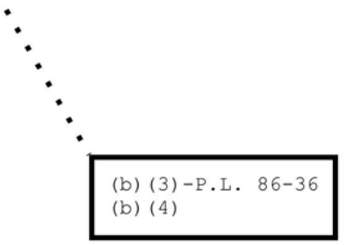

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(b)(3)-P.L. 86-36
(b)(4)

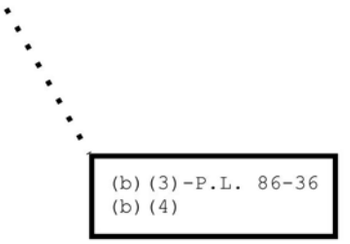

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(b)(4)

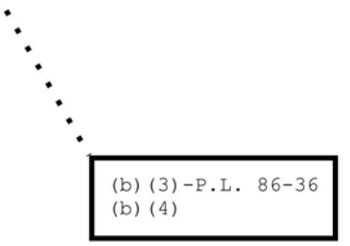

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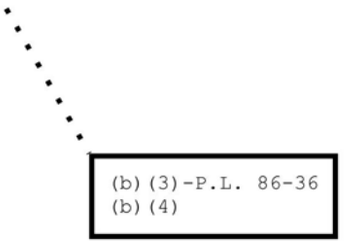

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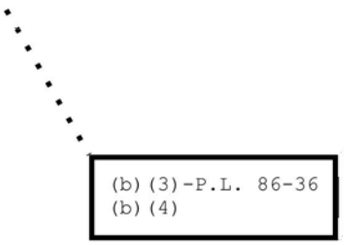

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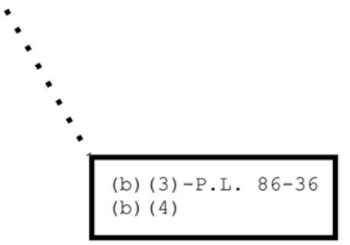

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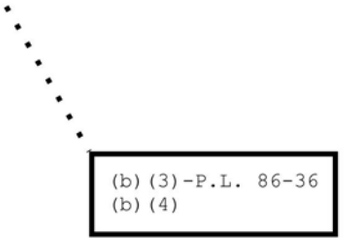

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(b)(3)-P.L. 86-36
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(b)(3)-P.L. 86-36
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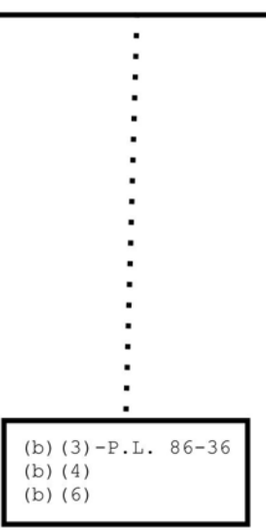

(b)(3)-P.L. 86-36
(b)(4)


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(b)(3)-P.L. 86-36
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Release 2021- 3
NSA 14593

(b)(3)-P.L. 86-36
(b)(6)

APPENDIX F

(U//~~FOUO~~) [redacted] classified computer Log-on and log-records

Release 2021- 3
NSA 14594

DOMAIN/USERID	ACTIVITY	DAY	TIMELOCAL	TIMEUTC
[redacted]	Logged On	20140228	20140228 15:01:13	20140228 15:01:13
	Logged Off	20140228	20140228 22:57:05	20140228 22:57:05
	Logged On	20140304	20140304 10:10:37	20140304 15:10:37
	Logged Off	20140304	20140304 18:32:56	20140304 23:32:56
	Logged On	20140305	20140305 10:37:31	20140305 15:37:31
	Logged Off	20140305	20140305 18:00:19	20140305 23:00:19
	Logged On	20140306	20140306 09:17:18	20140306 14:17:18
	Logged Off	20140306	20140306 18:27:04	20140306 23:27:04
	Logged On	20140307	20140307 09:16:22	20140307 14:16:22
	Logged Off	20140307	20140307 17:11:58	20140307 22:11:58
	Logged On	20140310	20140310 10:36:43	20140310 14:36:43
	Logged Off	20140310	20140310 16:32:05	20140310 20:32:05
	Logged On	20140311	20140311 10:07:37	20140311 14:07:37
	Logged Off	20140311	20140311 17:54:13	20140311 21:54:13
	Logged On	20140312	20140312 09:54:53	20140312 13:54:53
	Logged Off	20140312	20140312 16:05:44	20140312 20:05:44
	Logged On	20140313	20140313 09:52:34	20140313 13:52:34
	Logged Off	20140313	20140313 18:36:26	20140313 22:36:26
	Logged On	20140314	20140314 09:40:44	20140314 13:40:44
	Logged Off	20140314	20140314 17:03:35	20140314 21:03:35
	Logged On	20140318	20140318 10:12:42	20140318 14:12:42
	Logged Off	20140318	20140318 18:26:05	20140318 22:26:05
	Logged On	20140319	20140319 09:38:09	20140319 13:38:09
	Logged Off	20140319	20140319 18:06:35	20140319 22:06:35
	Logged On	20140320	20140320 09:43:51	20140320 13:43:51
	Logged Off	20140320	20140320 18:17:22	20140320 22:17:22
	Logged On	20140321	20140321 10:18:24	20140321 14:18:24
	Logged Off	20140321	20140321 17:02:27	20140321 21:02:27
	Logged On	20140324	20140324 10:05:47	20140324 14:05:47
	Logged Off	20140324	20140324 16:02:36	20140324 20:02:36
	Logged On	20140325	20140325 09:24:20	20140325 13:24:20
	Logged Off	20140325	20140325 14:13:42	20140325 18:13:42
	Logged On	20140326	20140326 10:02:12	20140326 14:02:12
	Logged Off	20140326	20140326 16:44:45	20140326 20:44:45
	Logged On	20140327	20140327 09:31:54	20140327 13:31:54
	Logged Off	20140327	20140327 18:23:42	20140327 22:23:42
	Logged On	20140328	20140328 09:28:46	20140328 13:28:46
	Logged Off	20140328	20140328 17:27:31	20140328 21:27:31
	Logged On	20140401	20140401 09:50:18	20140401 13:50:18
	Logged Off	20140401	20140401 18:45:33	20140401 22:45:33
	Logged On	20140402	20140402 10:07:23	20140402 14:07:23
	Logged Off	20140402	20140402 16:15:22	20140402 20:15:22
	Logged On	20140403	20140403 09:33:27	20140403 13:33:27
	Logged Off	20140403	20140403 18:02:52	20140403 22:02:52
	Logged On	20140404	20140404 09:19:23	20140404 13:19:23
	Logged Off	20140404	20140404 16:10:46	20140404 20:10:46

(b)(3)-P.L. 86-36
(b)(6)

Logged On	20140407	20140407 10:47:22	20140407 14:47:22
Logged Off	20140407	20140407 16:58:06	20140407 20:58:06
Logged On	20140408	20140408 10:47:03	20140408 14:47:03
Logged Off	20140408	20140408 18:10:37	20140408 22:10:37
Logged On	20140409	20140409 09:49:32	20140409 13:49:32
Logged Off	20140409	20140409 14:46:45	20140409 18:46:45
Logged On	20140409	20140409 14:50:33	20140409 18:50:33
Logged Off	20140409	20140409 14:55:20	20140409 18:55:20
Logged On	20140418	20140418 10:32:03	20140418 14:32:03
Logged Off	20140418	20140418 18:02:58	20140418 22:02:58
Logged On	20140421	20140421 10:21:40	20140421 14:21:40
Logged Off	20140421	20140421 16:16:58	20140421 20:16:58
Logged On	20140422	20140422 10:03:38	20140422 14:03:38
Logged Off	20140422	20140422 18:07:55	20140422 22:07:55
Logged On	20140423	20140423 09:32:54	20140423 13:32:54
Logged Off	20140423	20140423 15:51:36	20140423 19:51:36
Logged On	20140424	20140424 09:59:56	20140424 13:59:56
Logged Off	20140424	20140424 16:37:41	20140424 20:37:41
Logged On	20140425	20140425 09:58:17	20140425 13:58:17
Logged Off	20140425	20140425 16:56:16	20140425 20:56:16
Logged On	20140428	20140428 10:34:12	20140428 14:34:12
Logged Off	20140428	20140428 17:18:09	20140428 21:18:09
Logged On	20140429	20140429 10:40:16	20140429 14:40:16
Logged Off	20140429	20140429 17:46:13	20140429 21:46:13
Logged On	20140430	20140430 10:31:36	20140430 14:31:36
Logged Off	20140430	20140430 17:18:13	20140430 21:18:13
Logged On	20140501	20140501 10:39:25	20140501 14:39:25
Logged Off	20140501	20140501 19:03:11	20140501 23:03:11
Logged On	20140502	20140502 10:16:04	20140502 14:16:04
Logged Off	20140502	20140502 16:38:12	20140502 20:38:12
Logged On	20140505	20140505 09:44:30	20140505 13:44:30
Logged Off	20140505	20140505 16:08:53	20140505 20:08:53
Logged On	20140506	20140506 10:13:26	20140506 14:13:26
Logged Off	20140506	20140506 16:45:38	20140506 20:45:38
Logged On	20140507	20140507 10:13:09	20140507 14:13:09
Logged Off	20140507	20140507 17:42:22	20140507 21:42:22
Logged On	20140508	20140508 09:36:18	20140508 13:36:18
Logged Off	20140508	20140508 17:46:14	20140508 21:46:14
Logged On	20140509	20140509 09:38:24	20140509 13:38:24
Logged Off	20140509	20140509 16:38:02	20140509 20:38:02
Logged On	20140512	20140512 10:27:25	20140512 14:27:25
Logged Off	20140512	20140512 16:06:24	20140512 20:06:24
Logged On	20140513	20140513 10:26:45	20140513 14:26:45
Logged Off	20140513	20140513 15:41:08	20140513 19:41:08
Logged On	20140514	20140514 10:34:49	20140514 14:34:49
Logged Off	20140514	20140514 17:50:25	20140514 21:50:25
Logged On	20140515	20140515 10:27:23	20140515 14:27:23

(b)(3)-P.L. 86-36
(b)(6)

Logged Off	20140515	20140515 17:40:07	20140515 21:40:07	
Logged On	20140516	20140516 10:09:37	20140516 14:09:37	
Logged Off	20140516	20140516 15:42:48	20140516 19:42:48	
Logged On	20140519	20140519 10:33:57	20140519 14:33:57	
Logged Off	20140519	20140519 16:34:04	20140519 20:34:04	
Logged On	20140520	20140520 10:01:08	20140520 14:01:08	
Logged Off	20140520	20140520 18:44:38	20140520 22:44:38	
Logged On	20140521	20140521 10:37:54	20140521 14:37:54	
Logged Off	20140521	20140521 17:25:31	20140521 21:25:31	
Logged On	20140522	20140522 10:00:52	20140522 14:00:52	
Logged Off	20140522	20140522 18:36:14	20140522 22:36:14	
Logged On	20140523	20140523 07:41:52	20140523 11:41:52	
Logged Off	20140523	20140523 17:39:40	20140523 21:39:40	
Logged On	20140527	20140527 09:01:45	20140527 13:01:45	
Logged Off	20140527	20140527 18:14:57	20140527 22:14:57	
Logged On	20140528	20140528 09:49:47	20140528 13:49:47	
Logged Off	20140528	20140528 17:14:36	20140528 21:14:36	
Logged On	20140529	20140529 10:11:36	20140529 14:11:36	
Logged Off	20140529	20140529 18:08:58	20140529 22:08:58	
Logged On	20140530	20140530 09:40:34	20140530 13:40:34	
Logged Off	20140530	20140530 14:31:55	20140530 18:31:55	
Logged On	20140602	20140602 15:45:55	20140602 19:45:55	
Logged Off	20140602	20140602 16:01:53	20140602 20:01:53	
Logged On	20140603	20140603 10:48:06	20140603 14:48:06	
Logged Off	20140603	20140603 17:09:58	20140603 21:09:58	
Logged On	20140604	20140604 10:32:51	20140604 14:32:51	
Logged Off	20140604	20140604 17:13:04	20140604 21:13:04	
Logged On	20140605	20140605 09:20:36	20140605 13:20:36	
Logged Off	20140605	20140605 16:14:27	20140605 20:14:27	
Logged On	20140606	20140606 09:45:31	20140606 13:45:31	
Logged Off	20140606	20140606 16:04:57	20140606 20:04:57	
Logged On	20140609	20140609 09:29:13	20140609 13:29:13	
Logged Off	20140609	20140609 16:23:58	20140609 20:23:58	
Logged On	20140610	20140610 10:22:58	20140610 14:22:58	
Logged Off	20140610	20140610 17:53:57	20140610 21:53:57	
Logged On	20140611	20140611 10:14:17	20140611 14:14:17	
Logged Off	20140611	20140611 16:34:19	20140611 20:34:19	
Logged On	20140612	20140612 09:32:57	20140612 13:32:57	
Logged Off	20140612	20140612 18:05:00	20140612 22:05:00	
Logged On	20140613	20140613 10:04:39	20140613 14:04:39	
Logged Off	20140613	20140613 16:46:42	20140613 20:46:42	
Logged On	20140616	20140616 10:41:03	20140616 14:41:03	
Logged Off	20140616	20140616 16:16:45	20140616 20:16:45	
Logged On	20140617	20140617 10:59:27	20140617 14:59:27	
Logged Off	20140617	20140617 15:30:11	20140617 19:30:11	
Logged On	20140619	20140619 08:47:56	20140619 12:47:56	
Logged On	20140620	20140620 08:32:04	20140620 12:32:04	

(b)(3)-P.L. 86-36
(b)(6)

	Logged Off	20140620	20140620 12:34:52	20140620 16:34:52
	Logged On	20140623	20140623 11:56:57	20140623 15:56:57
	Logged Off	20140623	20140623 16:42:21	20140623 20:42:21
	Logged On	20140623	20140623 16:55:13	20140623 20:55:13
	Logged Off	20140623	20140623 16:57:52	20140623 20:57:52
	Logged On	20140624	20140624 09:14:24	20140624 13:14:24
	Logged Off	20140624	20140624 17:23:55	20140624 21:23:55
	Logged On	20140625	20140625 10:13:05	20140625 14:13:05
	Logged Off	20140625	20140625 18:04:49	20140625 22:04:49
	Logged On	20140626	20140626 10:15:32	20140626 14:15:32
	Logged Off	20140626	20140626 18:20:32	20140626 22:20:32
	Logged On	20140630	20140630 10:14:14	20140630 14:14:14
	Logged Off	20140630	20140630 17:59:43	20140630 21:59:43
	Logged On	20140707	20140707 11:18:02	20140707 15:18:02
	Logged Off	20140707	20140707 17:14:13	20140707 21:14:13
	Logged On	20140708	20140708 10:28:06	20140708 14:28:06
	Logged Off	20140708	20140708 17:25:56	20140708 21:25:56
	Logged Off	20140709	20140709 17:54:28	20140709 21:54:28
	Logged On	20140710	20140710 09:47:12	20140710 13:47:12
	Logged Off	20140710	20140710 18:04:12	20140710 22:04:12
	Logged On	20140711	20140711 09:46:02	20140711 13:46:02
	Logged Off	20140711	20140711 11:00:53	20140711 15:00:53
	Logged On	20140711	20140711 11:15:21	20140711 15:15:21
	Logged Off	20140711	20140711 17:15:04	20140711 21:15:04
	Logged On	20140714	20140714 10:27:26	20140714 14:27:26
	Logged Off	20140714	20140714 17:59:50	20140714 21:59:50
	Logged On	20140715	20140715 09:55:09	20140715 13:55:09
	Logged Off	20140715	20140715 17:55:08	20140715 21:55:08
	Logged On	20140716	20140716 09:57:39	20140716 13:57:39
	Logged Off	20140716	20140716 18:07:17	20140716 22:07:17
	Logged On	20140717	20140717 09:49:28	20140717 13:49:28
	Logged Off	20140717	20140717 17:07:27	20140717 21:07:27
	Logged On	20140718	20140718 09:34:34	20140718 13:34:34
	Logged Off	20140718	20140718 12:16:32	20140718 16:16:32
	Logged On	20140721	20140721 10:09:44	20140721 14:09:44
	Logged Off	20140721	20140721 18:23:08	20140721 22:23:08
	Logged On	20140722	20140722 10:38:18	20140722 14:38:18
	Logged Off	20140722	20140722 18:22:36	20140722 22:22:36
	Logged On	20140722	20140722 18:25:19	20140722 22:25:19
	Logged Off	20140722	20140722 18:28:56	20140722 22:28:56
	Logged On	20140723	20140723 12:44:04	20140723 16:44:04
	Logged Off	20140723	20140723 17:10:01	20140723 21:10:01
	Logged On	20140724	20140724 09:22:38	20140724 13:22:38
	Logged Off	20140724	20140724 14:55:48	20140724 18:55:48
	Logged On	20140804	20140804 10:27:47	20140804 14:27:47
	Logged Off	20140804	20140804 17:59:47	20140804 21:59:47
	Logged On	20140805	20140805 10:33:51	20140805 14:33:51

(b) (3)-P.L. 86-36
(b) (6)

Logged Off	20140805	20140805 17:30:08	20140805 21:30:08
Logged On	20140806	20140806 10:24:52	20140806 14:24:52
Logged Off	20140806	20140806 17:33:51	20140806 21:33:51
Logged On	20140807	20140807 09:42:56	20140807 13:42:56
Logged Off	20140807	20140807 16:00:17	20140807 20:00:17
Logged On	20140808	20140808 10:32:46	20140808 14:32:46
Logged Off	20140808	20140808 17:51:59	20140808 21:51:59
Logged On	20140811	20140811 10:42:29	20140811 14:42:29
Logged Off	20140811	20140811 18:11:06	20140811 22:11:06
Logged On	20140812	20140812 10:26:00	20140812 14:26:00
Logged Off	20140812	20140812 17:16:07	20140812 21:16:07
Logged On	20140813	20140813 09:43:06	20140813 13:43:06
Logged Off	20140813	20140813 16:32:09	20140813 20:32:09
Logged On	20140814	20140814 09:44:39	20140814 13:44:39
Logged Off	20140814	20140814 18:04:27	20140814 22:04:27
Logged On	20140815	20140815 09:59:24	20140815 13:59:24
Logged Off	20140815	20140815 11:31:19	20140815 15:31:19
Logged On	20140815	20140815 11:39:15	20140815 15:39:15
Logged Off	20140815	20140815 17:19:03	20140815 21:19:03
Logged On	20140818	20140818 11:00:37	20140818 15:00:37
Logged Off	20140818	20140818 17:39:20	20140818 21:39:20
Logged On	20140819	20140819 10:48:12	20140819 14:48:12
Logged Off	20140819	20140819 17:59:25	20140819 21:59:25
Logged On	20140825	20140825 11:14:16	20140825 15:14:16
Logged Off	20140825	20140825 17:58:56	20140825 21:58:56
Logged On	20140826	20140826 09:02:54	20140826 13:02:54
Logged Off	20140826	20140826 15:23:25	20140826 19:23:25
Logged On	20140827	20140827 09:55:30	20140827 13:55:30
Logged Off	20140827	20140827 16:18:37	20140827 20:18:37
Logged On	20140828	20140828 10:32:03	20140828 14:32:03
Logged Off	20140828	20140828 18:15:03	20140828 22:15:03
Logged On	20140829	20140829 09:23:57	20140829 13:23:57
Logged Off	20140829	20140829 16:30:19	20140829 20:30:19
Logged On	20140902	20140902 10:20:13	20140902 14:20:13
Logged Off	20140902	20140902 17:53:48	20140902 21:53:48
Logged On	20140903	20140903 09:16:41	20140903 13:16:41
Logged Off	20140903	20140903 17:30:05	20140903 21:30:05
Logged On	20140904	20140904 09:39:47	20140904 13:39:47
Logged Off	20140904	20140904 17:57:08	20140904 21:57:08
Logged On	20140905	20140905 09:24:35	20140905 13:24:35
Logged Off	20140905	20140905 17:27:44	20140905 21:27:44
Logged On	20140908	20140908 10:05:23	20140908 14:05:23
Logged Off	20140908	20140908 18:05:50	20140908 22:05:50
Logged On	20140909	20140909 10:20:13	20140909 14:20:13
Logged Off	20140909	20140909 17:19:37	20140909 21:19:37
Logged On	20140910	20140910 09:02:48	20140910 13:02:48
Logged Off	20140910	20140910 17:31:23	20140910 21:31:23

(b)(3)-P.L. 86-36
(b)(6)

Logged On	20140911	20140911 09:48:26	20140911 13:48:26
Logged Off	20140911	20140911 16:09:07	20140911 20:09:07
Logged On	20140912	20140912 09:32:40	20140912 13:32:40
Logged Off	20140912	20140912 17:37:37	20140912 21:37:37
Logged On	20140915	20140915 10:42:47	20140915 14:42:47
Logged Off	20140915	20140915 17:47:24	20140915 21:47:24
Logged On	20140916	20140916 10:01:22	20140916 14:01:22
Logged Off	20140916	20140916 17:39:04	20140916 21:39:04
Logged On	20140917	20140917 09:44:05	20140917 13:44:05
Logged Off	20140917	20140917 17:38:47	20140917 21:38:47
Logged On	20140918	20140918 10:04:21	20140918 14:04:21
Logged Off	20140918	20140918 17:57:44	20140918 21:57:44
Logged On	20140919	20140919 09:29:41	20140919 13:29:41
Logged Off	20140919	20140919 17:56:02	20140919 21:56:02
Logged On	20140922	20140922 10:14:45	20140922 14:14:45
Logged Off	20140922	20140922 17:36:08	20140922 21:36:08
Logged On	20140923	20140923 09:43:01	20140923 13:43:01
Logged Off	20140923	20140923 17:51:26	20140923 21:51:26
Logged On	20140924	20140924 09:28:03	20140924 13:28:03
Logged Off	20140924	20140924 17:56:59	20140924 21:56:59
Logged On	20140925	20140925 12:09:29	20140925 16:09:29
Logged Off	20140925	20140925 17:55:01	20140925 21:55:01
Logged On	20140926	20140926 10:06:59	20140926 14:06:59
Logged Off	20140926	20140926 16:15:35	20140926 20:15:35
Logged On	20140929	20140929 12:02:40	20140929 16:02:40
Logged Off	20140929	20140929 18:09:53	20140929 22:09:53
Logged On	20140930	20140930 09:17:29	20140930 13:17:29
Logged Off	20140930	20140930 17:57:57	20140930 21:57:57
Logged On	20141001	20141001 09:49:27	20141001 13:49:27
Logged Off	20141001	20141001 17:54:04	20141001 21:54:04
Logged On	20141002	20141002 08:59:15	20141002 12:59:15
Logged Off	20141002	20141002 14:13:49	20141002 18:13:49
Logged On	20141006	20141006 09:58:35	20141006 13:58:35
Logged Off	20141006	20141006 17:58:22	20141006 21:58:22
Logged On	20141007	20141007 11:52:23	20141007 15:52:23
Logged Off	20141007	20141007 17:53:42	20141007 21:53:42
Logged On	20141008	20141008 10:18:00	20141008 14:18:00
Logged Off	20141008	20141008 17:41:36	20141008 21:41:36
Logged On	20141009	20141009 10:54:09	20141009 14:54:09
Logged Off	20141009	20141009 18:10:44	20141009 22:10:44
Logged On	20141010	20141010 10:15:02	20141010 14:15:02
Logged Off	20141010	20141010 17:04:56	20141010 21:04:56
Logged On	20141014	20141014 10:03:20	20141014 14:03:20
Logged Off	20141014	20141014 17:30:46	20141014 21:30:46
Logged On	20141015	20141015 09:46:57	20141015 13:46:57
Logged Off	20141015	20141015 17:59:41	20141015 21:59:41
Logged On	20141016	20141016 10:08:52	20141016 14:08:52

(b)(3)-P.L. 86-36
(b)(6)

Logged Off	20141016	20141016 17:51:49	20141016 21:51:49
Logged On	20141017	20141017 10:58:49	20141017 14:58:49
Logged Off	20141017	20141017 17:28:34	20141017 21:28:34
Logged On	20141020	20141020 10:19:52	20141020 14:19:52
Logged Off	20141020	20141020 18:15:06	20141020 22:15:06
Logged On	20141021	20141021 09:31:26	20141021 13:31:26
Logged Off	20141021	20141021 18:04:13	20141021 22:04:13
Logged On	20141022	20141022 09:59:54	20141022 13:59:54
Logged Off	20141022	20141022 16:46:45	20141022 20:46:45
Logged On	20141023	20141023 10:05:04	20141023 14:05:04
Logged Off	20141023	20141023 18:06:56	20141023 22:06:56
Logged On	20141024	20141024 10:10:25	20141024 14:10:25
Logged Off	20141024	20141024 17:36:00	20141024 21:36:00
Logged On	20141027	20141027 10:23:18	20141027 14:23:18
Logged Off	20141027	20141027 17:33:07	20141027 21:33:07
Logged On	20141028	20141028 10:42:48	20141028 14:42:48
Logged Off	20141028	20141028 17:32:47	20141028 21:32:47
Logged On	20141029	20141029 10:32:14	20141029 14:32:14
Logged Off	20141029	20141029 17:33:53	20141029 21:33:53
Logged On	20141030	20141030 09:41:24	20141030 13:41:24
Logged Off	20141030	20141030 18:07:48	20141030 22:07:48
Logged On	20141031	20141031 09:39:50	20141031 13:39:50
Logged Off	20141031	20141031 16:01:19	20141031 20:01:19
Logged On	20141103	20141103 10:05:35	20141103 15:05:35
Logged Off	20141103	20141103 17:35:18	20141103 22:35:18
Logged On	20141104	20141104 09:54:24	20141104 14:54:24
Logged Off	20141104	20141104 17:06:39	20141104 22:06:39
Logged On	20141105	20141105 10:10:18	20141105 15:10:18
Logged Off	20141105	20141105 18:08:58	20141105 23:08:58
Logged On	20141106	20141106 10:17:51	20141106 15:17:51
Logged Off	20141106	20141106 18:20:38	20141106 23:20:38
Logged On	20141107	20141107 10:04:49	20141107 15:04:49
Logged Off	20141107	20141107 16:36:17	20141107 21:36:17
Logged On	20141110	20141110 09:57:59	20141110 14:57:59
Logged Off	20141110	20141110 17:19:31	20141110 22:19:31
Logged On	20141112	20141112 10:24:21	20141112 15:24:21
Logged Off	20141112	20141112 17:56:22	20141112 22:56:22
Logged On	20141113	20141113 10:23:45	20141113 15:23:45
Logged Off	20141113	20141113 16:49:11	20141113 21:49:11
Logged On	20141114	20141114 10:09:15	20141114 15:09:15
Logged Off	20141114	20141114 17:11:02	20141114 22:11:02
Logged On	20141117	20141117 10:14:53	20141117 15:14:53
Logged Off	20141117	20141117 17:43:41	20141117 22:43:41
Logged On	20141118	20141118 09:22:25	20141118 14:22:25
Logged Off	20141118	20141118 17:31:50	20141118 22:31:50
Logged On	20141119	20141119 09:25:14	20141119 14:25:14
Logged Off	20141119	20141119 16:29:01	20141119 21:29:01

(b)(3)-P.L. 86-36
(b)(6)

Logged On	20141120	20141120 09:49:34	20141120 14:49:34	
Logged Off	20141120	20141120 16:30:40	20141120 21:30:40	
Logged On	20141121	20141121 10:09:42	20141121 15:09:42	
Logged Off	20141121	20141121 15:40:07	20141121 20:40:07	
Logged On	20141124	20141124 10:34:34	20141124 15:34:34	
Logged Off	20141124	20141124 17:52:01	20141124 22:52:01	
Logged On	20141125	20141125 09:32:03	20141125 14:32:03	
Logged Off	20141125	20141125 17:37:30	20141125 22:37:30	
Logged On	20141126	20141126 10:16:28	20141126 15:16:28	
Logged Off	20141126	20141126 17:19:51	20141126 22:19:51	
Logged On	20141128	20141128 11:11:10	20141128 16:11:10	
Logged Off	20141128	20141128 16:09:43	20141128 21:09:43	
Logged On	20141201	20141201 10:23:53	20141201 15:23:53	
Logged Off	20141201	20141201 17:46:31	20141201 22:46:31	
Logged On	20141202	20141202 10:07:11	20141202 15:07:11	
Logged Off	20141202	20141202 17:59:18	20141202 22:59:18	
Logged On	20141203	20141203 10:14:28	20141203 15:14:28	
Logged Off	20141203	20141203 16:44:18	20141203 21:44:18	
Logged On	20141204	20141204 10:21:26	20141204 15:21:26	
Logged Off	20141204	20141204 16:48:16	20141204 21:48:16	
Logged On	20141205	20141205 10:21:47	20141205 15:21:47	
Logged Off	20141205	20141205 17:35:38	20141205 22:35:38	
Logged On	20141208	20141208 10:27:46	20141208 15:27:46	
Logged Off	20141208	20141208 17:30:36	20141208 22:30:36	
Logged On	20141209	20141209 10:32:26	20141209 15:32:26	
Logged Off	20141209	20141209 15:59:06	20141209 20:59:06	
Logged On	20141210	20141210 10:27:53	20141210 15:27:53	
Logged Off	20141210	20141210 17:00:45	20141210 22:00:45	
Logged On	20141211	20141211 09:16:00	20141211 14:16:00	
Logged Off	20141211	20141211 17:04:13	20141211 22:04:13	
Logged On	20141212	20141212 10:00:25	20141212 15:00:25	
Logged Off	20141212	20141212 17:20:23	20141212 22:20:23	
Logged On	20141212	20141212 17:25:35	20141212 22:25:35	
Logged Off	20141212	20141212 17:26:51	20141212 22:26:51	
Logged On	20141215	20141215 10:58:55	20141215 15:58:55	
Logged Off	20141215	20141215 16:37:56	20141215 21:37:56	
Logged On	20141216	20141216 10:22:32	20141216 15:22:32	
Logged Off	20141216	20141216 14:30:35	20141216 19:30:35	
Logged On	20141217	20141217 10:20:05	20141217 15:20:05	
Logged Off	20141217	20141217 17:04:05	20141217 22:04:05	
Logged On	20141218	20141218 10:19:24	20141218 15:19:24	
Logged Off	20141218	20141218 16:47:05	20141218 21:47:05	
Logged On	20141219	20141219 09:43:57	20141219 14:43:57	
Logged Off	20141219	20141219 17:21:05	20141219 22:21:05	
Logged On	20141222	20141222 09:59:01	20141222 14:59:01	
Logged Off	20141222	20141222 17:07:34	20141222 22:07:34	
Logged On	20141223	20141223 10:22:20	20141223 15:22:20	

(b)(3)-P.L. 86-36
(b)(6)

Logged Off	20141223	20141223	15:30:43	20141223 20:30:43
Logged On	20141224	20141224	10:41:28	20141224 15:41:28
Logged Off	20141224	20141224	14:18:43	20141224 19:18:43
Logged On	20141229	20141229	09:06:44	20141229 14:06:44
Logged Off	20141229	20141229	18:08:31	20141229 23:08:31
Logged On	20141230	20141230	09:49:50	20141230 14:49:50
Logged Off	20141230	20141230	17:09:53	20141230 22:09:53
Logged On	20150105	20150105	10:41:08	20150105 15:41:08
Logged On	20150105	20150105	14:29:36	20150105 19:29:36
Logged Off	20150105	20150105	18:03:39	20150105 23:03:39
Logged On	20150106	20150106	10:48:04	20150106 15:48:04
Logged Off	20150106	20150106	16:21:26	20150106 21:21:26
Logged On	20150107	20150107	10:55:26	20150107 15:55:26
Logged Off	20150107	20150107	17:02:00	20150107 22:02:00
Logged On	20150108	20150108	10:57:27	20150108 15:57:27
Logged Off	20150108	20150108	16:38:35	20150108 21:38:35
Logged On	20150109	20150109	09:52:09	20150109 14:52:09
Logged Off	20150109	20150109	18:10:02	20150109 23:10:02
Logged On	20150112	20150112	10:55:04	20150112 15:55:04
Logged Off	20150112	20150112	18:00:12	20150112 23:00:12
Logged On	20150113	20150113	10:21:55	20150113 15:21:55
Logged Off	20150113	20150113	16:18:35	20150113 21:18:35
Logged On	20150114	20150114	09:58:37	20150114 14:58:37
Logged Off	20150114	20150114	16:42:37	20150114 21:42:37
Logged On	20150115	20150115	09:54:46	20150115 14:54:46
Logged Off	20150115	20150115	17:01:10	20150115 22:01:10
Logged On	20150116	20150116	09:15:37	20150116 14:15:37
Logged Off	20150116	20150116	17:45:53	20150116 22:45:53
Logged On	20150120	20150120	11:23:10	20150120 16:23:10
Logged Off	20150120	20150120	16:20:03	20150120 21:20:03
Logged On	20150121	20150121	09:44:57	20150121 14:44:57
Logged Off	20150121	20150121	18:12:21	20150121 23:12:21
Logged On	20150122	20150122	09:46:51	20150122 14:46:51
Logged Off	20150122	20150122	17:01:16	20150122 22:01:16
Logged On	20150123	20150123	09:58:31	20150123 14:58:31
Logged Off	20150123	20150123	17:17:11	20150123 22:17:11
Logged On	20150126	20150126	11:33:28	20150126 16:33:28
Logged Off	20150126	20150126	18:04:58	20150126 23:04:58
Logged On	20150127	20150127	10:38:11	20150127 15:38:11
Logged Off	20150127	20150127	16:16:10	20150127 21:16:10
Logged On	20150128	20150128	10:12:13	20150128 15:12:13
Logged Off	20150128	20150128	17:10:56	20150128 22:10:56
Logged On	20150129	20150129	10:10:41	20150129 15:10:41
Logged Off	20150129	20150129	17:00:45	20150129 22:00:45
Logged On	20150130	20150130	09:24:32	20150130 14:24:32
Logged Off	20150130	20150130	17:35:45	20150130 22:35:45
Logged On	20150202	20150202	10:41:36	20150202 15:41:36

(b)(3)-P.L. 86-36
(b)(6)

[redacted]

Logged Off	20150202	20150202 18:10:19	20150202 23:10:19
Logged On	20150203	20150203 10:08:49	20150203 15:08:49
Logged Off	20150203	20150203 15:58:23	20150203 20:58:23
Logged On	20150204	20150204 09:29:12	20150204 14:29:12
Logged Off	20150204	20150204 17:22:20	20150204 22:22:20
Logged On	20150205	20150205 10:00:39	20150205 15:00:39
Logged Off	20150205	20150205 16:52:33	20150205 21:52:33
Logged On	20150206	20150206 09:53:50	20150206 14:53:50
Logged Off	20150206	20150206 17:41:19	20150206 22:41:19
Logged On	20150209	20150209 10:10:11	20150209 15:10:11
Logged Off	20150209	20150209 18:02:11	20150209 23:02:11
Logged On	20150210	20150210 10:29:23	20150210 15:29:23
Logged Off	20150210	20150210 10:31:19	20150210 15:31:19
Logged On	20150210	20150210 10:34:12	20150210 15:34:12
Logged Off	20150210	20150210 16:12:25	20150210 21:12:25
Logged On	20150211	20150211 10:47:45	20150211 15:47:45
Logged Off	20150211	20150211 16:56:36	20150211 21:56:36
Logged On	20150212	20150212 10:27:55	20150212 15:27:55
Logged Off	20150212	20150212 16:59:54	20150212 21:59:54
Logged On	20150213	20150213 09:41:15	20150213 14:41:15
Logged Off	20150213	20150213 17:50:31	20150213 22:50:31
Logged On	20150218	20150218 11:15:30	20150218 16:15:30
Logged Off	20150218	20150218 17:53:26	20150218 22:53:26
Logged On	20150219	20150219 10:53:08	20150219 15:53:08
Logged Off	20150219	20150219 17:47:43	20150219 22:47:43
Logged On	20150220	20150220 10:02:16	20150220 15:02:16
Logged Off	20150220	20150220 18:25:29	20150220 23:25:29
Logged On	20150223	20150223 10:02:24	20150223 15:02:24
Logged Off	20150223	20150223 18:07:06	20150223 23:07:06
Logged On	20150224	20150224 09:53:06	20150224 14:53:06
Logged Off	20150224	20150224 16:42:59	20150224 21:42:59
Logged On	20150225	20150225 10:16:35	20150225 15:16:35
Logged Off	20150225	20150225 17:14:29	20150225 22:14:29
Logged On	20150226	20150226 10:14:39	20150226 15:14:39
Logged Off	20150226	20150226 17:38:35	20150226 22:38:35
Logged On	20150227	20150227 10:36:40	20150227 15:36:40
Logged Off	20150227	20150227 17:22:16	20150227 22:22:16

(b)(3)-P.L. 86-36
(b)(6)

(b)(3)-P.L. 86-36
(b)(6)

APPENDIX G

(U//~~FOUO~~) [redacted] responses to the IG's tentative conclusion

Release 2021- 3
NSA 14605

Subject: FW: (U) OIG Investigation - Notification of Tentative Conclusion

(b) (3)-P.L. 86-36

From:
Sent: Monday, July 18, 2016 12:05 PM
To:
Subject: RE: (U) OIG Investigation - Notification of Tentative Conclusion

I am not sure I even tried to access the SCIF on the first floor of for months. I remember when I initially got walked through that SCIF that someone (probably either or I believe that is who showed me around down there) said that I should probably be added to that access. So, in my head, I didn't have access to that door yet. Then I just always went down with others so I never had a need to pursue it. It just was never an issue. Then, months later, said that I should be added. I said ok. And then I had access. Perhaps maybe I always had access and just didn't know it. I'm not sure, but, it now sounds like I had access the whole time.

I am sure I tried the door at the SCIF in several times and it would not work for me. So, I would either ring the bell and get someone who worked there to come to the door or (and this was most often) my co-workers would be showing up then and I would walk in with them.

PS – I was over in on Friday for a bit of business and something occurred to me: the SCIF (and security office) we are talking about is on the 3rd floor. I have probably been saying the 2nd floor. I always forget that the 1st floor is where the Subway and the Tower Federal Credit Union is.

(b) (3)-P.L. 86-36
(b) (6)

From:
Sent: Monday, July 18, 2016 11:42 AM
To:
Subject: RE: (U) OIG Investigation - Notification of Tentative Conclusion

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INSPECTOR GENERAL SENSITIVE INFORMATION: *This email, including any attachments, is intended only for authorized recipients. This email message may contain information that is confidential, sensitive, and/or protected by Federal law, including the Privacy Act of 1974, as amended.*

I asked for verification of when you were added to the access list for Suite and Suite (the first floor SCIF/lab and the fourth floor SCIF) in I was told that both Suite and Suite are controlled by the same key list under KATS and that you were added to both at the same time, 7 July 2014.

Do you have any additional information to provide about the access to the SCIFs in ? If I spoke with do you believe that he (or another witness?) would be able to verify that you were having problems gaining access to Suite ?

Release 2021- 3
NSA 14606

I am still waiting to receive some additional information pertaining to [redacted]

Thank you,

[redacted]

(U//~~FOUO~~) [redacted]
Senior Investigator
NSA/CSS OIG, Office of Investigations, D14
[redacted] Suite 6247
963-2988(s) [redacted]
DropBox for [redacted]

From: [redacted]
Sent: Tuesday, July 12, 2016 10:51 AM
To: [redacted]
Subject: RE: (U) OIG Investigation - Notification of Tentative Conclusion

Classification: UNCLASSIFIED//~~FOR OFFICIAL USE ONLY~~

Thank you for the clarification about the server room and also for the additional information about the badge swipes. I plan to follow-up on a few things about the badge swipes based on the information you provided and then I will be back in touch.
Thank you.

(b) (3)-P.L. 86-36
(b) (6)

Regards,

[redacted]

(b) (3)-P.L. 86-36

From: [redacted]
Sent: Monday, July 11, 2016 6:04 PM
To: [redacted]
Subject: RE: (U) OIG Investigation - Notification of Tentative Conclusion

[redacted]

Are you referring to the server room I mentioned earlier today? That was in [redacted] but, it was not during the timeframe Feb. 2014 – Feb. 2015. I am really sorry for the confusion! That was when I was in [redacted] ....probably 2011 – 2012-ish. I was just giving an explanation why I never really thought to document the time I was in the [redacted] lab. I was just working.....it happened not to be at my desk, but, I was still working.

When was I finally added to those two swipe lists? The [redacted] list I tried to get added to several times. I would walk over to the building like 5 minutes before my co-worker(s) [redacted] (and [redacted] before he moved there permanently) and I would use those minutes to go to the security office that was right there on that same second floor as the SCIF in [redacted] I would tell [redacted] and [redacted] that if I finally would get added that I would meet him in the SCIF, but, if it didn't work, I would see him outside of the SCIF and go in with him/them. Well, I tried several times. Sometimes no one would answer the door at security while other times the person that answered the door said that the person who needed to add me to the SCIF wasn't in right then. It was quite frustrating. I guess I finally got added.....and this is a best-guess.....probably around June/July 2015. (Note: we never signed me into the SCIF because, and I remember this specifically, the book there in the little "lobby" of the SCIF said "UNCLASSIFIED VISITOR". We thought about signing me in the first time I went there, but, we agreed there was no need to sign me in because I was not an unclassified visitor). I think by the time I got put on the access list I only swiped myself in a few times before that contract came to an end.

The swipe list for the lab in the floor level of [redacted] .....I guess it was maybe around halfway of my stay on [redacted] I was there from July 2014 through September 2015. So I would estimate I was put on that swipe list around.....February of 2015-ish. I specifically [redacted] coming to me and saying, "Hey, you should be on the swipe list too". I had always just gone with co-workers so it hadn't been a big deal. But, I said sure and either he added me or had someone add me.

Release 2021- 3
NSA 14607

These dates are my best estimates.

Sincerely,

[redacted] (b) (3)-P.L. 86-36 (b) (6)

From: [redacted]
Sent: Monday, July 11, 2016 5:12 PM
To: [redacted]
Subject: RE: (U) OIG Investigation - Notification of Tentative Conclusion

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Good afternoon, (b) (3)-P.L. 86-36

Thank you for your response.

I don't believe you ever told me about spending a lot of time in the server room during the timeframe we reviewed. Would you please provide additional information, such as:

- During what specific timeframe did you spend a lot of time in the server room?
- Where was the server room located? (Bldg, floor, room number).
- Did the server room have a badge swipe? If so, were you ever added to the access swipe list? When?
- What work did you perform in the server room?
- How often did you perform work in the server room? (xx days per week for xx hours)
- Did any coworkers visit the server room with you? If yes, who and how often?
- Was the PM or government leads (or anyone else) aware of the work you performed in the server room? If yes, who?

When were you added to the access swipe list for [redacted]?

When were you added to the access swipe list for [redacted] lab?

Regards,

[redacted]
(U//~~FOUO~~) [redacted]
Senior Investigator
NSA/CSS OIG, Office of Investigations, D14
[redacted] Suite 6247
963-2988(s) [redacted]
DropBox for [redacted]

From: [redacted]
Sent: Monday, July 11, 2016 4:26 PM
To: [redacted]
Subject: RE: (U) OIG Investigation - Notification of Tentative Conclusion

[redacted]

Release 2021- 3
NSA 14608

I think the term "within access control" needs to be addressed. I have been very clear that I was not on either of the access swipe lists for [redacted] nor the floor level of [redacted] for some time (at least half of my time) while on [redacted] Your percentage of days when my time within access control is less than I charged is totally not in step with the actual time I was working.

The fact that you ignored my first 3 days on [redacted] (when I was in [redacted] exclusively) shows that I was at work, just not within your access control records. And please don't forget: I would spend some time in [redacted] throughout my whole tenure on [redacted] Also, the time I notified you of when I was meeting with an investigator in the floor level of [redacted] also shows that I could be down on that ground level floor (whether in that Annex room and/or the lab down there) without officially being within access control records. And again: I spent time down there throughout my whole tenure on [redacted]

It is true that I did not officially document my time in these other areas. I never, ever thought of doing that until this investigation. In my eyes, why would I document every move I make while working? It was just me going to get work done. I have been to the server room for my current project a few times but never felt the need to document it. When I was working in [redacted] I spent A LOT of time in our server room and I never felt the need to document it. In my eyes it was me just going to where the current work needed to be done. Of course, [redacted] and [redacted] have traditional turnstiles at the door and I was still within them. But [redacted] having people in multiple buildings, and the layout of [redacted] make for an unusual setup access control-wise. But it was always just me going to do whatever work needed to be done, wherever it needed to be done.

Did I make some mistakes? Yes Ma'am, I did. I wish there was some easy way to rectify them. If there was, I would instantly do it. That week between Christmas and New Year's Eve... terrible mistakes. I hope they are obvious mistakes. I would never charge a day and not come in on purpose. I would have taken LWOP (just like I have about every year) if I knew we were going away that New Year's Eve. (I am assuming I was out of vacation by that point....I usually am).

If you knew me as a person, you would know that I would never charge incorrectly on purpose. I was taught right from wrong a long time ago and always try to do the right thing.

Sincerely,

[redacted]

(b)(3)-P.L. 86-36

(b)(3)-P.L. 86-36
(b)(6)

From: [redacted]
Sent: Wednesday, June 29, 2016 2:34 PM
To: [redacted]
Subject: (U) OIG Investigation - Notification of Tentative Conclusion

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[redacted]

(U//~~FOUO~~) We have completed the field work associated with our investigation into allegations that you may have submitted false labor charges while working on NSA contracts.

(U//~~FOUO~~) Prior to finalizing the Report of Investigation (ROI), we are notifying you of our tentative conclusions and extending an opportunity for you to provide a response. We include this step in our investigative process to ensure that subjects are afforded the opportunity to review our findings and reply with any mitigation, facts, information, or evidence that might not have been considered in reaching our conclusion.

Release 2021-3
NSA 14609

(U//~~FOUO~~) The information pertaining to our analysis and tentative conclusion is as follows.

(U//~~FOUO~~) 31 U.S.C. § 3802 prohibits any person from making, presenting, or submitting a claim that the person knows or has reason to know is false, fictitious, or fraudulent. Under applicable legal standards, a person "knowingly" makes a false statement whenever he or she acts with knowledge of its falsity or acts with reckless disregard of whether the statement is true.

(U//~~FOUO~~) Between 28 February 2014 and 27 February 2015, [redacted] routinely submitted false and inaccurate timesheets. In total, he claimed 138.5 hours that he did not work.

(U//~~FOUO~~) Under oath, [redacted] said that he never knowingly submitted false labor charges. He testified that his timesheets were close to 100% correct, conceding only that they may have "fluctuated" by minutes that he worked but didn't record, or recorded but didn't work. Any discrepancies he attributed to "mistakes." However, the data showed otherwise. As reflected in the OIG's analysis spreadsheet, on 140 of the 228 work days that were analyzed (61%), [redacted] claimed more time on his timesheets than he was within access control. On 57 days of the 140 days (41%), the discrepancy between the hours he billed and his time within access control was one hour or greater. On 16 of the 140 days (11%), the discrepancy between the hours he billed and his time within access control was two hours or greater. On 8 of the 140 days (6%), the discrepancy between the hours he billed and his time within access control was three hours or greater. Four of the 140 days had a discrepancy of 4 hours or greater including 2 days in which he billed time to the contract, but records indicated he was never within access control. Such a pattern suggests that [redacted] knew that his timesheets were false, or acted with such reckless disregard of the truth that he, in effect, knowingly made a false statement in violation of 31 U.S.C. § 3802.

(b)(3)-P.L. 86-36
(b)(6)

(b)(3)-P.L. 86-36

(U//~~FOUO~~) [redacted] attributed some of the discrepancies between access control and his timesheets to arriving at work earlier than the time reflected on the access control record. He said that on those occurrences, he did not swipe his badge upon entry into the [redacted] SCIF because a coworker held the door open for him. For each of the occasions when [redacted] claimed he did not swipe his badge upon his initial entry into the SCIF, the OIG compared [redacted] classified computer log-on records to the access control records. The OIG found that on the majority of days when [redacted] was working in [redacted] on the [redacted] contract, he logged on to his computer within 3 to 6 minutes after the SCIF initial entry timestamp shown on the access control record. Overall, his computer log-on times showed a consistent pattern of being approximately 3 to 6 minutes apart from the time he entered the SCIF. Therefore, the OIG did not find it reasonable to believe that he had arrived earlier on some days and failed to swipe his badge, while on the majority of other days, he did not.

(U//~~FOUO~~) [redacted] also claimed he occasionally worked outside of access control, specifically at [redacted] and [redacted] The OIG was able to corroborate some lab work, travel time, and badging problems for which he was credited 69.75 hours. Outside of this, [redacted] was unable to produce any calendars, emails, or notes to show that he worked outside of access control.

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NSA 14610

(U//~~FOUO~~) [redacted] *also demonstrated reckless disregard for whether the timesheets he submitted to* [redacted] *were accurate. He told the OIG that on several occasions he completed his timesheet early, took a long lunch break or left earlier than he had originally planned, but forgot to submit a corrected timesheet. On some days* [redacted] *charged the government for meetings or training sessions at* [redacted] *which should have been charged to overhead. Company policy states that employees are responsible for accurately reporting time worked. Federal Acquisition Regulation (FAR) 31.201-2 Determining Allowability states that "[a] contractor is responsible for costs appropriately and for maintaining records, including supporting documentation, adequate to demonstrate that costs claimed have been incurred, are allocable to the contract, and comply with applicable cost principles in the subpart and agency supplements." By failing to accurately document his work hours,* [redacted] *likely caused* [redacted] *to violate FAR 31.201-2, thereby reducing allowable costs and payments under FAR 52.216 Allowable Cost and Payment.*

(b) (3)-P.L. 86-36
(b) (6)

(U//~~FOUO~~) The preponderance of the evidence supports the conclusion that during the period of 28 February 2014 to 27 February 2015, [redacted] *knowingly submitted false timesheets to his company in violation of 31 U.S.C. § 3802, causing the government to be billed for 138.5 labor hours he did not actually perform. His actions likely caused the* [redacted] *Company to violate Federal Acquisition Regulation (FAR) 31.201-2, thereby reducing allowable costs and payments under FAR 52.216-7.*

(U//~~FOUO~~) Please take the following actions:

(b) (3)-P.L. 86-36

1. (U//~~FOUO~~) **Immediately confirm receipt of this email.**
2. (U//~~FOUO~~) Although you are not required to provide any input, if you choose to do so, **please provide your input by 14 July 2016**. Your reply can be in the form of an email, memo, or any format you choose. Please provide as much detail as possible, including dates, facts, names, and supporting documentation.
3. (U//~~FOUO~~) **If you choose not to provide any input, please let us know that as soon as practicable, but no later than 14 July 2016.**

(U//~~FOUO~~) Feel free to contact me if you have any questions.

(U//~~FOUO~~) [redacted]
Senior Investigator
NSA/CSS OIG, Office of Investigations, D14
[redacted]
963-2988(s) / [redacted]
DropBox for [redacted]

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NSA 14611