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**NATIONAL SECURITY AGENCY/CENTRAL SECURITY
SERVICE**



INSPECTOR GENERAL

REPORT OF INVESTIGATION

15 April 2014

IV-14-0025

Alleged Plagarism

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(U) OFFICE OF THE INSPECTOR GENERAL

(U) Chartered by the NSA Director and by statute, the Office of the Inspector General conducts audits, investigations, inspections, and special studies. Its mission is to ensure the integrity, efficiency, and effectiveness of NSA operations, provide intelligence oversight, protect against fraud, waste, and mismanagement of resources by the Agency and its affiliates, and ensure that NSA activities comply with the law. The OIG also serves as an ombudsman, assisting NSA/CSS employees, civilian and military.

(U) AUDITS

(U) The audit function provides independent assessments of programs and organizations. Performance audits evaluate the effectiveness and efficiency of entities and programs and their internal controls. Financial audits determine the accuracy of the Agency's financial statements. All audits are conducted in accordance with standards established by the Comptroller General of the United States.

(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.

(U) INTELLIGENCE OVERSIGHT

(U) Intelligence oversight is designed to insure that Agency intelligence functions comply with federal law, executive orders, and DoD and NSA policies. The IO mission is grounded in Executive Order 12333, which establishes broad principles under which IC components must accomplish their missions.

(U) FIELD INSPECTIONS

(U) Inspections are organizational reviews that assess the effectiveness and efficiency of Agency components. The Field Inspections Division also partners with Inspectors General of the Service Cryptologic Elements and other IC entities to jointly inspect consolidated cryptologic facilities.

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I. (U) SUMMARY.

(U//FOUO) This investigation was conducted in response to an allegation that [redacted] submitted a report to her supervisors that was plagiarized from a document on the Internet.

(U//FOUO) In conjunction with her Annual Contribution Evaluation (ACE) Performance Plan for the period 1 August 2012 until 14 July 2013, [redacted] who at the time was working in [redacted] was required to prepare a "White Paper" documenting her assessment of [redacted]. She presented the paper to her supervisors on 12 July 2013. They suspected she plagiarized the paper from a document on the Internet. When interviewed by the OIG, [redacted] admitted that the paper was not her original work and that she plagiarized the document.

(U//FOUO) During the investigation it was discovered that [redacted] created a false transcript in conjunction with her application for employment with NSA. She created a document on her home computer, titled "Official Academic Transcript," that falsely reflected [redacted]. She personally delivered the document to NSA's Office of Recruitment on 22 January 2010. She was hired as a [redacted] and entered on duty with NSA on [redacted]. [redacted] falsified the transcript because she believed she would not be hired without it. She testified that she also claimed [redacted]. She was never challenged [redacted] or asked for a transcript prior to NSA's request.

(U//FOUO) The preponderance of the evidence supports the conclusion that [redacted]

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- 1) plagiarized an article published on the internet by not giving appropriate credit to its author when she presented an almost identical white paper, in violation of DoD Instruction 3210.7 "Research Integrity and Misconduct."
- 2) made a false statement when she claimed that she asked a relative to compile the white paper, in violation of 18 U.S.C. §1001, "Statements or entries generally", and NSA/CSS Personnel Management Manual (PMM) Chapter 366, Section 2-Personnel and Security Standards, Paragraph 2-1(K) False Statements.
- 3) falsified a transcript in order to obtain NSA employment, as well as provided a false statement under oath to the OIG, in violation of 18 U.S.C. §1001, "Statements or entries generally"; and NSA/CSS Personnel Management Manual (PMM), Chapter 366, Section 2-Personnel and Security Standards, Paragraph 2-1(K) False Statements.

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- 4) provided false statements on her Standard Form (SF) 85P, Questionnaire for Public Trust Positions (SF-85P) and Standard Form (SF) 86, Questionnaire for Sensitive Positions (SF-86), in violation of 18 U.S.C. §1001 – Statements or Entries Generally.

(U//FOUO) A copy of this report will be forwarded to MR, Employee Relations, for information and any action deemed appropriate. Additionally, copies will be forwarded to the Office of General Counsel, D23, Administrative Law & Ethics, and a summary of the report will be sent to Q242, Special Actions, for information.

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II.(U) BACKGROUND

(U) Introduction

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(U//FOUO) [redacted] in [redacted] within the [redacted]. She entered on duty with NSA on [redacted]. Prior to being hired by the Agency, she held an NSA Top Secret Sensitive Compartmented Information (TSSCI) clearance while working for [redacted].

(U//FOUO) On 17 July 2013, the [redacted] Office Chief, [redacted] contacted MR Employee Relations and said that [redacted] who was working in [redacted] at the time, submitted a "White Paper" assessment of [redacted] consistent with an objective on her Annual Contribution Evaluation (ACE) performance plan. After reviewing [redacted] paper, the Deputy Office Chief, [redacted] found an assessment on the Internet that matched [redacted] document almost word for word. [redacted] and [redacted] confronted [redacted] about the two papers and she told them she paid a relative to write the paper for her. Employee Relations referred the matter to the OIG for investigation on 19 July 2013.

(U) Applicable Authorities

(U) The investigation considered possible violations of the following authorities. Full citations are contained in Appendix A.

___ (U) 18 U.S.C. §1001 - "Statements or Entries Generally."

___ (U) DoD Instruction 3210.7 "Research Integrity and Misconduct."

___ (U) NSA/CSS PMM 30-2, Chapter 366 - Section 2-"Personnel and Security Standards, Paragraph 2-1(K) False Statements."

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III. (U) FINDINGS

(U//~~FOUO~~) **ALLEGATION 1:** Did [redacted] [redacted] plagiarize an article published on the internet by not giving appropriate credit to its author when she presented an almost identical white paper, in violation of DoD Instruction 3210.7 "Research Integrity and Misconduct," and did [redacted] make a false statement in violation of 18 U.S.C. §1001 – Statements or Entries Generally, and NSA/CSS PMM, Chapter 366 – Section 2, Personnel and Security Standards Paragraph 2-1(K) False Statements, when she stated that a relative of hers had written the paper for her?

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

(U) Documentary Evidence

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(U//~~FOUO~~) **Appendix B – [redacted] White Paper, 12 July 2013**

(U//~~FOUO~~) This document, which was provided to the OIG by MR, Employee Relations, was presented by [redacted] to [redacted] and [redacted] to fulfill her ACE requirement, on 12 July 2013. [redacted] presented the document to her supervision as her original work.

(U//~~FOUO~~) **Appendix C – Sample [redacted] prepared by [redacted] 10 June 2008**

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(U//~~FOUO~~) This document was provided to the OIG by MR, Employee Relations. The document matches the document contained in Appendix B almost word for word. The document is attributed to [redacted] who is not affiliated with NSA.

(U//~~FOUO~~) **Appendix D – ACE Performance Rating Document for [redacted] Period 1 August 2012 – 14 July 2013, dated 31 October 2013.**

(U//~~FOUO~~) Objective five under the Performance Objectives is titled "Assess [redacted] [redacted]". Part of the description of the objective reads: "Prepare and provide a White Paper on finding and recommendation for areas where [redacted] needs (sic) make improvement and adjustments in existing processes....". The rating for [redacted] on this objective is a "2 – Minimally Successful." In regards to the white paper, the rater, [redacted] writes, "The product that [redacted] provided was less than satisfactory and lacked in detail and specificity. The Office Chief and I gave [redacted] feedback, and [redacted] was asked to

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go back and review her work...and defend her findings to the leadership. [redacted] was unable to defend her findings or provide sufficient raw data to substantiate her findings and the resulting final product lacked sufficient detail...Therefore, this objective was not fully met...."

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(U) Testimonial Evidence

(U//FOUO) [redacted] Deputy Office Chief, [redacted]

(U//FOUO) On 23 December 2013, [redacted] Deputy Office Chief, [redacted] [redacted] was interviewed and provided the following sworn testimony.

(U//FOUO) When he arrived in [redacted] he assigned each Division Chief, to include [redacted] an ACE objective to improve organizational performance. [redacted] objective, which the two negotiated in March, 2013, required her to do an assessment of [redacted] for the organization. By the end of the ACE rating period, July 2013, [redacted] was expected to produce a white paper with findings and recommendations for areas where [redacted] could make improvements and adjustments to existing processes. Objective 5 of [redacted] ACE plan spelled out the requirement.

(U//FOUO) [redacted] presented the White Paper to [redacted] and [redacted] Chief, [redacted] on 12 July 2013. [redacted] and [redacted] were initially impressed with the paper. But upon further reflection, [redacted] decided the paper did not sound like [redacted] and was not consistent with the typical written communication he had received from her. He performed a Google search of a phrase from [redacted] document, immediately retrieving a document titled [redacted] [redacted] and [redacted] did a line by line comparison of the two documents, and they were struck by how similar they were.

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(U//FOUO) [redacted] and [redacted] subsequently met with [redacted] to discuss the two documents. Initially, [redacted] expressed amazement at the similarities in the two documents. However, the next day, she told [redacted] that since she had run out of time to appropriately complete the assessment, she hired a relative to compile the paper.

(U//FOUO) [redacted] started a new job in [redacted] the following week, 15 July 2013. [redacted] lost his trust in [redacted] because of the White Paper. At this point, he questions her honesty and integrity.

(U//FOUO) [redacted] Office Chief, [redacted]

(U//FOUO) On 8 January 2014, [redacted] Office Chief, [redacted] [redacted] was interviewed and provided the following sworn testimony.

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(U//FOUO) [redacted] provided the white paper to [redacted] and [redacted] on 12 July 2013. She seemed proud of the product, telling the managers to read it thoroughly. [redacted] and [redacted] were impressed with the document at first, and told [redacted] to make a few small edits and put her name on it so that they could present it to their Group Chief. But when [redacted] and [redacted] discussed the paper later, they both expressed concern that the paper seemed "too good to be true," based on their collective dealings with [redacted]

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(U//FOUO) [redacted] subsequently showed [redacted] a very similar paper he retrieved from the Internet. [redacted] met with [redacted] again, and gave her the [redacted] paper. Initially, [redacted] said she was amazed by the similarities in the two papers. On the next workday, [redacted] provided three pages of notes for the paper, but then told [redacted] that she hired a relative to write the paper.

(U//FOUO) [redacted] and [redacted] discussed how they should deal with the ACE objective, since [redacted] admitted she did not write the paper herself. [redacted] suggested giving her a "Not Rated" on the objective. [redacted] did not like the "Not Rated" idea, saying she would like to get some credit for the paper.

(U//FOUO) [redacted] did not press [redacted] any further on the issue, because she was thinking, "What are we dealing with here?" She called [redacted] in Employee Relations and reported the incident. After consulting with ER, [redacted] and [redacted] gave [redacted] a "2 - Minimally Successful," on Objective 5, and an overall score of "2.7 - Successful." [redacted] requested Informal Reconsideration of her ACE score, which [redacted] denied.

(U//FOUO) [redacted]

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(U//FOUO) On 23 January 2014, [redacted] was interviewed and provided the following sworn testimony:

(U//FOUO) [redacted] did not enjoy her position in [redacted]. There was more personnel work involved with the job than she liked, and she did not feel like [redacted] and [redacted] gave clear direction or backed her sufficiently when issues arose with her subordinates. As a result, she searched for and accepted another job in [redacted] in the Spring of 2013.

(U//FOUO) Between preparing for her new job, managing two high visibility projects, acting as a COR, and handling personnel issues, she did not have a lot of time to complete the white paper that was required by her ACE plan. She was also dealing with [redacted]. [redacted] She performed some initial groundwork for the paper in late April or early May, discussing agile assessment for the office with her [redacted] colleagues and subordinates. About two weeks before the paper was due, [redacted] realized she would not be able to complete it in a satisfactory manner by the deadline. She was somewhat overwhelmed by all that she was juggling.

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(U//FOUO) Initially, [redacted] told the OIG she asked a "friend of a friend" to help her with the white paper. She then said she asked her brother to help her with it and that he found someone to compile the paper for \$10 to \$15. Eventually, [redacted] said, "I wrote it," admitting that no relative or friend was involved. She said she searched the Internet and found the document titled [redacted]. She was amazed because the document seemed to be "tailor made" for what she was searching for to fulfill the ACE requirement. She made some slight changes to the assessment, titled it [redacted] and presented it to [redacted] and [redacted] as her own work.

(U//FOUO) [redacted] told her management that a relative wrote the document because she was hoping they would allow her to re-do the paper. She knows she should have asked [redacted] and [redacted] for more time to do the paper vice presenting the paper she did, but she did not fully trust her managers, and was somewhat angry with them because she did not feel they had her best interests at heart.

(U//FOUO) After considering a definition of plagiarism - "The appropriation or imitation of the language, ideas and thoughts of another author, and representation of them as one's original work" - [redacted] agreed that she had plagiarized the paper. She said that it was not her intent to plagiarize, and that prior to [redacted] mentioning plagiarism to her, she did not know what the word meant. She admits she made a mistake, but hopes the Agency will consider her past strong performance and recognize that she was in a job and situation she did not want to be in.

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(U) Analysis and Conclusions

(U//FOUO) DODI 3210.7 "Research Integrity and Misconduct" states: "Consistent with the objective of reference (b) to ensure public trust in the research enterprise, the DoD Components shall promote the integrity of research conducted under their purview. The DoD Components shall establish procedures to foster integrity in research activities and to respond to allegations of research misconduct consistent with applicable laws and regulations." The Instruction defines "research misconduct" as "Fabrication, falsification, or plagiarism in proposing, performing, or reviewing research, or in reporting research results." It further defines "plagiarism" as "the appropriation of another person's ideas, processes, results, or words without giving appropriate credit."

(U//FOUO) The preponderance of the evidence indicates that to fulfill the requirement on her ACE performance objective, [redacted] submitted a plagiarized white paper to her management, [redacted] and [redacted]. When faced with the proof of her plagiarism, [redacted] said that at the time, she was somewhat overwhelmed by the number of things she was dealing with at work, as well as [redacted]. Her failure to attribute authorship of the sections she copied from the article on the web is a violation of DODI 3210.7 and constitutes research misconduct.

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(U//~~FOUO~~) 18 U.S.C. §1001, "Statements or Entries Generally" states: "...whoever in any matter within the jurisdiction of the executive...of the Government of the United States, knowingly and willfully...makes any materially false, fictitious, or fraudulent statement or representation...shall be fined...imprisoned...or...both." When [redacted] management questioned her about the similarities of the two documents, she first acted surprised, then later said she had asked a relative to write the paper, expressing disappointment that the person plagiarized a document rather than writing an original paper. When interviewed under oath by the OIG, [redacted] initially said that a friend wrote the paper and later said her brother paid someone to write the paper. After additional questioning, [redacted] eventually admitted to plagiarizing the document herself.

(U//~~FOUO~~) The preponderance of the evidence indicates [redacted] knowingly and willfully made false statements to her management and the OIG, in violation of 18 U.S.C. §1001.

(U//~~FOUO~~) [redacted] misrepresentations to management and to the IG investigator, also violate PMM Chapter 366- Section 2-1(K), Personnel and Security Standards.

(U//~~FOUO~~) ALLEGATION 2: Did [redacted] falsify a transcript [redacted] in conjunction with seeking Agency employment, as well as provide a false statement under oath to the OIG, in violation of 18 U.S.C. §1001 - Statements or Entries Generally; and NSA/CSS PMM, Chapter 366 Section 2-1(K), Personnel and Security Standards?

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

((U) Documentary Evidence

(U//~~FOUO~~) Appendix E - Transcript from Security Dossier

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(U//~~FOUO~~) On 15 January 2014, the OIG reviewed [redacted] security file, stored within the [redacted] Office of Personnel Security, Associate Directorate for Security and Counterintelligence (ADS&CI). The OIG obtained a two page transcript from the dossier, [redacted] Courses taken [redacted]

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(U//~~FOUO~~) **Appendix F – Employee Profile for [redacted] generated 22 July 2013.**

(U//~~FOUO~~) The profile lists [redacted] Work Role as [redacted]
Under a sub heading titled, “Education Information” the profile lists [redacted]
[redacted]

(U//~~FOUO~~) **Appendix G – [redacted] Official Academic Transcript, for [redacted]**

(U//~~FOUO~~) The document, which was obtained from [redacted] Official Personnel File from the Associate Directorate for Human Resource Services (ADHRS), indicates [redacted] (now [redacted])
[redacted]
[redacted]

(U//~~FOUO~~) **Appendix H – [redacted] Official Transcript for [redacted]**

(U//~~FOUO~~) This document, which was obtained from the [redacted] Registrar on 7 February 2014, indicates [redacted] The name of the school is listed as [redacted] on the top corner of the document. The listed grades [redacted]
[redacted]

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(U) Testimonial Evidence

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(U//~~FOUO~~) On 23 January 2014, [redacted] was interviewed and provided the following sworn testimony.

(U//~~FOUO~~) [redacted] said she [redacted]
[redacted] could not explain why her Security Dossier within ADS&CI did not have an official transcript [redacted] She speculated that perhaps there were two individuals named [redacted] her name at the time, [redacted] She was asked if current records at [redacted] “I hope so...I am going to say yes. With my luck, Lord only knows....”

(U//~~FOUO~~) On 24 January 2014, [redacted] was interviewed at her request, and provided the following sworn testimony.

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(U//FOUO) [redacted] admitted she [redacted] She created a transcript on her home computer in support of her application for NSA employment. On 22 January 2010, [redacted] hand carried the document into the Office of Recruitment within ADHRS. She was able to deliver it herself because as a cleared contractor with NSA, she already had access to NSA facilities. She created the transcript because she felt she would not get hired by the Agency. [redacted]

(U//FOUO) [redacted] She created the fake transcript on the computer by reviewing and compiling the curriculum required for a [redacted] [redacted] She was hired by NSA as a [redacted] and started her new position on [redacted]

(U//FOUO) [redacted] did not reveal she falsified the transcript to the OIG in the first interview on 23 January 2014, because she was starting to panic and felt sick. She was distraught, not thinking clearly at the end of the interview, and wanted to get out of the interview room.

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(U//FOUO) [redacted]

(U//FOUO) On 6 February 2014, the OIG telephonically contacted [redacted] for [redacted] Office of Recruitment, ADHRS, and she provided the following testimony:

(U//FOUO) [redacted] accepted a job offer as a [redacted] with NSA on [redacted] [redacted] In conjunction with her hiring, on [redacted] [redacted] personally delivered a transcript to MB. [redacted] [redacted] was hired as a [redacted] She entered on duty (EOD) with NSA on [redacted]

(U//FOUO) MB established [redacted] salary based on her qualifications as she presented them on her resume, as well as the transcript she provided. [redacted]

[redacted] based on the adjudication of her resume consistent with how applicants with similar qualifications are evaluated by MB. The work role she was hired for, [redacted]

(U//FOUO) MB typically requires a sealed transcript sent from the university as evidence of a degree. MB also accepts E Scripts, which are transcripts that are delivered through a password protected system by an intermediary company. At the time [redacted] was hired, MB

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sometimes allowed applicants to provide an unofficial transcript and then follow up later with the official transcript. In [redacted] case, the transcript she delivered to MB was accepted, and no follow up action was initiated.

(U//~~FOUO~~) Over the past few years, MB has "tightened up" the transcript policy. MB will now delay or cancel an individual's start date with NSA if an official transcript has not been received prior to the EOD date.

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(U) Analysis and Conclusions

(U//~~FOUO~~) 18 U.S.C. §1001, Statements or Entries Generally, states that "[W]hoever, in any matter within the jurisdiction of the executive...of the Government of the United States, knowingly and willingly- . . . (2) makes any materially false, fictitious, or fraudulent statement or representation; or (3) makes or uses any false writing or document knowing the same to contain any materially false, fictitious or fraudulent statement or entry....shall be fined...imprisoned...or both...." PMM Chapter 366, Section 2-1(K), Personnel and Security Standards, states that "Employees will not knowingly make or present a false or fraudulent statement or claim...or, knowingly and willfully falsify or conceal a material fact by a trick, scheme or device..."

(U//~~FOUO~~) When interviewed by the OIG on 23 January 2014, [redacted] stated, under oath, that [redacted] She returned to the OIG the next day, and admitted that she created a forged transcript indicating [redacted] [redacted] so that she would be hired by the Agency. Had [redacted] been hired [redacted] she would have been hired at a salary of approximately [redacted]

(U//~~FOUO~~) The preponderance of the evidence indicates that [redacted] knowingly presented a false statement by providing a forged and fictitious transcript to HR during her hiring process, in violation of PMM Chapter 366, Section 2-1(K), Personnel and Security Standards. She also violated PMM Chapter 366 by providing a false statement under oath to the OIG, specifically stating that [redacted]

(U//~~FOUO~~) Additionally, we conclude that by a preponderance of the evidence [redacted] violated 18 U.S.C. § 1001 by providing the forged transcript to HR that she knew was fictitious, as well as providing the false statement under oath to the OIG.

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(U//~~FOUO~~) ALLEGATION 3: Did [redacted] provide false statements on her Standard Form (SF) 85P, Questionnaire for Public Trust Positions (SF-85P) and Standard Form (SF) 86, Questionnaire for Sensitive Positions, in violation of 18 U.S.C. §1001 – “Statements or Entries Generally?”

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

(U) Documentary Evidence

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(U//~~FOUO~~) Appendix I - Documents from Security Dossier

(U//~~FOUO~~) The OIG obtained an SF-85P from [redacted] Security dossier that she completed in conjunction with processing for a Top Secret Security clearance as a contractor with the [redacted]. On the SF-85P, in Section 10, “Where You Went to School,” [redacted] indicated that [redacted] [redacted] signed the SF-85P [redacted] and above her signature the form states:

(b) (6) My statements on this form, and any attachments to it, are true, complete, and correct to the best of my knowledge and belief and are made in good faith. I understand that a knowing and willful false statement on this form can be punished by fine or imprisonment or both (See section 1001 of title 18, United States Code).

(U//~~FOUO~~) Additionally, the OIG obtained an Electronic Questionnaire for Investigations Processing, (e-QIP), SF-86 Format, from the Security dossier for [redacted] dated 9 February 2008. Section 10, “Education”, indicates [redacted] [redacted]

(U//~~FOUO~~) The standard cover sheet for e-QIP contains the following statements:

My statements on this form, and on any attachments to it, are true, complete, and correct to the best of my knowledge and belief and are made in good faith. I have carefully read the foregoing instructions to complete this form. I understand that a knowing and willful false statement on this form can be punished by fine or imprisonment or both (18, U.S.C. 1001). I understand that intentionally withholding, misrepresenting, or falsifying information may have a negative effect on my security clearance, employment prospects, or job status, up to and including denial or revocation of my security clearance, or my removal and debarment from Federal service.

(U//~~FOUO~~) [redacted] e-QIP cover sheet was not obtained by the OIG. However, on 4 March 2014, [redacted] Reinvestigations Team [redacted] told the OIG that the cover

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sheet is an integral part of the electronic form; when a contractor submits an e-QIP form in conjunction with the initiation of a reinvestigation, a signed cover sheet is part of the required package submitted to the Office of Personnel Management (OPM) by the Contractor Special Security Officer (CSSO). OPM will not initiate a reinvestigation without a cover sheet that is signed by the subject of the e-QIP. Since OPM initiated and completed a reinvestigation on [redacted] it is likely that [redacted] completed the cover sheet as described above, in February, 2008 when she submitted the e-QIP.

(U) Testimonial Evidence

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

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(b) (6)

(U//~~FOUO~~) As documented above, on 24 January 2014, [redacted] was interviewed by the OIG for a second time at her request, and provided the following sworn testimony.

(U//~~FOUO~~) [redacted] worked for several Agency contractors [redacted] prior to being hired by the Agency, most recently [redacted]. She claimed [redacted] to the contractors she worked for and typically [redacted] on applications and Security forms, to include the SF-85P she completed in 1998, and the e-QIP SF-86 in 2008. She was never challenged [redacted] or asked to provide a transcript, prior to applying to the Agency. She applied for and accepted the job with NSA, despite a sizable pay cut, in an effort to receive a federal pension. She previously had [redacted] years of federal service as an [redacted].

(b) (6)

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

(U) Analysis and Conclusions

(U//~~FOUO~~) 18 U.S.C. §1001, Statements or Entries Generally, states that “[W]hoever, in any matter within the jurisdiction of the executive...of the Government of the United States, knowingly and willingly- . . . (2) makes any materially false, fictitious, or fraudulent statement or representation; or (3) makes or uses any false writing or document knowing the same to contain any materially false, fictitious or fraudulent statement or entry....shall be fined...imprisoned...or both.....”

(U//~~FOUO~~) The preponderance of the evidence indicates [redacted] made false statements on her SF-85P, Questionnaire for Public Trust Positions in 1998, and SF-86, Questionnaire for Sensitive Positions in 2008, in violation of 18 US Code § 1001.

Classified By: [redacted]

Derived From: NSA/CSSM 1-52

Dated: 20070108

Declassify On: 20390401

IV. (U) RESPONSE TO TENTATIVE CONCLUSIONS

(U//FOUO) On 10 April 2014, [redacted] responded to the OIG's tentative conclusions. Her response is included as Appendix J.

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

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

Classified By: [redacted]
Derived From: NSA/CSSM 1-52
Dated: 20070108
Declassify On: ~~20390401~~

V. (U) CONCLUSIONS

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

(U//~~FOUO~~) The preponderance of the evidence supports the conclusion that [redacted]

- 1) plagiarized an article published on the internet by not giving appropriate credit to its author when she presented an almost identical white paper, in violation of DoD Instruction 3210.7 "Research Integrity and Misconduct";
- 2) made a false statement in violation of NSA/CSS PMM, Chapter 366 - Section 2, Personnel and Security Standards Paragraph 2-1(K) False Statements, when she stated that she asked a relative to write the paper for her;
- 3) falsified a transcript [redacted] in conjunction with seeking Agency employment, as well as provided a false statement under oath to the OIG, in violation of NSA/CSS PMM, Chapter 366, Section 2-1(K), Personnel and Security Standards.

(b) (6)

(U//~~FOUO~~) Additionally, the preponderance of the evidence indicates that [redacted]

- 1) violated 18 U.S.C. §1001 - "Statements or Entries Generally," when she made a false statement that she asked a relative to write the white paper;
- 2) violated 18 U.S.C. §1001 - "Statements or Entries Generally," when she falsified a transcript [redacted] in conjunction with Agency employment; and when questioned [redacted] provided a false statement under oath to the OIG;
- 3) violated 18 U.S.C. §1001 - "Statements or Entries Generally," when she provided false statements on her Standard Form (SF) 85P, Questionnaire for Public Trust Positions (SF-85P) and Standard Form (SF) 86, Questionnaire for Sensitive Positions.

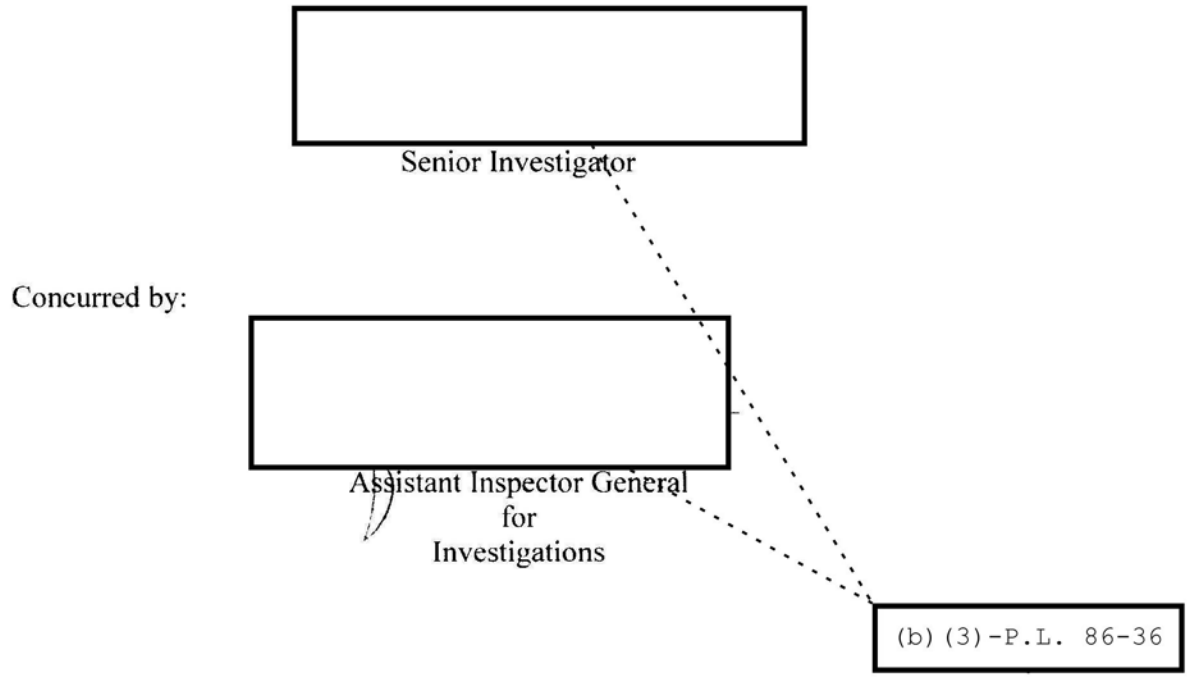
(b) (3) - P.L. 86-36

Classified By: [redacted]
Derived From: NSA/CSSM 1-52
Dated: 20070108
Declassify On: ~~20390401~~

VI. (U) DISTRIBUTION OF RESULTS

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

1. M/ER for information and any appropriate action.
2. OGC, D23, Administrative Law & Ethics, for information, and;
3. Q242, Special Actions, for information and any appropriate action.



Classified By:
 Derived From: NSA/CSSM 1-52
 Dated: 20070108
 Declassify On: ~~20390401~~

~~SECRET//SI//REL TO USA, AUS, CAN, GBR, NZL~~

IV-14-0025

APPENDIX A

(U) Applicable Authorities

~~SECRET//SI//REL TO USA, AUS, CAN, GBR, NZL~~

IV-14-0025

Release: 2018-12
NSA: 05808

~~SECRET//SI//REL TO USA, AUS, CAN, GBR, NZL~~

IV-14-0025

(U) 18 U.S.C. §1001 — *Statements or Entries Generally*

- (a) Except as provided in this section, whoever, in any matter within the jurisdiction of the executive ... of the Government of the United States, knowingly and willfully—
- (1) falsifies, conceals, or covers up by any trick, scheme, or device a material fact;
 - (2) makes any materially false, fictitious, or fraudulent statement or representation; or
 - (3) makes or uses any false writing or document knowing the same to contain any materially false, fictitious, or fraudulent statement or entry; shall be fined under this title, imprisoned not more than 5 years or ... both.

(U) NSA/CSS PMM Chapter 366 – *Personal Conduct*

Section 2-1, WORK ENVIRONMENT

K. False Statements – Employees will not knowingly make or present a false or fraudulent statement or claim; enter into an agreement or conspiracy to defraud the Government by obtaining or aiding in the payment or allowance of a false or fraudulent claim; or, knowingly and willfully falsify or conceal a material fact by a trick, scheme, or device.

(U) Department of Defense Instruction, 3210.7 – *Research Integrity and Misconduct*

Section 4, POLICY

Consistent with the objective of reference (b) to ensure public trust in the research enterprise, the DoD Components shall promote the integrity of research conducted under their purview. The DoD Components shall establish procedures to foster integrity in research activities and to respond to allegations of research misconduct consistent with applicable laws and regulations

Enclosure 2, DEFINITIONS

E2.1.7 Plagiarism. The appropriation of another person's ideas, processes, results, or words without giving appropriate credit.

E2.1.10 Research Misconduct. Fabrication, falsification, or plagiarism in proposing, performing or reviewing research, or in reporting research results. Research misconduct does not include honest error or differences of opinion.

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IV-14-0025

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IV-14-0025

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

APPENDIX B

(U) [Redacted]

[Redacted]

12 July 2013

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

~~SECRET//SI//REL TO USA, AUS, CAN, GBR, NZL~~

IV-14-0025

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

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IV-14-0025

APPENDIX C

(U)



10 June 2008

(b) (6)

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IV-14-0025

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~~SECRET//SI//REL TO USA, AUS, CAN, GBR, NZL~~

IV-14-0025

APPENDIX D

~~(S//SI//REL to USA, AUS, CAN, GBR, NZL)~~ **Performance Document -**

Perf Plan and Evaluation

Period: 08/01/2012-07/14/2013

~~SECRET//SI//REL TO USA, AUS, CAN, GBR, NZL~~

IV-14-0025

(b) (3) - P.L. 86-36
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~~SECRET//SI//REL TO USA, AUS, CAN, GBR, NZL~~

IV-14-0025

APPENDIX E

(U) Transcripts from Security Dossier

~~SECRET//SI//REL TO USA, AUS, CAN, GBR, NZL~~

IV-14-0025

Release: 2018-12
NSA: 05838

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

(U) **Employee Profile**

22 July 2013

(b) (3) - P.L. 86-36
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IV-14-0025

(b) (6)

APPENDIX G

(U) [] **Official Academic Transcript**

[]

Provided by []

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

~~SECRET//SI//REL TO USA, AUS, CAN, GBR, NZL~~

IV-14-0025

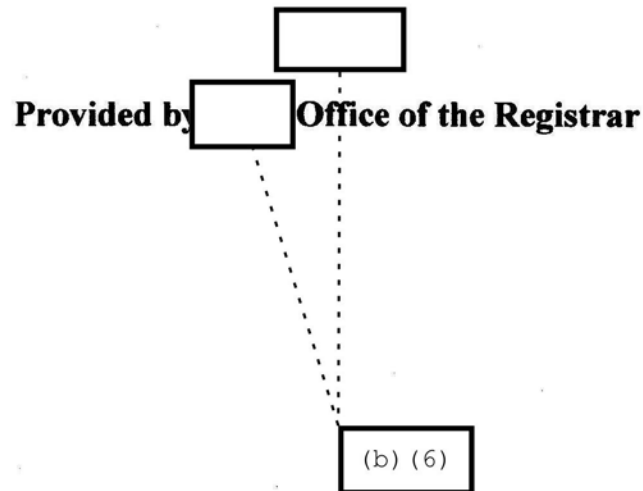
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IV-14-0025

APPENDIX H

(U) Official Academic Transcript



~~SECRET//SI//REL TO USA, AUS, CAN, GBR, NZL~~

IV-14-0025

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

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IV-14-0025

APPENDIX I

(U) Security Forms from [redacted] Security Dossier

[redacted]

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

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IV-14-0025

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Appendix J

(U) **Response to OIG Tentative Conclusions**

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

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

From: [redacted]
Sent: Tuesday, April 01, 2014 8:16 AM
To: [redacted]
Cc: [redacted]
Subject: (U) Tentative Conclusions of OIG Inquiry

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

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

Good Morning [redacted]

This email serves as notification of the tentative conclusions reached in the Office of Inspector General (OIG) investigation into the allegation that you plagiarized a document from the Internet, presenting it to [redacted] management as your own.

The preponderance of the evidence supports the conclusion that you:

- 1) Plagiarized an article published on the internet by not giving appropriate credit to its author when you presented an almost identical white paper, in violation of DoD instruction 3210.77, "Research Integrity and Misconduct."
- 2) Made a false statement when you claimed that you hired a relative to compile the white paper, in violation of 18 U.S.C. 1001, "Statements or entries generally", and NSA/CSS Personnel Management Manual (PMM), Chapter 366, Section 2 - Personnel and Security Standards, Paragraph 2-1 (K) False Statements.
- 3) Falsified a transcript in order to obtain NSA employment, as well as provided a false statement under oath to the OIG, in violation of 18 U.S.C. 1001, "Statements or entries generally", and NSA/CSS Personnel Management Manual (PMM) Chapter 366, Section 2-Personnel and Security Standards, Paragraph 2-1 (K) False Statements.
- 4) Provided false statements on your Standard Form (SF) 85P, Questionnaire for Public Trust Positions, and Standard Form (SF) 86, Questionnaire for Sensitive Positions, in violation of 18 U.S.C. 1001 - Statements or Entries Generally.

In accordance with the investigative process, we are giving you the opportunity to comment on the conclusions. Please respond via email by close of business, **Wednesday, 9 April 2014**.

Please call me if you have any questions.

Regards, [redacted]

[redacted]
NSA/CSS Office of Inspector General

PRIVACY SENSITIVE - any misuse or unauthorized disclosure may lead to disciplinary action.

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

(b) (6)

April 9, 2014

The last few years have been extremely trying for me [redacted]. I consider myself a strong person that can handle lots of challenges, but [redacted] was extremely overwhelming and something I never got over. After being transitioned to an organization that I felt did not have my career's best interest and becoming frustrated with how management was conducting daily work activities I became dissatisfied in the [redacted] management and should have realized that I needed to express my concerns aloud instead of trying to get the job done in any way possible. [redacted] sometimes cloud's one judgment of making the right decisions and I believe I fell into that category while [redacted]. After the wrong decision had been made I became disappointment in myself by making up a story thinking that I could make the situation better. I also did not fully understand the severity of the definition for plagiarism and for that I sincerely apologize. I realize that trying to cope with these types of burdens alone was the wrong course of action and that I should not have been afraid to seek help.

Having a temporary lapse in judgment [redacted] I believed that I had no other recourse then to secure a job and needed to be assured that I would be permanently employed [redacted] again making the wrong decision to do whatever needed to be done. Once the damage had been done I didn't know how to right the wrong. After being questioned for about an hour and afraid of the circumstances, when asked about the transcript I went into denial mode but after collecting my thoughts I immediately contacted the inspector and explained that I had made a mistake. I have tried my best in the last 4 years of my tenure at the agency as a civilian to share my years of experience (which I have been told by my current superiors is most valuable) and lessons learned to my mentees and subordinates. [redacted] [redacted] to ensure I keep the lines of communication open and not be afraid of obstacles, failures and/or asking questions in hard times. I truly hope that the Agency will allow me to continue to prove my loyalty and confidence I have to NSA and its mission. Know that I am truly sorry for my mishap and would appreciate the opportunity to continue its mission.

v/r,

[redacted]

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

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(b) (6)