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**NATIONAL SECURITY AGENCY/CENTRAL SECURITY  
SERVICE**



**INSPECTOR GENERAL  
REPORT OF INVESTIGATION**

**12 March 2015**

**IV-15-0018**

**Alleged Timecard Fraud**

(U) This report might not be releasable under the Freedom of Information Act or other statutes and regulations. Consult the NSA/CSS Inspector General Chief of Staff before releasing or posting all or part of this report.

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Approved for Release by NSA on 09-01-2020, FOIA Case # 85643 (litigation)

Release: 2020-08  
NSA: 12587

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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**

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(U//~~FOUO~~) The Office of Inspector General (OIG) initiated this investigation after receiving an allegation that [REDACTED] GG-14/05, Information Assurance Directorate [REDACTED] [REDACTED] was submitting false timesheets. An initial review of three months of [REDACTED] time and attendance (T&A) data showed 61.50 discrepant hours; an investigation was initiated and the time frame examined was expanded to 12 months. The 12 month analysis of [REDACTED] T&A initially identified 252.50 discrepant hours.

(U//~~FOUO~~) The OIG investigation included interviews with [REDACTED] and her current supervisor, as well as analysis of timesheets, training records and Access Control records from 9 September 2013 through 5 September 2014. Analysis of the data disclosed discrepancies supporting the conclusion that [REDACTED] worked fewer hours than she claimed on her timesheets. The shortages resulted from [REDACTED] failure to accurately record her arrival and departure times. [REDACTED] also claimed 8 hours of duty on five days that she did not work. [REDACTED] was interviewed and stated that she been distracted at work due to [REDACTED] This distraction caused her to lose track over the hours she worked during the day. [REDACTED] also had a practice to complete her timesheets days after having worked, which lead to inaccurate times being submitted. As a result of the evidence gathered, the total number of discrepant hours was reduced to 145 hours.

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(U//~~FOUO~~) The preponderance of the evidence supports the conclusion that from 9 September 2013, through 5 September 2014, [REDACTED] knowingly and willfully submitted false and inaccurate timesheets, for a total shortfall to the government of 145 hours (approximately \$7,835.87). [REDACTED] actions are in violation of 5 C.F.R. §2635.101 (b) (5); NSA/CSS Personnel Management Manual (PMM), Chapter 360, §2-7 (a)(b); NSA/CSS PMM, Chapter 366, §1-3 (E), §2-1 (K) and §2-2 (B) and 31 U.S.C. § 3802. Additionally, [REDACTED] violated criminal statutes 18 U.S.C. §1001 and 18 U.S.C. §287.

(U//~~FOUO~~) Copies of the OIG report will be forwarded to MR, Employee Relations and the Associate Directorate for Security and Counterintelligence (ADS & CI) for action deemed appropriate.

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**I. (U) BACKGROUND**

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**(U) Introduction**

(U//~~FOUO~~) [redacted] entered on duty with NSA on [redacted]. She has been employed by the Federal government since [redacted] is the [redacted] [redacted] for the Information Assurance Directorate (IAD).

(U//~~FOUO~~) The OIG reviewed [redacted] timesheets from 9 September 2013 through 5 September 2014. [redacted] was a GG-13/08 from 9 September 2013 through 28 June 2014. [redacted] was promoted to a GG-14/05, effective 29 June 2014.<sup>1</sup>

(U//~~FOUO~~) [redacted] was given an opportunity to review and provide an explanation for discrepant hours over a three month period through the management referral process. However, the remaining discrepant hours warranted further review. As a result, a 12 month analysis was completed and initially revealed 252.50 discrepant hours.

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(b) (6)**(U) Applicable Authorities**

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

(U) 5 C.F.R. § 2635.101: Basic Obligation of Public Service

(U//~~FOUO~~) NSA/CSS PMM Chapter 360—Time and Attendance  
Section 2-7.— (U) Employee Responsibilities (a)(b)

(U//~~FOUO~~) NSA/CSS PMM Chapter 366—Personal Conduct  
Section 1-3.— (U//~~FOUO~~) General Principles for On-the-Job Conduct  
Section 2-1.— (U//~~FOUO~~) Work Environment  
Section 2-2.— (U//~~FOUO~~) Personnel and Security Standards

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

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

(U) 18 U.S.C. §287 — False, Fictitious or Fraudulent Claims.

<sup>1</sup> From 9 September 2013 through 28 June 2014, as a GG-13/08, [redacted] claimed 104.25 hours of false labor charges (approximately \$5,484.59). From 29 June through 5 September 2014, [redacted] claimed 40.75 hours of false labor charges (approximately \$2,351.28). The total dollar loss to the government is approximately \$7,835.87.

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## II. (U) FINDINGS

~~(U//FOUO)~~ Did [redacted] knowingly and willfully make false statements by submitting false and inaccurate timesheets from 9 September 2013 through 5 September 2014?

~~(U//FOUO)~~ **CONCLUSION: Substantiated.** The preponderance of the evidence supports the conclusion that from 9 September 2013 through 5 September 2014, [redacted] knowingly and willfully submitted false and inaccurate timesheets, for a total shortfall to the government of 145 hours. [redacted] actions are in violation of 5 C.F.R. §2635.101 (b) (5); NSA/CSS Personnel Management Manual (PMM), Chapter 360, §2-7 (a)(b); NSA/CSS PMM, Chapter 366, §1-3 (E), §2-1 (K) and §2-2 (B) and 31 U.S.C. § 3802. Additionally, [redacted] violated criminal statutes 18 U.S.C. §1001 and 18 U.S.C. §287.

### (U) Evidence

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#### ~~(U//FOUO)~~ Documentary Evidence

#### ~~(U//FOUO)~~ Timesheets and Access Control Comparison

~~(U//FOUO)~~ The OIG obtained and reviewed [redacted] timesheets and access control records for the time period of 9 September 2013 through 5 September 2014. An analysis of those records is attached as Appendix B. Final analysis of the timesheet and access control records revealed 145 discrepant hours where [redacted] claimed more duty time than she actually worked.

~~(U//FOUO)~~ The OIG confirmed that [redacted] had two TDYs during the period of review. The OIG was also confirmed that, on a limited basis, certain IAD [redacted] activities required [redacted] to perform Agency duties outside of the NSA Access Control area. Taking these authorized work activities into account, the amount of discrepant hours was reduced from 252.50 to 145.

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~~(U//FOUO)~~ The OIG review noted that on five occasions [redacted] claimed duty hours when she was not in the building. On 20 December 2013, 28 February, 30 April and 12 August 2014 [redacted] claimed 8 hours of duty time although she was not in an NSA building. On 28 July 2014 [redacted] claimed 9.5 hours of duty time although she did not enter an NSA building. These five days amount to 41.5 hours of the 145 total discrepant hours noted by the OIG review.

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**(U//~~FOUO~~) Testimonial Evidence**

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**(U//~~FOUO~~)** [redacted] GG-14, IAD [redacted]**(U//~~FOUO~~)** [redacted] was interviewed on 3 December 2014, 7 January and 30 January 2015. [redacted] provided the following sworn testimony.**(U//~~FOUO~~)** [redacted] has been a government employee for over 30 years and has worked at NSA since 1987. She has been the IAD [redacted] for approximately the last 10 years.**(U//~~FOUO~~)** [redacted] knows how to complete a timesheet and is aware that hours claimed on a time sheet are hours that were supposed to have actually been worked. [redacted] knows that there are "errors" on her time sheets. She believes these errors are a result of her "estimating" the amount of hours she actually worked when she was completing her time sheets. She thought that the estimated hours she claimed were accurate. [redacted] did not think about the times she submitted on her time sheets "a whole lot." [redacted] generally completed her time when they were due and turned them in to her supervisor, thinking that "they were okay."**(U//~~FOUO~~)** [redacted] admitted that it is "possible that I put in more hours than I worked" on her time sheets. "It is definitely possible I could have submitted wrong times." [redacted] is [redacted](b) (3) - P.L. 86-36  
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**(U//~~FOUO~~)** [redacted] was given time to review the DIG spreadsheet analysis prior to the interview on 7 January 2015. She provided an annotated copy of the spreadsheet for mitigation. She relied upon her electronic and paper calendars, her government travel records, her [redacted] schedule and her "best" memory to try to account for the discrepant hours.

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**(U//~~FOUO~~)** [redacted] admitted to claiming duty time on five days when she did not work. These claims were the result of "blatant mistakes, negligence" and "carelessness" on her part. She was "rushing through" her time sheets and claimed duty time when she was on leave. [redacted] denied that she intentionally claimed duty time on days that she did not work.

**(U//~~FOUO~~)** [redacted] reiterated that she had a practice of completing her time sheets in an "erratic" manner, filling in work times days after the work had taken place. The discrepancies were a result of her being unable to "focus" on work as she should have due to [redacted]

[redacted] These events caused her to try and recreate the hours she worked during the various weeks, "making estimates" of the hours she actually worked. This practice resulted in "errors" being on the time sheets she submitted. [redacted] offered to repay the government for any falsely claimed hours. She denied that her false entries were knowing or willful.

[redacted] claimed that she was out of the office due to illness on 20 December 2013, 30 April and 12 August 2014. [redacted] claimed that she was out of the office on leave on 28 February and 28 July 2014.

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(U//FOUO) Since being notified of this investigation, [redacted] makes daily entries on her time sheets to ensure their accuracy.

(U//FOUO) [redacted] GG-15, Chief, IAD [redacted]

(U//FOUO) [redacted] was interviewed on 5 December 2014 and provided the following sworn testimony.

(U//FOUO) [redacted] has been the Chief of [redacted] and [redacted] supervisor since May 2014. [redacted] is a full-time, Monday through Friday employee. [redacted] duty hours are normally between 6 a.m. and 2:45 p.m. each day. [redacted] is physically located in the [redacted] building. [redacted]

(U//FOUO) It was a "shock" to [redacted] to hear that [redacted] timesheets were inaccurate. She has never received any complaints about [redacted] time and attendance from anyone. [redacted] has been a dependable employee. [redacted] routinely receives positive feedback from the IAD [redacted] as well as from Agency managers who [redacted] usually [redacted]

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(U//FOUO) [redacted] place of performance is typically within the [redacted] building. [redacted] generally takes two TDYs each year. Each TDY will last about one week. [redacted] also takes [redacted] [redacted] also is solely responsible for organizing social events for [redacted] These events take place on the main Ft. Meade campus, at the Burba Lake facility or some other location there. [redacted] also will accompany [redacted] to special briefings or auditorium events at NSA facilities or Ft. Meade.

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(U//FOUO) [redacted] met with [redacted] to discuss the discrepancies on [redacted] timesheets that were noted in the initial 90 day review. [redacted] admitted to making mistakes on her timesheets. [redacted] said that the mistakes were due to not filling out her timesheets on a daily basis. [redacted] told her that the mistakes were not made deliberately, but occurred because she did not enter her work times on her timesheets daily. [redacted] said that [redacted] [redacted] then goes back days later and tries to remember what hours she actually worked on any given day. [redacted] admitted to making mistakes on her timesheets in the past but has now started to enter her arrival and departure times daily on her timesheets.

### (U) Analysis and Conclusion

(U//FOUO) 18 U.S. Code §287, 31 U.S. Code §3802 and NSA/CSS PMM, Chapter 366, §2-1(K) prohibit employees from knowingly making or presenting a false or fraudulent claim, and 18 U.S. Code §1001 and NSA/CSS PMM, Chapter 366, §2-2 (B) prohibit employees from making deliberate misrepresentations, falsifications or omissions on any Agency document. Under

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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. As detailed in the OIG Time and Attendance Analysis (Appendix B), there were many instances of erroneous timesheet entries that could not be justifiably explained by [REDACTED] consistently entered false times in her favor, such as claiming earlier start times or later departure times than those documented in access control records. She made 109 errors where she claimed more time than actually worked (147.25 hours) but only six errors where she worked more time than claimed (2.25 hours). After crediting the 2.25 hours back to [REDACTED] her erroneous timesheet entries amount to 145 hours of false charges to the government.

(U//FOUO) On five occasions [REDACTED] claimed full days of labor when she did not work. These instances are particularly troubling and stand out amongst the other false claims. Although [REDACTED] denied that she knowingly made false claims on her time sheets for these five days, it does not seem reasonable that an employee would not remember taking a day off within a certain pay period. [REDACTED] did not make this mistake once, but on five separate occasions during five separate pay periods.

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(U//FOUO) [REDACTED] has been a government employee for over 30 years and an NSA employee since 1987. [REDACTED] testified that before being questioned about the accuracy of her timesheets, she knew how to complete a timesheet and knew that the times claimed on her timesheets equated to the amount of time actually worked. Despite this claim and her extensive experience as a federal government employee, [REDACTED] habitually failed to properly document her work time.

(U//FOUO) Even though [REDACTED] claims that she did not willfully submit false timesheets, she acted with reckless disregard when it came to completing her timesheets. She readily admitted that her timesheets contained "errors" and that she repeatedly failed to record her work times on a daily basis as required in order to assure their accuracy.

(U//FOUO) According to the NSA/CSS PMM, Chapter 360 § 2-7(a)(b), employees must ensure that all information relevant to their time and attendance is recorded accurately and must sign in and out daily on the timesheet. [REDACTED] failed to ensure the accuracy of her timesheets over an extended period of time. By waiting days or longer after the fact to record her time, [REDACTED] ensured that her timesheets would not accurately reflect the time she had worked.

(U//FOUO) Finally, by failing to work the hours she recorded on his timesheet, [REDACTED] violated 5 C.F.R. §2635.101 (b) 1 and 5, and NSA/CSS PMM Chapter 366, §1-3 (E) which state that employees shall put forth and honest effort in the performance of official duties.

(U//FOUO) The preponderance of the evidence supports the conclusion that from 9 September 2013 through 5 September 2014 [REDACTED] knowingly and willfully submitted false and inaccurate timesheets, for a total shortfall to the government of 145 hours. [REDACTED] actions are in violation of 5 C.F.R. §2635.101 (b) (5); NSA/CSS Personnel Management Manual (PMM), Chapter 360, §2-7 (a)(b); NSA/CSS PMM, Chapter 366, §1-3 (E), §2-1 (K) and §2-2 (B) and 31 U.S.C. § 3802. Additionally, [REDACTED] violated criminal statutes 18 U.S.C. §1001 and 18 U.S.C. §287.

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### III. (U) RESPONSE TO TENTATIVE CONCLUSIONS

(U//~~FOUO~~) Tentative Conclusions were sent to [redacted] on 11 March 2015. [redacted] replied to the tentative conclusions on 12 March 2015 (Appendix C). [redacted] reply did not change the OIG's conclusions.

[redacted]

[redacted]

[redacted]

[redacted]

[redacted]

[redacted]

[redacted]

[redacted]

[redacted]

[redacted]

[redacted]

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**IV. (U) CONCLUSION**

(U//~~FOUO~~) The preponderance of the evidence supports the conclusion that from 9 September 2013 through 5 September 2014 [redacted] knowingly and willfully submitted false and inaccurate timesheets, for a total shortfall to the government of 145 hours (approximately \$7,835.87). [redacted] actions are in violation of 5 C.F.R. §2635.101 (b) (5); NSA/CSS Personnel Management Manual (PMM), Chapter 360, §2-7 (a)(b); NSA/CSS PMM, Chapter 366, §1-3 (E), §2-1 (K) and §2-2 (B) and 31 U.S.C. § 3802. Additionally, [redacted] violated criminal statutes 18 U.S.C. §1001 and 18 U.S.C. §287.

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**V. (U) DISTRIBUTION OF RESULTS**

(U//~~FOUO~~) A copy of this report of investigation will be provided to MR, Employee Relations and ADS&CI, for action deemed necessary.

Concurred by:

[Redacted] Senior Investigator

[Redacted] Assistant Inspector General  
for  
Investigations

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## **APPENDIX A**

### **(U) Applicable Authorities**

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**(U) 5 C.F.R. § 2635.101 Code of Ethics for Government Service, — *Basic Obligation of Public Service***

- (b) (1) Public service is a public trust, requiring employees to place loyalty to the Constitution, the laws and ethical principles above private gain.
- (5) Employees shall put honest effort in the performance of their duties.

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**(U) 5 C.F.R. § 2635.705 Code of Ethics for Government Service, — *Use of Official Time***

(a) Use of an employee's own time. Unless authorized in accordance with law or regulations to use such time for other purposes, an employee shall use official time in an honest effort to perform official duties. An employee not under a leave system, including a Presidential appointee exempted under 5 U.S.C. 6301 (2), has an obligation to expend an honest effort and a reasonable proportion of his time in the performance of official duties.

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**(U) NSA/CSS PMM Chapter 360 — *Time and Attendance*****Section 1-3 — (U) Policy**

All NSA/CSS civilian personnel receive compensation based on federal law. The Comptroller-General of the United States determines the procedures that govern the administration of timesheets for civilian employees. To ensure full compliance with these procedures, the Agency has established the following policies:

- a. Timesheets are maintained on a daily basis;...
- e. Timecard fraud is a federal crime and must be reported to the Inspector General.

**Section 2-7 — (U) Employee Responsibilities:**

- (a) Ensure that all information relevant to their time and attendance is recorded accurately.
- (b) Sign in and out daily on the timesheet.

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**(U) NSA/CSS PMM, Chapter 366—*Personal Conduct*****Section 1-3 — (U) General Principles for On-the-Job Conduct:**

Generally, every employee is expected to:

- ...
  - E. Give thorough, efficient, and industrious service in the performance of assigned duties including presenting oneself for duty in a condition to perform work effectively; exercising courtesy and respect in dealings with fellow workers and the public; and exercising reasonable care in carrying out one's assigned duties;....

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~~UNCLASSIFIED//FOR OFFICIAL USE ONLY~~**Section 2.1 — (U) Work Environment:**

Employees will not engage in any conduct that creates a hostile work environment and/or interferes with an individual's work performance.

...  
 K. False Statements – Employees will not knowingly make or present a false or fraudulent 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.....

**Section 2.2 — (U) Personnel and Security Standards:**

Employees granted access to classified information and Sensitive Compartmented Information must be stable; trustworthy; reliable; of excellent character, judgment and discretion; and of unquestioned loyalty to the United States. Any conduct, including off-duty conduct that brings into question these character traits may be cause for appropriate security action and in some cases administrative action. The following illustrations are provided as examples and are not inclusive:

...  
 B. Deliberate misrepresentations, falsifications, or omission of material facts in any Agency document.....

**(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 had 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.

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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.

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**(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.

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**(U) 18 U.S.C. §287 — *False, Fictitious or Fraudulent Claims***

Whoever makes or presents to any person or officer in the civil, military, or naval service of the United States, or to any department or agency thereof, any claim upon or against the United States, or any department or agency thereof, knowing such claim to be false, fictitious, or fraudulent, shall be imprisoned not more than five years and shall be subject to a fine in the amount provided in this title.

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## **APPENDIX B**

### **(U) Spreadsheet Analysis**

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NSAW													
Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes
9/9/13	Mon	6:15:25 12:37:03			6:21:38			5:51:38	8:00	2:00		2:00	
9/10/13	Tue	6:13:25 9:00:18 9:05:14 9:24:12 9:25:06 9:51:46 10:02:06 15:18:12		0:04 0:00 0:10	9:04:47		Y	9:04:47	9:30	0:25		0:25	
9/11/13	Wed	6:12:42 14:17:30			8:04:48		Y	8:04:48	8:15	0:00		0:00	
9/12/13	Thu	6:20:19 10:20:47			4:00:28			3:30:28	8:00	4:25	-4:25	0:00	meeting at
9/13/13	Fri	6:13:22 12:54:57			6:41:35			6:11:35	6:45	0:50		0:50	
9/17/13	Tue	6:17:34 11:49:24 11:52:08 14:05:13		0:02	7:47:39		Y	7:47:39	8:30	0:50		0:50	
9/18/13	Wed	6:20:21 11:48:20 12:18:39 15:08:24		0:30	8:48:03			8:18:03	8:30	0:00		0:00	
9/20/13	Fri	6:16:59 13:50:18			7:33:19			7:03:19	7:15	0:00		0:00	
9/23/13	Mon	6:19:42 14:48:08			8:28:26			7:58:26	8:00	0:00		0:00	
9/24/13	Tue	6:19:32 6:21:13 12:38:29 12:40:03			6:20:31			5:50:31	8:30	2:50	-2:50	0:00	CAC card
9/26/13	Thu	6:04:35 15:15:34			9:10:59		Y	9:10:59	9:30	0:25		0:25	
9/27/13	Fri	6:14:17 12:18:39			6:04:22			5:34:22	5:45	0:00		0:00	
9/30/13	Mon	6:13:17 14:29:42 15:00:11 16:57:29		0:30	10:44:12			10:14:12	10:15	0:00		0:00	
10/1/13	Tue	6:51:01 6:52:31 8:19:31 8:21:03			1:30:02			1:00:02	8:00	6:75	-6:75	0:00	

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

Note: The black boxes in the "Notes" column on this page and the next are not FOIA redactions, but appeared in the original document as highlighted text that reads "Furlough"

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

NSAW														
Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes	
10/2/13	Wed		NO ACCESS						8:00	8:00	-8:00	0.00		
10/3/13	Thu		NO ACCESS						8:00	8:00	-8:00	0.00		
10/4/13	Fri		NO ACCESS						8:00	8:00	-8:00	0.00		
10/7/13	Mon	6:20:09 14:18:07	[REDACTED]		7:57:58			7:27:58	8:00	0.50		0.50		
10/8/13	Tue	6:16:51 14:02:14			7:45:23			7:15:23	8:15	-0.75		0.75		
10/9/13	Wed	6:13:47 14:30:43			8:16:56			7:46:56	8:00	0.00		0.00		
10/11/13	Fri	6:05:20 10:02:03			3:56:43		Y	3:56:43	5:00	1.00		1.00		
10/15/13	Tue	6:15:25 14:32:49			8:17:24		Y	8:17:24	8:30	0.00		0.00		
10/16/13	Wed	6:16:56 14:31:15			8:14:19			7:44:19	8:00	0.25		0.25		
10/17/13	Thu	6:18:10 11:14:30			4:56:20		Y	4:56:20	6:15	1.25		1.25		
10/21/13	Mon	6:11:00 14:03:13			7:52:13		Y	7:52:13	8:30	0.50		0.50		
10/22/13	Tue	6:12:21 14:29:55			8:17:34		Y	8:17:34	8:30	0.00		0.00		
10/23/13	Wed	6:16:54 14:48:42			8:31:48			8:01:48	8:00	0.00		0.00		
10/24/13	Thu	6:16:36 12:17:26 12:19:27 14:39:23			0:02	8:22:47		Y	8:22:47	8:30	0.00		0.00	
10/25/13	Fri			NO ACCESS					8:00	8:00	-8:00		0.00	TDY
10/27/13	Sun			NO ACCESS					5:00	5:00	-5:00		0.00	"
10/28/13	Mon			NO ACCESS					8:00	8:00	-8:00		0.00	"
10/29/13	Tue		NO ACCESS					8:00	8:00	-8:00		0.00	"	
10/30/13	Wed		NO ACCESS					8:00	8:00	-8:00		0.00	"	
10/31/13	Thu		NO ACCESS					1:30	1.50	-1.50		0.00	"	
11/1/13	Fri		NO ACCESS					6:30	6.50	-6.50		0.00	"	
11/2/13	Sat		NO ACCESS				Y	14:30	14.50	-14.50		0.00	TDY	
11/4/13	Mon	6:13:33 14:18:23			8:04:50		Y	8:04:50	8:00	0.00		0.00		

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

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

NSAW													
Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes
11/5/13	Tue	6:18:00 12:39:48			6:21:48			5:51:48	8:00	2:00		2:00	
11/6/13	Wed	6:18:26 15:26:59			9:10:33		Y	9:10:33	9:15	0:00		0:00	
11/7/13	Thu	6:15:50 7:34:52 7:39:40 12:02:51 12:07:06 12:07:09 12:07:17 13:18:52		0:04 0:04	7:03:02		Y	7:03:02	8:30	1:25		1:25	
11/8/13	Fri	6:17:43 9:35:06 9:38:58 11:23:21		0:03	5:05:38			4:35:38	7:15	2:50		2:50	
11/12/13	Tue	6:17:38 14:40:30			8:22:52		Y	8:22:52	8:30	0:00		0:00	
11/13/13	Wed	6:22:32 12:02:21 12:10:48 13:08:24		0:08	6:45:52			6:15:52	8:00	1:50		1:50	
11/14/13	Thu	6:15:25 14:15:38			8:00:13			7:30:13	8:00	0:25		0:25	
11/15/13	Fri	6:15:25 12:58:29			6:43:04			6:13:04	6:15	0:00		0:00	
11/18/13	Mon	6:14:31 16:17:09			10:02:38		Y	10:02:38	10:15	0:00		0:00	
11/19/13	Tue	6:20:05 13:02:06			6:42:01			6:12:01	8:00	1:75		1:75	
11/20/13	Wed	6:13:09 14:41:57			8:28:48			7:58:48	8:00	0:00		0:00	
11/21/13	Thu	6:20:44 11:59:48			5:39:04		Y	5:39:04	6:15	0:50		0:50	
11/22/13	Fri	6:20:32 13:49:12			7:28:40		Y	7:28:40	8:30	1:00		1:00	
11/25/13	Mon	6:25:08 13:43:22			7:18:14		Y	7:18:14	7:30	0:00		0:00	
11/26/13	Tue	6:22:53 13:48:19			7:25:26			6:55:26	8:00	1:00		1:00	
11/29/13	Fri	6:18:29 8:20:17 11:40:20											

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

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

NSAW													
Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes
		11:41:48			5:23:22		Y	5:23:22	6:15	-0.75		0.75	
12/2/13	Mon	6:19:03 13:55:16			7:36:13		Y	7:36:13	7:45	0.00		0.00	
12/3/13	Tue	6:10:56 12:30:49			6:19:53			5:49:53	6:15	-0.25		0.25	
12/4/13	Wed	6:20:17 13:31:38 13:42:45 14:09:33		0:11	7:49:16			7:19:16	8:30	1.00		1.00	
12/5/13	Thu	6:19:19 7:41:42 7:48:37 8:18:51 8:23:38 11:21:20		0:04 0:04	5:02:01			4:32:01	8:00	3.25	-1.50	1.75	
12/6/13	Fri	6:34:23 6:35:58 10:55:05 10:56:34			4:22:11			3:52:11	4:15	0.25		0.25	
12/11/13	Wed	6:16:04 11:32:42 11:51:00 12:27:57		0:18	6:11:53		Y	6:11:53	8:30	2.25		2.25	
12/12/13	Thu	6:18:22 14:25:50			8:07:28			7:37:28	8:30	0.75		0.75	
12/13/13	Fri	6:16:19 11:58:52			5:42:33		Y	5:42:33	6:00	0.25		0.25	
12/16/13	Mon	6:21:20 12:47:20 12:54:08 13:24:50		0:06	7:03:30		Y	7:03:30	8:30	1.25		1.25	
12/17/13	Tue	6:20:52 13:30:06			7:09:14			6:39:14	8:00	1.25		1.29	
12/18/13	Wed	6:24:55 13:03:12 13:13:09 14:11:50		0:09	7:46:55		Y	7:46:55	8:30	0.50		0.50	
12/19/13	Thu	6:20:02 11:26:36 11:35:36 13:12:39 13:14:36 13:34:22		1:37	7:14:20	1:37:03		5:07:17	8:00	2.75		2.75	
12/20/13	Fri	NO ACCESS							8:00	8:00		8:00	
12/24/13	Tue	6:33:17											

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

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

NSAW													
Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes
		6:34:59 9:54:15 9:55:44				3:22:27		2:52:27	4:30	1.50		1.50	
12/27/13	Fri	6:43:27 6:45:08 11:13:18 11:14:41				4:31:14	Y	4:31:14	7:00	2.25		2.25	
12/30/13	Mon	6:39:02 6:40:38 10:54:30 11:00:54				4:21:52		3:51:52	8:00	-4.00	-4.00	0.00	MBA
12/31/13	Tue	6:32:34 6:34:11 11:18:07 11:19:41				4:47:07	Y	4:47:07	6:00	1.00		1.00	
1/2/14	Thu	6:46:22 6:47:57 11:28:16 11:38:00				4:49:38		4:19:38	8:00	3.50		3.50	
1/6/14	Mon	6:24:18 11:14:16 11:20:25 12:48:50		0:06		6:22:32	Y	6:22:32	8:30	2.00	-2.00	0.00	MBA
1/8/14	Wed	6:16:33 6:17:57 7:34:14 7:40:14 9:18:17 9:24:34 13:07:42 13:09:13		0:06 0:06		6:52:40		6:22:40	8:00	1.50		1.50	
1/9/14	Thu	6:18:40 6:20:25 13:17:08 13:18:38				6:59:56		6:29:56	8:00	1.50		1.50	
1/10/14	Fri	10:39:37 10:49:46 10:55:36 11:31:31 11:37:17 14:41:11		0:05 0:05		4:01:34	Y	4:01:34	5:00	0.75		0.75	
1/13/14	Mon	8:19:01 8:20:51 12:10:48 12:17:23 13:07:01 13:13:24		0:06		6:54:23		6:24:23	8:00	1.50		1.50	
1/14/14	Tue	8:15:12 12:51:05				6:35:53	Y	6:35:53	6:45	0.00		0.00	

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

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

NSAW													
Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes
1/15/14	Wed	6:14:39 14:33:14			8:18:35		Y	8:18:35	8:30	0.00		0.00	
1/16/14	Thu	6:20:35 8:43:00			2:22:25			1:52:25	2:15	0.25		0.25	
1/17/14	Fri	6:19:03 6:20:38 12:38:52 12:38:15			6:19:12		Y	6:19:12	6:00	-0.25		-0.25	
1/21/14	Tue	8:12:28 7:46:28 7:52:12 8:52:37		0:05	2:40:11		Y	2:40:11	5:00	2.25		2.25	
1/22/14	Wed	10:18:11 11:44:51 11:50:11 13:03:06 13:12:13 16:09:21		0:05 0:09	5:51:10		Y	5:51:10	6:00	0.00		0.00	
1/23/14	Thu	7:18:16 7:19:42 12:25:17 12:33:02 13:37:36 13:44:25		0:06	6:26:09			5:56:09	8:00	2.00		2.00	
1/24/14	Fri	6:20:29 11:49:31 11:51:40 12:30:17 12:37:58 12:39:30		0:02 0:07	6:19:01			5:49:01	6:15	0.25		0.25	
2/4/14	Tue	6:20:47 6:22:27 15:19:18 15:20:43			8:59:56		Y	8:59:56	9:30	0.50		0.50	
2/5/14	Wed	8:24:14 12:47:38 12:55:20 13:32:43		0:07	5:08:29		Y	5:08:29	6:00	0.75		0.75	
2/6/14	Thu	6:23:35 6:25:08 10:30:25 10:31:54			4:08:19		Y	4:08:19	4:15	0.00		0.00	
2/7/14	Fri	6:21:48 6:23:20 8:35:54 8:37:16 8:43:29 8:47:14		0:06	2:25:26		Y	2:25:26	3:00	0.50		0.50	

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

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

NSAW													
Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADI	Net Discrepant Hours	Notes
2/12/14	Wed	8:15:56 6:17:32 14:45:18 14:48:42	[Redacted]		8:30:46		Y	8:30:46	8:30	0.00		0.00	
2/14/14	Fri	11:06:13 11:07:41 14:10:54 14:12:20			3:06:07		Y	3:06:07	3:30	0.25		0.25	
2/18/14	Tue	6:36:19 6:38:24 6:37:51 13:08:11 13:07:34				6:31:15		6:01:15	7:45	1.50		1.50	
2/19/14	Wed	8:12:45 8:14:31 13:15:39 13:17:15				7:04:30		7:04:30	8:30	1.25		1.25	
2/20/14	Thu	6:23:25 8:02:00 8:07:19 11:18:02 11:24:11 14:32:33			0.05 0.06	8:09:08		7:39:08	8:15	0.50		0.50	
2/21/14	Fri	8:20:41 12:29:34 12:36:38 13:12:07			0.07	6:51:26		6:21:26	7:00	0.50		0.50	
2/24/14	Mon	6:16:59 8:18:23 11:52:07 11:57:57 12:52:15 12:57:53			0.05	6:40:54		6:40:54	8:30	1.75		1.75	
2/25/14	Tue	6:15:30 8:16:53 13:54:15 13:55:35				7:40:05		7:40:05	8:30	0.75		0.75	
2/28/14	Wed	5:54:22 5:55:51 7:33:55 7:38:58 9:53:43 9:59:17 12:18:04 12:19:23			0.05 0.05	6:25:01		5:55:01	8:00	2.00		2.00	
2/27/14	Thu	8:19:36 8:21:04 13:46:21 13:47:51				7:28:15		6:58:15	6:15	-0.50		-0.50	

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

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

NSAW														
Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADI	Net Discrepant Hours	Notes	
2/28/14	Fri		NO ACCESS						8:00	8:00		8:00		
3/4/14	Tue	9:10:48 12:40:15	[REDACTED]		3:29:27		Y	3:29:27	5:00	1:50		1:50		
3/5/14	Wed	6:31:10 11:40:14 11:50:26 13:12:47		0:10	6:41:37			6:11:37	8:00	1:75		1:75		
3/6/14	Thu	6:20:15 10:28:14 10:28:47 11:38:50		0:00	5:18:35			4:48:35	6:15	1:25		1:25		
3/10/14	Mon	6:17:29 8:19:03 9:04:45 9:10:55 11:21:49 11:22:03 11:28:31 14:44:38 14:46:01		0:06  0:08	8:28:32		Y	8:28:32	8:30	0:00		0:00		
3/11/14	Tue			NO ACCESS					8:45	8:75	-8:75		0:00	
3/12/14	Wed	6:16:24 13:23:07		[REDACTED]		7:06:43			6:36:43	8:00	1:25		1:25	
3/13/14	Thu	6:23:55 11:05:07 11:07:46 15:40:19			0:02	9:16:24		Y	9:16:24	9:15	0:00		0:00	
3/14/14	Fri	6:15:38 10:01:36				3:45:58		Y	3:45:58	4:00	0:00		0:00	
3/18/14	Tue	6:19:05 8:20:35 13:05:43 13:07:06				6:48:01			6:18:01	8:00	1:50		1:50	
3/20/14	Thu	6:17:28 6:19:05 9:30:32 9:36:39 11:02:03 11:08:51 13:25:45 13:27:12			0:06  0:06	7:09:44			6:39:44	8:00	1:25		1:25	
3/21/14	Fri	6:18:24 6:20:00 12:02:56 12:05:02			5:46:38			5:16:38	0:00	-5:25		-5:25	Claimed 6 hours on timesheet, but DCP5 does not reflect the 6 hours	
3/22/14	Sat		NO ACCESS						8:00	8:00	-8:00		0:00	TDY

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



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

NSAW													
Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes
3/24/14	Mon		NO ACCESS						8:00	8:00	-8:00	0.30	
3/25/14	Tue		NO ACCESS						8:00	8:00	-8:00	0.30	
3/26/14	Wed		NO ACCESS						8:00	8:00	-8:00	0.30	
3/27/14	Thu		NO ACCESS						8:00	8:00	-8:00	0.30	
3/28/14	Fri		NO ACCESS						8:00	8:00	-8:00	0.30	
3/29/14	Sat		NO ACCESS				Y	2:00	2:00	-2:00		0.30	TDY
3/31/14	Mon	6:14:55 13:47:04			7:32:09		Y	7:32:09	8:30	0.75		0.75	
4/1/14	Tue	6:15:21 11:01:57			4:46:36			4:16:36	5:15	0.75		0.75	
4/2/14	Wed	6:18:15 13:27:08			7:08:51		Y	7:08:51	8:30	1.25	-1.25	0.30	
4/4/14	Fri	6:13:15 6:14:45 14:40:13 14:41:33			8:28:18		Y	8:28:18	8:00	-0.25		-0.25	
4/7/14	Mon	6:06:55 8:09:05 14:20:32 14:22:15			8:15:20		Y	8:15:20	8:30	0.00		0.30	
4/8/14	Tue	6:22:02 15:32:37			9:10:35			8:40:35	8:15	-0.25		-0.25	
4/16/14	Wed	6:26:46 6:28:17 12:49:57 12:55:44 15:00:52 15:06:01		0:05	8:39:15			8:09:15	8:00	0.00		0.30	
4/17/14	Thu	6:16:48 6:18:25 11:09:30 11:10:53			4:54:05			4:24:05	8:00	3.50		3.50	
4/18/14	Fri	6:15:55 6:17:37 11:28:39 11:30:10			5:14:15		Y	5:14:15	7:00	-1.75	-1.75	0.30	off campus (confirmed)
4/23/14	Wed	6:17:13 6:19:00 11:24:07 11:26:58 14:54:43 14:56:12		0:02	8:38:59		Y	8:38:59	8:30	0.00		0.00	

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

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

NSAW														
Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes	
4/24/14	Thu	6:19:51 6:22:04 14:23:23 14:26:28												
					8:06:37		Y	8:06:37	8:45	0.50		0.50		
4/25/14	Fri	8:17:06 6:17:06 10:15:45 10:15:45 10:17:09 10:17:09 10:29:07 10:29:07 10:29:10 10:29:10 10:32:29 10:32:29 12:58:45 12:58:45												
				0:11										
					6:41:39		Y	6:41:39	7:00	0.25	-0.25	0.00		
4/28/14	Mon	8:12:49 10:02:33 10:06:23 12:00:08 12:02:44 13:18:36 13:20:22 14:16:14												
				0:03										
				1:15										
					8:03:25	1:15:52	Y	6:47:33	8:45	1.75		1.75		
4/29/14	Tue	8:16:41 12:52:41 12:52:41												
					6:36:00		Y	6:36:00	5:45	-0.75		-0.75		
4/30/14	Wed		NO ACCESS						8:00	8:00		8:00		
5/1/14	Thu	8:18:59 11:07:19 11:09:07 14:02:10												
				0:01										
					7:43:11		Y	7:43:11	8:30	0.75		0.75		
5/2/14	Fri	6:09:48 6:11:29 6:11:36 12:07:24 12:08:52												
					5:59:04		Y	5:59:04	6:45	0.75		0.75	Claimed 6.75 hours on timesheet, not in DCPS	
5/5/14	Mon	6:12:45 14:03:41												
					7:50:56		Y	7:50:56	8:30	0.50		0.50		
5/6/14	Tue	6:11:39 7:41:00 7:45:29 11:03:05 11:07:52 14:38:29												
				0:04										
				0:04										
					8:24:50			7:54:50	8:00	0.00		0.00		
5/8/14	Thu	6:15:15 9:34:56 9:37:16												
				0:02										

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

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

NSAW			Location	Gaps	Access Total	Total GAP(s)	No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes
		11:50:57			5:35:42			5:05:42	8:00	2.75		2.75	
5/9/14	Fri	6:13:41 13:34:04			7:20:23		Y	7:20:23	8:30	1.00		1.00	
5/12/14	Mon	6:14:52 6:16:35 6:16:38 14:29:04 14:30:36			8:15:44		Y	8:15:44	8:30	0.00		0.00	
5/14/14	Wed	6:13:25 6:15:05 11:51:20 11:52:54			5:39:29		Y	5:39:29	8:30	2.75		2.75	
5/15/14	Thu	6:22:02 12:27:23			6:05:21		Y	6:05:21	8:30	2.25	-2.25	0.00	off campus (confirmed)
5/16/14	Fri	6:18:28 14:28:47			8:10:19		Y	8:10:19	8:30	0.25		0.25	
5/19/14	Mon	6:15:48 13:28:41 13:34:58 15:00:43		0.06	8:44:55		Y	8:44:55	9:15	0.50		0.50	
5/20/14	Tue	6:14:28 6:16:11 14:29:58 14:31:33			8:17:05		Y	8:17:05	8:15	0.00		0.00	
5/21/14	Wed	6:21:09 12:00:42 12:00:45 12:04:21 14:03:51		0.03	7:42:42		Y	7:42:42	8:15	0.50		0.50	
5/22/14	Thu	6:08:11 12:08:50			5:59:39			5:29:39	8:00	2.50		2.50	
5/23/14	Fri	6:14:09 9:15:03			3:00:54		Y	3:00:54	3:00	0.00		0.00	
5/27/14	Tue	6:15:27 6:59:22 7:05:34 7:53:44 8:01:32 15:32:38		0.06 0.07	9:17:11			8:47:11	0:00	-8.75		-8.75	Claimed 8 hours on timesheet, not reflected in DCPS
5/29/14	Thu	6:12:55 14:28:27			8:15:32		Y	8:15:32	8:15	0.00		0.00	
5/30/14	Fri	6:17:09 11:58:38 12:23:53 13:41:16		0.25	7:24:07			6:54:07	8:00	1.00	-1.00	0.00	off campus (confirmed)

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

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

NSAW					Access	Total	No lunch	Net	Hours	Discrepancy		Net Discrepancy		
Date	DOW	Time	Location	Gaps	Total	GAP(s)	Claimed	Time	Claimed	Hours	ADJ	Hours	Notes	
6/2/14	Mon	6:15:12 6:16:52 12:58:22 12:59:50	[REDACTED]		6:44:38			6:14:38	6:45	0.50		0.50		
6/3/14	Tue	6:17:47 9:02:38 9:07:24 10:06:57 10:12:07 15:31:25		0:04 0:05	9:13:38		Y	9:13:38	9:15	0.00		0.00		
6/4/14	Wed	6:16:09 6:17:43 12:02:04 12:08:21 15:23:05 15:24:28		0:04	9:08:19		Y	9:08:19	8:45	-0.25		-0.25		
6/5/14	Thu	6:17:40 14:44:42			8:27:02		Y	8:27:02	8:15	0.00		0.00		
6/8/14	Fri	6:06:29 6:08:03 10:19:36 10:21:16			4:14:47			3:44:47	8:00	4.25		4.25		
6/9/14	Mon	6:12:01 13:59:04			7:47:03		Y	7:47:03	8:30	0.50		0.50		
6/10/14	Tue	5:56:00 11:53:52			5:57:52		Y	5:57:52	6:30	0.50		0.50		
6/16/14	Mon	6:13:58 14:40:28			8:26:28		Y	8:26:28	9:00	0.50		0.50		
6/17/14	Tue	6:10:31 6:12:14 10:00:04 10:01:38 13:23:52 13:25:28		0:01	7:14:55			6:44:55	6:45	0.00		0.00		
6/18/14	Wed	6:11:02 6:12:35 15:34:12 15:35:38			9:24:36		Y	9:24:36	9:15	0.00		0.00		
6/19/14	Thu	6:14:45 11:23:30 11:47:03 14:22:03		0:23	8:07:18			7:37:18	8:15	0.50		0.50		
6/20/14	Fri	6:07:18 8:08:54 13:23:15 13:24:44			7:17:26			6:47:26	6:45	0.00		0.00		
6/23/14	Mon			NO ACCESS					9:00	9:00	-9.00		0.00	

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

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

NSAW			Access	Total	No lunch	Net	Hours	Discrepant		Net Discrepant		
Date	DOW	Time	Gaps	Total	GAP(s)	Claimed	Time	Claimed	Hours	ADJ	Hours	Notes
6/24/14	Tue	6:19:24 9:07:38 9:14:47 13:59:11 14:06:28 14:55:27	0.07 0.07	8:36:03			8:05:03	8:15	0.00		0.00	
6/25/14	Wed	6:15:14 6:16:52 15:02:29 15:04:20		8:49:06		Y	8:49:06	8:45	0.00		0.00	
6/26/14	Thu	6:13:36 12:40:20		6:26:44			5:56:44	6:45	0.75		0.75	
6/30/14	Mon	6:13:42 6:15:24 12:27:28 12:28:57		6:15:15		Y	6:15:15	6:30	0.00		0.00	
7/1/14	Tue	6:15:33 6:17:10 12:05:15 12:06:56		5:51:23		Y	5:51:23	8:15	2.25	-2.25	0.00	
7/2/14	Wed	6:13:31 6:15:12 12:03:37 12:08:26 15:02:34 15:07:30	0.02	8:53:59			8:23:59	8:30	0.00		0.00	
7/7/14	Mon	6:16:08 6:17:41 9:45:39 9:47:38 11:30:52 11:34:22 13:00:11 13:02:01 15:00:40 15:02:14	0.01 1:25	8:46:06	1:25:49	Y	7:20:17	9:00	1.50	-1.50	0.00	ff campus (confirmed)
7/8/14	Tue	6:13:13 6:14:42 13:31:46 13:33:11		7:19:58			6:49:58	8:30	-1.50		1.50	
7/9/14	Wed	8:18:13 8:33:20 8:37:56 11:02:20 11:07:45 12:21:30 12:26:29 14:38:49	0.04 0.05 0.04	8:20:36		Y	8:20:36	8:30	0.00		0.00	
7/10/14	Thu	6:38:19										

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

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

NSAW														
Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes	
		8:39:47												
		11:08:01												
		11:09:38												
		11:34:40		0:25										
		11:37:18												
		11:41:34		0:03										
		11:44:46												
		15:27:00			8:48:41			8:18:41	8:45	0:25		0:25		
7/11/14	Fri	8:14:36												
		8:16:19												
		15:32:18												
		15:34:15												
					9:19:39			8:49:39	9:00	0:00		0:00		
7/14/14	Mon	8:15:14												
		12:13:54				5:58:40		Y	5:58:40	8:30	2:50		2:50	
7/15/14	Tue	8:15:20												
		8:13:43												
		8:32:29		0:18										
		8:36:29												
		8:51:42												
		9:26:11												
		10:09:59												
		11:01:46												
		11:08:58												
		11:13:44			4:58:24			4:28:24	5:45	1:25		1:25		
7/16/14	Wed	7:12:34												
		7:13:59												
		9:52:32												
		9:54:01												
		10:21:45		0:27										
		10:24:56			6:46:18			6:16:18	8:00	1:50		1:50		
		13:58:52												
7/17/14	Thu	6:11:31												
		15:52:45												
		15:54:08				9:42:37			9:12:37	9:15	0:00		0:00	
7/18/14	Fri	8:14:37												
		6:16:11												
		12:28:10												
		12:28:15				6:13:38		Y	6:13:38	9:00	2:75	-2:75	0:00	off campus (confirmed)
7/21/14	Mon	8:18:00												
		13:02:41				6:44:41			6:14:41	7:15	1:00		1:00	
7/22/14	Tue	6:15:48												
		11:34:56				5:19:08			4:49:08	5:45	0:75		0:75	
7/23/14	Wed	6:21:54												
		8:13:15												
		8:37:42		0:24										
		8:42:01												
		8:48:52												
		9:29:04												
		9:49:13												
		10:19:58												

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

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

NSAW													
Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes
		11:14:42 11:18:36 11:39:12 14:29:23		0.20	8:07:29			7:37:29	8:45	1.00		1.00	
7/24/14	Thu	6:18:35 12:49:16			6:30:41			6:00:41	7:15	1.00		1.00	
7/25/14	Fri	6:16:24 6:17:58 11:27:00 11:28:43 12:18:35 14:33:40		0.49	8:17:16			7:47:16	8:00	0.00		0.00	
7/28/14	Mon	NO ACCESS					Y		9:30	9.50		9.50	
7/29/14	Tue	8:12:19 8:13:51 13:28:22 13:29:48 13:55:30 15:58:46		0.25	9:46:27			9:16:27	9:15	0.00		0.00	
7/30/14	Wed	8:11:27 8:13:12 12:41:52 12:43:28			6:32:01		Y	6:32:01	8:30	1.75	-1.75	0.00	off campus (confirmed)
7/31/14	Thu	6:10:19 12:53:55			6:43:36			6:13:36	8:00	1.75		1.75	
8/1/14	Fri	6:16:36 8:18:08 9:53:55 9:55:27			3:38:51			3:08:51	4:00	0.75	-0.75	0.00	off campus (confirmed)
8/4/14	Mon	8:18:41 14:37:24			8:18:43		Y	8:18:43	8:45	0.25		0.25	
8/5/14	Tue	6:20:31 6:22:09 16:40:09 16:41:40			10:21:09			9:51:09	9:45	0.00		0.00	
8/6/14	Wed	6:39:31 5:40:56 9:53:37 9:55:09 10:21:58 10:24:52 12:08:44		0.28	5:29:13			4:59:13	7:15	2.25		2.25	
8/7/14	Thu	6:19:07 6:20:53 9:24:15 9:25:48			3:06:59			2:36:39	4:15	1.50		1.50	
8/11/14	Mon	6:23:06											

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

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

NSAW													
Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADI	Net Discrepant Hours	Notes
		14:10:24			7:47:18		Y	7:47:18	8:30	0.50		0.50	
8/12/14	Tue		NO ACCESS						8:00	8:00		8:00	
8/13/14	Wed	6:18:10 6:19:52 13:51:33 13:53:17			7:35:07			7:05:07	8:00	0.75		0.75	
8/14/14	Thu	6:21:29 12:18:17			5:54:48		Y	5:54:48	6:45	0.75		0.75	
8/15/14	Fri	6:16:13 6:17:49 14:25:31 14:28:59			8:10:46		Y	8:10:46	8:30	0.25		0.25	
8/18/14	Mon	6:14:57 12:00:47 12:30:17 13:23:46		0:29	7:08:49		Y	7:08:49	8:30	1.25		1.25	
8/19/14	Tue	6:16:23 6:18:00 12:33:02 12:34:28			6:18:05		Y	6:18:05	8:30	2.00		2.00	
8/20/14	Wed	6:21:01 13:39:55			7:18:54			6:48:54	6:45	0.00		0.00	
8/21/14	Thu	6:16:31 14:01:19			7:44:48		Y	7:44:48	7:45	0.00		0.00	
9/2/14	Tue	6:12:59 12:10:33 12:12:33 14:33:10		0:02	8:20:11		Y	8:20:11	8:30	0.00		0.00	
9/3/14	Wed	6:20:08 12:45:12 12:59:28 13:42:35		0:14	7:22:27			6:52:27	8:00	1.00		1.00	
9/5/14	Fri	6:14:06 14:16:54			8:02:48		Y	8:02:48	8:30	0.25		0.25	
												145.00	

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



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### APPENDIX C

(U)  response to the OIG's Tentative Conclusions

⋮

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

~~UNCLASSIFIED//FOR OFFICIAL USE ONLY~~

[Redacted]

**From:**  
**Sent:**  
**To:**  
**Cc:**  
**Subject:**

[Redacted]  
Thursday, March 12, 2015 7:21 AM  
[Redacted]  
[Redacted]

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

RE: (U) NSA/CSS Office of the Inspector General (OIG) tentative conclusion

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[Redacted]

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

(U//~~FOUO~~) In review of my timesheet evidence during the timeframe specified, I recognize the validity of evidence of the inaccuracy. As previously stated, these errors were unintentional on my part mainly due to a lack of focus and stressful circumstances referenced below concerning [Redacted]

[Redacted]

1. [Redacted]
2. [Redacted]
3. [Redacted]
4. [Redacted]
5. [Redacted]
6. [Redacted]

(b) (6)

(U//~~FOUO~~) With the above [Redacted] and personal stress, there was a lack of focus and concentration at work and I was not completing my timesheet daily as I am now. I was not submitting timesheets with any intent to fraud the government and reiterate these were unintentional errors, and agree to pay back the money that is owed. Understanding of these circumstances is appreciated. I ask that my above statements be included in the package forwarded for adjudication.

[Redacted]

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



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

**From:** [Redacted]  
**Sent:** Wednesday, March 11, 2015 10:00 AM  
**To:** [Redacted]  
**Subject:** (U) NSA/CSS Office of the Inspector General (OIG) tentative conclusion  
**Importance:** High

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



(U//~~FOUO~~) The OIG has reached a tentative conclusion regarding the allegation that you may have submitted false time sheets during the period of 9 September 2013 through 5 September 2014. The OIG has tentatively concluded that the preponderance of the evidence supports the conclusion that during the time frame mentioned above, you knowingly and willfully submitted false and inaccurate timesheets, for a total shortfall to the government of 145 hours (approximately \$7,835.87). Your actions are in violation of 5 C.F.R. §2635.101 (b)(5); NSA/CSS Personnel Management Manual (PMM), Chapter 360, §2-7 (a)(b); NSA /CSS PMM, Chapter 366, §1-3 (E), §2-1 (K) and §2-2 (B) and 31 U.S.C. §3802. Additionally, your actions violated criminal statutes 18 U.S.C. §1001 and 18 U.S.C. §287.

(U//~~FOUO~~) You are not required to respond to this tentative conclusion. However, if you chose to respond, please do so via reply email no later than 18 March 2015. If you chose to respond, your reply will be considered and included into the final Report of Investigation.

Regards,



[Redacted]  
NSA/CSS Office of the Inspector General  
[Redacted]  
Suite 6247  
[Redacted]

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

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