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**NATIONAL SECURITY AGENCY/CENTRAL SECURITY
SERVICE**



INSPECTOR GENERAL

REPORT OF INVESTIGATION

16 August 2013

IV-13-0040

Possible Regulatory Violations

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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~~) On 27 December 2012, [redacted] contacted the Office of General Counsel (OGC) to report that he may have committed an ethics violation. Specifically, [redacted] reported that he asked [redacted] a [redacted] employee working on a contract for which he was the Contracting Officer's Representative (COR), if he would review the resume of a friend who was interested in a position within the Intelligence Community. [redacted] subsequently provided [redacted] contact information to that friend. On 28 December 2012, the OGC advised [redacted] to report the incident to the OIG, which he did on the same date.

(U//~~FOUO~~) The preponderance of the evidence supports the conclusion that [redacted] misused his position, in violation of 5 C.F.R. § 2635.702 (Use of Public Office for Private Gain), and the FAR, part 3 (Improper Business and Personal Conflicts of Interest) § 3.101-1 and §§ 3.101-2(a) and 3.101-2(c) (General & Solicitation and acceptance of gratuities by Government personnel).

(U//~~FOUO~~) Copies of the OIG report will be forwarded to MR, Employee Relations, for appropriate action and D23, the Office of General Counsel (Administrative Law) for information. A summary of the investigative findings will be forwarded to Q234 (Special Actions) for information.

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II. (U) BACKGROUND

(U) Introduction

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(U//~~FOUO~~) [redacted] entered on duty with NSA on [redacted]. He has been employed as a [redacted] since 2009 and has also worked as a COR since approximately 2009.

(U//~~FOUO~~) On 27 December 2012, [redacted] contacted the OGC to report that he may have committed an ethics violation. Specifically, [redacted] reported that he asked [redacted] a [redacted] employee working on the [redacted] contract, if he would review a friend's resume and subsequently provided [redacted] contact information to that friend. On 28 December 2012, the OGC advised [redacted] to report the incident to the OIG, which he did on the same day.

(U//~~FOUO~~) The investigation included interviews of [redacted] and [redacted] and review of the contract, [redacted] and [redacted] training profile.

(U) Applicable Authorities

(U) The investigation looked at possible violations of the following authorities. See Appendix A for the full citations.

(U) 5 C.F.R. § 2635.702
Use of Public Office for Private Gain

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(U) FAR, part 3 § 3.101-1
General

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(U) FAR, part 3 § 3.101-2
Solicitation and Accepting Gratuities from Government Personnel

III. (U) FINDINGS

~~(U//FOUO)~~ Did [redacted] misuse his position in violation of 5 C.F.R. § 2635.702 and the FAR, part 3 § 3.101-1 and §§3.101-2(a) and 3.101-2(c).

~~(U//FOUO)~~ **CONCLUSION:** *Substantiated.* The preponderance of the evidence supports the conclusion that [redacted] misused his position by asking [redacted] to review his friend's resume, in violation of 5 C.F.R. § 2635.702 and the FAR, part 3 § 3.101-1 and §§ 3.101-2(a) and 3.101-2(c).

(U) Evidence

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

(U) Documentary Evidence

(U) [redacted] Contract: [redacted]

~~(U//FOUO)~~ Contracting records (Appendix B) reveal that [redacted] is the prime contractor on the [redacted] contract for which [redacted] is an appointed COR. Records also reveal that the operation support noted in the contract does not include [redacted]

(U) Training Profile

~~(U//FOUO)~~ [redacted] training profile (Appendix C) revealed that he began taking the 13-hour on-line COR refresher course, CONT 3486A, on 10 December 2012 and completed it on 28 December 2012. He also completed CONT 3486B, a 4-hour COR refresher course, [redacted]

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

(U) Testimonial Evidence

~~(U//FOUO)~~ [redacted] and COR on the [redacted] contract, was interviewed on 6 February 2013 and provided the following sworn testimony.

~~(U//FOUO)~~ In the fall of 2012, [redacted] friend, [redacted] informed him that she was unhappy in her current position and asked if he had any contacts willing to review her resume, as she was interested in employment in the intelligence community (IC). At the time, [redacted] was employed in the field of [redacted]. [redacted] asked his friend and colleague, [redacted], a [redacted] employee working on the [redacted] contract, if he would be willing to review [redacted] resume.

[redacted] (b) (6)

[redacted] agreed and gave [redacted] permission to provide his contact information to [redacted]

(U//FOUO) [redacted] approached [redacted] because he is a section manager and had previously discussed reviewing resumes with [redacted]. [redacted] was aware that [redacted] has contracts wherein they perform [redacted] however, the [redacted] contract does not require such work. On the [redacted] contract, [redacted] focuses on [redacted] duties. [redacted] explained that he asked [redacted] if he would be willing to "review" the resume, believing that [redacted] would evaluate it and provide [redacted] with suggestions for improvement before submission to IC agencies or contractors. However, he acknowledged by providing a connection between [redacted] who was in search of a new job, and [redacted] who reviewed resumes and was involved in the hiring process at [redacted] he could have facilitated a potential job offer from [redacted] to [redacted]. [redacted] described [redacted] as a professional friend. He trusts [redacted] judgment and the two often ask for advice from one another. However, they do not socialize outside of work.

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(U//FOUO) After supplying [redacted] contact information to [redacted] [redacted] neither inquired nor was told anything more about the situation, until [redacted] informed [redacted] that she believed she was going to be hired by [redacted]. [redacted] then told [redacted] that if [redacted] was hired, he needed to be kept at "arms length" due to his position as the COR. [redacted] responded that [redacted] should not worry about the situation because if she were hired, [redacted] would be "going onto a follow-up contract unrelated to [redacted]"

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(U//FOUO) [redacted] did not think his actions were against policy or ethics regulations. However, in December 2012, during his annual COR training, he realized that he "may have made a mistake" and after consulting the OGC, documented the situation in an e-mail to the OIG hotline.

(U//FOUO) [redacted] was interviewed on 29 May 2013 and provided the following sworn testimony,

(U//FOUO) In late fall 2012, [redacted] informed [redacted] that one of his friends, [redacted] was in search of a job in the IC and asked [redacted] if he would review her resume. [redacted] interpreted the request as asking if [redacted] would be interested in hiring [redacted]. [redacted] related this situation to an NSA employee referral and did not believe such a referral violated any ethics regulations. He agreed to review [redacted] resume and provided his contact information to [redacted] to relay to [redacted]. [redacted] subsequently contacted him via phone and e-mail and they shared a few phone conversations and e-mail messages. [redacted] subsequently forwarded her resume to the [redacted] recruitment department. [redacted] informed [redacted]

that she applied for a few jobs at [redacted] via the [redacted] website. [redacted] was unable to recall the specific positions for which [redacted] applied. [redacted] was unsure if [redacted] would make a job offer to [redacted] as she did not have an [redacted] background which is a requirement for most [redacted] positions. If she was hired, [redacted] surmised that she would not be placed on the [redacted] contract. On that contract, [redacted] provides [redacted] which includes [redacted] work. [redacted] does not provide [redacted] on the contract.

(U//FOUO) [redacted] told [redacted] of his contact with [redacted]. [redacted] stated he did not want to discuss the situation and added that if [redacted] was hired by [redacted] and placed on the [redacted] contract, he would recuse himself from the contract.

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(U//FOUO) In approximately January 2013, [redacted] had a "crisis of conscience" and reported the situation to the OIG. Although [redacted] did not believe [redacted] had committed an ethics violation, he ceased all contact with [redacted] and did not pursue hiring her. He acknowledged that by previously forwarding her resume to the recruitment department, there is a chance that [redacted] could still be hired; however, [redacted] contacted him via telephone on 6 February 2013 and told him that she had not been contacted by [redacted] and inquired about the status of her application. [redacted] advised [redacted] that he did not have any information to provide regarding her application status. He has not had contact with [redacted] since that telephone conversation.

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(U//FOUO) [redacted] characterized his relationship with [redacted] as professionally collegial. He does not maintain social contact with [redacted] outside of work. He values [redacted] advice and views him as a mentor due to [redacted] resourceful and steadfast nature in answering questions and providing guidance; however, [redacted] has "little to nothing to do" with [redacted] daily work. [redacted] never felt compelled to offer [redacted] a job due to the fact that [redacted] was the COR on the [redacted] contract. [redacted] is extremely ethical and "did nothing other than ask [redacted] to review a resume for someone who was looking for a job."

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

(U) Analysis and Conclusions

(U//~~FOUO~~) According to 5 C.F.R. § 2635.702, an employee shall not use his public office for the private gain, financial or otherwise, of either himself or his friends. [redacted] provided Governmental oversight of the contract on which [redacted] worked as a contractor and knew [redacted] only because of his official position. They did not socialize outside of work. Further, his request that [redacted] assist his friend, [redacted] in editing her resume was made during duty hours while he was actively serving in his official position as COR. [redacted] did as [redacted] asked. Although [redacted] did not obtain a position with [redacted] she obtained a benefit in the form of [redacted] edits to her resume and advice regarding her pursuit of a position within the IC, none of which would have been possible absent [redacted] official position, as a COR.

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(U//~~FOUO~~) Further, despite [redacted] testimony that he did not feel compelled to assist [redacted] due to [redacted] official position, the FAR is very rigid regarding adherence to ethical standards of conduct related to contracting. The FAR, part 3 § 3.101-1 mandates that Government business be conducted in a manner above reproach, with complete impartiality. "The general rule is to avoid strictly any conflict of interest or even the appearance of a conflict of interest in Government-contractor relationships." Further, the FAR, part 3 § 3.101-2, specifically bars a Government employee from soliciting "directly or indirectly" any favor from anyone doing business with the employee's agency. By requesting that he assist [redacted] [redacted] was asking [redacted] a [redacted] contractor working on an NSA contract for which [redacted] was the COR, for a favor, one that [redacted] ultimately performed.

(U//~~FOUO~~) [redacted] testimony that he was not aware that he had committed an ethics violation at the time of the incident, and the fact that he self reported it to both the OGC and the OIG upon taking a COR refresher course and realizing his error, indicate a lack of intent on his part to misuse his position. However, despite this mitigation, the preponderance of the evidence supports the conclusion that in asking [redacted] to assist [redacted] [redacted] misused his position in violation of 5 C.F.R. § 2635.702 and the FAR, part 3 § 3.101.

IV. (U) RESPONSE TO TENTATIVE CONCLUSION

(U//~~FOUO~~) [redacted] was provided the tentative conclusions and responded, "I have no further comment on the matter." [redacted] response did not impact the findings of the OIG Investigation.

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

V. (U) CONCLUSION

(U//~~FOUO~~) The preponderance of the evidence supports the conclusion that [redacted] misused his position in violation of 5 C.F.R. § 2635.702 and the FAR, part 3 §§ 3.101-1, 3.101-2(a) and 3.101-2(c).

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VI. (U) DISTRIBUTION OF RESULTS

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

- A: MR, Employee Relations, for action deemed appropriate and
- B: D23, Office of General Counsel (Administrative Law), for information

(U//~~FOUO~~) A summary of the investigative findings will be provided to ADS&CI, Q234 (Special Actions), for information.

Concurred by:

Investigator

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

Assistant Inspector General
for
Investigations

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APPENDIX A

(U) Applicable Authorities

Personnel Privileged Information
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IV-04-0008

(U) Code of Federal Regulations, Title 5: Administrative Personnel, Part 2635-Standards of Ethical Conduct for Employees of the Executive Branch, Subpart G-Misuse of Position

(U) §2635.702 Use of Public Office for Private Gain

An employee may not use his public office for his own private gain...or for the private gain of friends...

(U) Federal Acquisition Regulation (FAR), Part 3, Improper Business Practices and Personal Conflicts of Interest

(U) §3.101-1, Standards of Conduct

(U) 3.101-1 General.

(U) Government business shall be conducted in a manner above reproach and...with complete impartiality and with preferential treatment for none. Transactions relating to the expenditure of public funds require the highest degree of public trust and an impeccable standard of conduct. The general rule is to avoid strictly any conflict of interest or even the appearance of a conflict of interest in Government-contractor relationships...

(U) 3.101-2 Solicitation and acceptance of gratuities by Government personnel.

(U) As a a rule, no Government employee may solicit or accept, directly or indirectly, any gratuity, gift, favor, entertainment, loan or anything of monetary value from any who...(a) has or is seeking to obtain Government business with the employee's agency...(c) has interests that may be substantially affected by the performance or nonperformance of the employee's official duties...

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APPENDIX B

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(U) Contract

Award Cover Sheet & List of Labor Categories

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APPENDIX C

(U) Training Profile

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Name: [Redacted]
Learner: [Redacted]
Department: [Redacted]

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Course Designator	Start Date	End Date	Title	Hours	Score
OVSC1000	[Redacted]	[Redacted]	(U) NSA/CSS INTELLIGENCE OVERSIGHT TRAINING	1	P
CONT3486B	[Redacted]	[Redacted]	(U) CONTRACTING OFFICER'S REPRESENTATIVE REFRESHER - PART B	4	P
LEGL40002012	14-JAN-2012	14-JAN-2012	(U) ANNUAL ETHICS TRAINING FOR FILERS OF OGE450/27	1	P
CONT3486A	[Redacted]	[Redacted]	(U) CONTRACTING OFFICER'S REPRESENTATIVE REFRESHER	13	P
EEOD1120	11-JUL-2012	11-JUL-2012	(U) NO FEAR ACT TRAINING	1	P
PRIV1001	10-JUL-2012	10-JUL-2012	(U) ANNUAL PRIVACY AWARENESS FOR EMPLOYEES	1	P
TIPA1001	29-JUN-2012	29-JUN-2012	(U) TRAFFICKING IN PERSONS AWARENESS TRAINING	1	P
CLAS1700	26-JUN-2012	26-JUN-2012	(U) RECORDS MANAGEMENT ANNUAL AWARENESS TRAINING	1	P
DODM1001	22-JUN-2012	22-JUN-2012	(U) CONTINUITY AWARENESS TRAINING	1	P
CLAS1000	22-JUN-2012	22-JUN-2012	(U) ELEMENTS OF CLASSIFICATION AND MARKING	1	P
OVSC1000	15-JUN-2012	15-JUN-2012	(U) NSA/CSS INTELLIGENCE OVERSIGHT TRAINING	1	P
OTIAC1180	12-JUN-2012	12-JUN-2012	(U) CYBER AWARENESS CHALLENGE	1	P
CONT1486	[Redacted]	[Redacted]	(U) GOVERNMENT/CONTRACTOR RELATIONS	2	P
LEGL4000	29-JAN-2012	31-JAN-2012	(U) ANNUAL ETHICS TRAINING FOR FILERS OF OGE450/27	1	P
DODM1000	[Redacted]	[Redacted]	(U) REPEAL OF DON'T ASK, DON'T TELL	0.5	P
OTIAC11802011	10-OCT-2011	12-OCT-2011	(U) ANNUAL IA AWARENESS TRAINING	1	P
PRIV1001	09-OCT-2011	11-OCT-2011	(U) ANNUAL PRIVACY AWARENESS FOR EMPLOYEES	1	P
TIPA1001	01-OCT-2011	03-OCT-2011	(U) TRAFFICKING IN PERSONS AWARENESS TRAINING	1	P
CLAS1000	14-SEP-2011	16-SEP-2011	(U) ELEMENTS OF CLASSIFICATION AND MARKING	1	P
PROF2000	[Redacted]	[Redacted]	(U) INTERNAL STAFFING RESUME WORKSHOP	1	W
PROF3390	[Redacted]	[Redacted]	(U) BRIEFING PREPARATION AND DELIVERY	4	P
TIPA1001	06-DEC-2010	08-DEC-2010	(U) TRAFFICKING IN PERSONS AWARENESS TRAINING	1	P
RESM2031	[Redacted]	[Redacted]	(U) ECONOMY ACT ORDER (EAO) MANAGER TRAINING	1	P
OTIAC11802010	22-NOV-2010	24-NOV-2010	(U) ANNUAL IA AWARENESS TRAINING	1	P
PROJ2106	[Redacted]	[Redacted]	(U) MANAGING MULTIPLE PROJECTS	7	P
ACQT2400	[Redacted]	[Redacted]	(U) FOUNDATIONS IN ACQUISITION PLANNING AND MANAGEMENT	40	P
EEOD1120	09-AUG-2010	11-AUG-2010	(U) NO FEAR ACT TRAINING	1	P
PLPM1405	[Redacted]	[Redacted]	(U) NSA'S STRATEGIC MANAGEMENT PROCESS	8	P
PROJ2010	[Redacted]	[Redacted]	(U) PEOPLE SKILLS FOR PROJECT MANAGERS	16	P
PRIV1001	19-MAY-2010	21-MAY-2010	(U) ANNUAL PRIVACY AWARENESS FOR EMPLOYEES	1	P
CONT2486	[Redacted]	[Redacted]	(U) CONTRACTING OFFICER'S REPRESENTATIVE COURSE	32	P
ABMS00009	[Redacted]	[Redacted]	(U) MAKING TASK SUBMISSIONS IN [Redacted]	1	NE
OTIAC1180	15-DEC-2009	17-DEC-2009	(U) CYBER AWARENESS CHALLENGE	1	P
PRIV1001	21-SEP-2009	23-SEP-2009	(U) ANNUAL PRIVACY AWARENESS FOR EMPLOYEES	1	P
TIPA1001	16-AUG-2009	18-AUG-2009	(U) TRAFFICKING IN PERSONS AWARENESS TRAINING	1	P
PROGMANL2	[Redacted]	[Redacted]	(U) PROGRAM MANAGER LEVEL 2	0	INFO
OHES1112	[Redacted]	[Redacted]	(U) COLLATERAL DUTY SAFETY AND HEALTH COURSE	1	P
PRIV1001	04-MAR-2009	06-MAR-2009	(U) ANNUAL PRIVACY AWARENESS FOR EMPLOYEES	1	P
ABMS00002	[Redacted]	[Redacted]	(U) FACTS TRANSACTIONAL REPORTS	2	NE
EEOD1120	02-JUN-2008	04-JUN-2008	(U) NO FEAR ACT TRAINING	1	P
PROF00003	[Redacted]	[Redacted]	(U) FEEDBACK: JUST DO IT A LOT!	2	NE
PROJ1041	[Redacted]	[Redacted]	(U) LEAN SIX SIGMA AWARENESS - "WHITEBELT" TRAININ	3	P

(b) (6)

* Indicates Embedded Course

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Name: [Redacted]
 Learner ID: [Redacted]
 Department: [Redacted]

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

Course Designator	Start Date	End Date	Title	Hours	Score
TOOL2041	[Redacted]	[Redacted]	(U) VIRTUAL CAMPUS TRANSITION TO THE CORP DOMAIN		P
EDUC1111	[Redacted]	[Redacted]	(U) E-CLASS FOR PARTICIPANTS	1	P
OTAC1180	17-NOV-2007	19-NOV-2007	(U) CYBER AWARENESS CHALLENGE	1	P
RESM3925	[Redacted]	[Redacted]	(U) FACTS 1.2 CUSTOMER ORDER SPECIALIST/SUPERVISOR	8	NE
ABMS00001	[Redacted]	[Redacted]	(U) [Redacted] SKILL COMMUNITY BROWN BAG	6	NE
PMT250	[Redacted]	[Redacted]	(U) PROGRAM MANAGEMENT TOOLS		E
RESM3922	[Redacted]	[Redacted]	(U) FACTS 1.2 PO BUYER/REQUESTER TRAINING	8	NE
PROJ1041	[Redacted]	[Redacted]	(U) LEAN SIX SIGMA AWARENESS - "WHITEBELT" TRAININ	3	P
PROJ2104	[Redacted]	[Redacted]	(U) PROJECT RISK MANAGEMENT	16	P
RESM3910	[Redacted]	[Redacted]	(U) FACTS 1.1 REQUESTOR TRAINING	16	NE
RESM3900	[Redacted]	[Redacted]	(U) FACTS BUDGET REPORT VIEWER	2	P
PROJ3100	[Redacted]	[Redacted]	(U) INTEGRATED APPROACH TO PROJECT -- PMP EXAMP PREP	56	P
PROJ2100	[Redacted]	[Redacted]	(U) REQUIREMENTS MANAGEMENT	16	P
PROJ1000	[Redacted]	[Redacted]	(U) PROJECT MANAGEMENT FUNDAMENTALS	16	P
OTAC1171	[Redacted]	[Redacted]	(U) MALICIOUS CODE THREAT	4	P
ATSC4140	[Redacted]	[Redacted]	(U) MICROSOFT ACCESS LEVEL 3	12	P
PROJ2105	[Redacted]	[Redacted]	(U) WORK BREAKDOWN STRUCTURES (WBS)	16	P
ATSC3140	[Redacted]	[Redacted]	(U) MICROSOFT ACCESS LEVEL 2	8	P
ATSC2140	[Redacted]	[Redacted]	(U) MICROSOFT ACCESS LEVEL 1	8	P
CROR2041AA	[Redacted]	[Redacted]	(U) ACHIEVING PERSONAL AND ORGANIZATIONAL SUCCESS	2	NE
DENL1011	[Redacted]	[Redacted]	(U) ADVERSARIAL DENIAL AND DECEPTION AWARENESS	4	NE
CLAS1199	[Redacted]	[Redacted]	(U) INTRODUCTION TO CLASSIFICATION AND INFORMATION SECURITY	8	P
RESM2470	[Redacted]	[Redacted]	(U) SIGINT OPERATIONAL REQUIREMENTS GENERATION AND MANAGEMENT SYSTEM	24	NE
CIAT2108	[Redacted]	[Redacted]	(U) SPY MARYLAND	6	W
FASTRAC48813	[Redacted]	[Redacted]	(U) ECONOMICS: PRODUCERS AND MARKETS	4	P
FASTRAC48812	[Redacted]	[Redacted]	(U) ECONOMICS PART 2: BASIC CONCEPTS IN MICROECONO	4	P
DMGT2101	[Redacted]	[Redacted]	(U) DIVERSITY AWARENESS TRAINING	4	NE
EEOT2113	[Redacted]	[Redacted]	(U) SEXUAL HARASSMENT PREVENTION	4	NE
CROR1018	[Redacted]	[Redacted]	(U) RECORDS MANAGEMENT WORKSHOP	2	P
FASTRAC48811	[Redacted]	[Redacted]	(U) ECONOMICS: THE PRINCIPLES OF ECONOMICS	4	P
FASTRAC48811	[Redacted]	[Redacted]	(U) ECONOMICS: THE PRINCIPLES OF ECONOMICS	4	P
OTAC2271	[Redacted]	[Redacted]	(U) OPERATIONAL INFORMATION ASSURANCE FOR MANAGERS	8	P
FASTRAC49922	[Redacted]	[Redacted]	(U) GOVERNMENT CONTRACTING: WORKING WITH GOVERNMEN	1	P
IAEC1150	[Redacted]	[Redacted]	(U) INTRODUCTION TO INFOSEC	8	P
FASTRAC49921	[Redacted]	[Redacted]	(U) GOVERNMENT CONTRACTING: OVERVIEW OF GOVERNMENT	1	P
SIGF1010	[Redacted]	[Redacted]	(U) SATELLITE, MISSILE AND AERODYNAMIC SYSTEMS	12	P
RESM1510	[Redacted]	[Redacted]	(U) PROPERTY ACCOUNTABILITY AWARENESS	2	NE
FASTRAC72050	[Redacted]	[Redacted]	(U) MS ACCESS 2000 FUNDAMENTALS	8	P
OPSE1301	[Redacted]	[Redacted]	(U) OPSEC FUNDAMENTALS	4	P
OTAC1170	[Redacted]	[Redacted]	(U) INTRODUCTION TO OPERATIONAL INFORMATION ASSURA	3	P
[Redacted]	[Redacted]	[Redacted]	(U) [Redacted]	32	NE
VEN0117	[Redacted]	[Redacted]	(U) BS.COST ESTIMATE LEVEL3		NE

* Indicates Embedded Course

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

PERSONNEL PRIVILEGED

*** The classification of the names on this page could range from FOUO to TS//SI; therefore this document ***
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*** be submitted via e-mail to DJ4_privacy with a copy of your training history attached. ***

Name: [redacted]
Learner ID: [redacted]
Department: [redacted]

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

Course Designator	Start Date	End Date	Title	Hours	Score
VEN0118	[redacted]	[redacted]	(U) PROGRAM MANAGEMENT LEVEL1		NE

(b) (6)

* Indicates Embedded Course