NATIONAL SECURITY AGENCY/CENTRAL SECURITY SERVICE

INSPECTOR GENERAL

REPORT OF INVESTIGATION

26 September 2014

IV-13-0093

Time and Attendance 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.

Approved for Release by NSA on 11-01-2018, FOIA Case # 79204 (litigation)

Release: 2018-11
NSA: 05461

(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.

Release: 2018-11
NSA: 05462

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

I. (U) SUMMARY

(U//~~FOUO~~) This investigation was conducted in response to a referral that the NSA/CSS Office of the Inspector General (OIG) received from the OIG of the National Reconnaissance Office (NRO). The referral pertained to an allegation of time and attendance fraud that was submitted to the NRO OIG regarding NSA employee, [redacted] at NSA/CSS Colorado (NSAC) and currently assigned to the [redacted]

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

(U//~~FOUO~~) The OIG initially completed a three-month analysis of [redacted] timesheets and access control records, which identified 129 discrepant hours. [redacted] was unable to account for 55.25 hours of discrepancies. Therefore, the timesheet analysis was expanded to cover approximately one year and the OIG opened a formal investigation.

(U//~~FOUO~~) The OIG investigation included interviews with [redacted] and his two supervisors, and an analysis of [redacted] timesheets, access control records, and work-related travel and training events from 12 December 2011 through 27 November 2012.

(U//~~FOUO~~) The preponderance of the evidence supports the conclusion that during the period of 12 December 2011 through 27 November 2012, [redacted] knowingly submitted false and inaccurate timesheets for a total shortfall to the Government of 194.75 hours. This resulted in an estimated loss to the Government of $7,579.67. [redacted] actions were in violation of 5 C.F.R §2635.101 (b) (5); NSA/CSS Personnel Management Manual (PMM), Chapter 360, §1-3 (a), §2-7 (a); NSA/CSS PMM, Chapter 362, §2-19 (a); and NSA/CSS PMM, Chapter 366, §1-3 (E), and §2-1 (K). In addition, [redacted] actions were in violation of criminal statutes 18 U.S.C. §§287 and 1001.

(U//~~FOUO~~) The period reviewed consisted of 218 days where [redacted] came to work. Our investigation initially identified 330.50 discrepant hours. During the course of the investigation, [redacted] submitted mitigating information for these discrepancies and after further investigation the OIG concluded that [redacted] worked 194.75 fewer hours than he claimed on his timesheets.[2]

(U//~~FOUO~~) A copy of this report will be provided to the Office of Employee Relations (MR) for any action deemed appropriate. A summary of our findings will be referred to the Associate Directorate for Security and Counterintelligence (ADS&CI, Q234), Special Actions and the Office of General Counsel, Administrative Law & Ethics (D23), for their information.

[1] NSAC executes its mission through a joint NSA-NRO operations field element.
[2] See Appendix B for the OIG's summary of mitigating data and analysis spreadsheet.

Release: 2018-11
NSA: 05463

Doc ID: 6640371

II. (U) BACKGROUND

(U) Introduction

(b) (6)

(U//~~FOUO~~) [redacted] entered on duty on [redacted] as a [redacted] He was promoted in [redacted] and is currently a full-time [redacted] He has been working at NSAC since [redacted] and his current supervisor is [redacted]

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

(U//~~FOUO~~) On 28 August 2012, the OIG received a referral from the NRO OIG regarding an allegation of potential time card fraud by [redacted] The NRO OIG reviewed access control records and timesheets for [redacted] for a limited timeframe to determine if the allegation had merit for reporting to NSA OIG. The NRO OIG's initial analysis showed that [redacted] had approximately 30 unaccounted for hours and they forwarded this information to the NSA OIG.

(U//~~FOUO~~) The NSA OIG completed a three-month analysis of [redacted] timecards and access control records for the period covering 29 May 2012 through 28 August 2012 and identified 129 discrepant hours. After obtaining mitigating information from [redacted] which was reviewed by his supervisor for the timeframe in question, [redacted] the discrepant hours were reduced to 55.25.

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

(U//~~FOUO~~) The OIG then prepared an analysis of [redacted] timesheets and access control records that included an additional nine months worth of data from 12 December 2011 through 27 November 2012. The initial one-year analysis showed that [redacted] had 330.50 discrepant hours. During this timeframe, [redacted] had two different supervisors. From 12 December 2011 through early August 2012, his supervisor was [redacted] From early August 2012 through August 2013, his supervisor was [redacted]

(U//~~FOUO~~) After providing [redacted] an opportunity to submit mitigating information for the additional nine months and after obtaining a review of the mitigating information by [redacted] and [redacted] the discrepancy was reduced to 210.25 hours. Based on information [redacted] provided in response to the OIG's tentative conclusion, an additional 15.50 hours were mitigated and the discrepancy was reduced to 194.75 hours. The OIG's summary of the mitigating data and the analysis spreadsheet, which includes notes regarding mitigation, is attached as Appendix B.

(U) Applicable Authorities

(See Appendix A for a full table of authorities)

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

Release: 2018-11
NSA: 05464

Doc ID: 6640371

- (U) 18 U.S.C. § 1001 – Statements or Entries Generally
- (U) 5 C.F.R. § 2635.101, Basic Obligation of Public Service
- (U) NSA/CSS PMM, Chapter 360, Time and Attendance
- (U//~~FOUO~~) NSA/CSS PMM Chapter 362, Hours of Duty
- (U) NSA/CSS PMM, Chapter 366, Personal Conduct

Release: 2018-11
NSA: 05465

III. (U) FINDINGS

(U//~~FOUO~~) ISSUE: *Did* [redacted] *knowingly make materially false or fictitious statements by submitting timesheets with false entries during the period of 12 December 2011 through 27 November 2012?*

(U//~~FOUO~~) CONCLUSION: Substantiated. The preponderance of the evidence supports the conclusion that during the period of 12 December 2011 through 27 November 2012, [redacted] knowingly submitted false and inaccurate timesheets for a total shortfall to the Government of 194.75 hours. This resulted in an estimated loss to the Government of $7,579.67. [redacted] actions were in violation of 5 C.F.R §2635.101 (b) (5); NSA/CSS Personnel Management Manual (PMM), Chapter 360, §1-3 (a), §2-7 (a); NSA/CSS PMM, Chapter 362, §2-19 (a); and NSA/CSS PMM, Chapter 366, §1-3 (E), and §2-1 (K). In addition, [redacted] actions were in violation of criminal statutes 18 U.S.C. §§287 and 1001.

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

Release: 2018-11
NSA: 05466

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

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

(U//~~FOUO~~) Analysis of Access Control Records and Timesheets

(U//~~FOUO~~) The OIG obtained and reviewed Access Control Records pertaining to [redacted] for the time period 12 December 2011 through 27 November 2012 and compared them to timesheets submitted by [redacted] for the same time period. An analysis of those records revealed 330.50 discrepant hours. (Appendix B)

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

(U) Mitigating Information

(U//~~FOUO~~) [redacted] submitted mitigating information to the OIG for some of the discrepant hours. The OIG obtained a review of [redacted] mitigating information by [redacted] and [redacted] his two supervisors for the one year period, after which, the discrepancy was reduced to 210.25 hours.

(U//~~FOUO~~) The OIG summarized the mitigating information and also noted any adjusted hours on the OIG's analysis spreadsheet, both of which are at Appendix B.

(U//~~FOUO~~) The OIG investigation revealed three types of discrepancies in [redacted] time and attendance.

(b)(6)

- He arrived later or left earlier than he claimed on his timesheet on 248 occurrences.[3]
- He had a mid-day absence or gap of over 59 minutes on 51 occurrences that were not reflected on his timesheets.
- He arrived earlier or left later than shown on his timesheet on 10 occurrences.[4]

(U//~~FOUO~~) The following documents were provided to the OIG and contain [redacted] mitigating information and his supervisors' review of the information:

- (U//~~FOUO~~) In emails from [redacted] to the OIG dated 18 December 2012 and 24 May 2013, she provided her comments and concurrence for each incident where [redacted] had provided her with a justification for mitigation of hours for the initial 90 day analysis.[5] (Appendix C)

[3] On some days [redacted] did both: arrived later and left earlier than he claimed on his timesheet.
[4] For eight of the 10 occurrences, when [redacted] arrived earlier than he claimed on his timesheet he also departed earlier than he claimed on his timesheet on that same day; or when he departed later than he claimed on his timesheet he also arrived later than he claimed on his timesheet on that same day.
[5] The 90 day analysis timeframe is included in the one year analysis timeframe.

Release: 2018-11
NSA: 05467

- (U//~~FOUO~~) In an email dated 8 November 2013 from [redacted] to the OIG, he provided mitigating information for some of the discrepant hours included in the one-year analysis. (Appendix D)

- (U//~~FOUO~~) In an email dated 17 March 2014 from [redacted] to the OIG, he provided answers and clarifying information to questions posed by the OIG regarding his 8 November 2013 submission of mitigating information. (Appendix E)

- (U//~~FOUO~~) In an email dated 21 April 2014 to the OIG from [redacted] former supervisor, she provided her comments regarding the mitigating information [redacted] submitted to the OIG for the one-year analysis. (Appendix F)

- (U//~~FOUO~~) In an email dated 25 April 2014 to the OIG from [redacted] former supervisor, she provided her comments regarding the mitigating information [redacted] submitted to the OIG for the one-year analysis. (Appendix G)

(U//~~FOUO~~) The Agency's access control records received by the OIG did not show [redacted] inside of access control from 24-27 September 2012. [redacted] testified that he was TDY to NSAW on these dates and provided the OIG with a copy of a trip report from the TDY.[6] The OIG subsequently re-requested access control record for these specific dates. In an email to the OIG from [redacted] dated 12 May 2013, he provided access control records that showed [redacted] was inside NSAW on 25 and 26 September 2012.[7] (Appendix H)

(U//~~FOUO~~) In an email to the OIG dated 12 May 2014, [redacted] Human Resources, stated that building [redacted] Buckley AFB, [redacted] was the location where drug testing occurred. This is the location [redacted] claimed to have taken a drug test. (Appendix I)

(U//~~FOUO~~) In an email to the OIG dated 16 May 2014 from [redacted] she provided a copy of the [redacted] class schedule for [redacted][8] (Appendix J)

(b)(6)

(U//~~FOUO~~) In an email to the OIG dated 2 June 2014 from [redacted] she provided a copy of the [redacted] Policy Agreement which states that class is 8.5 hours per day and includes a 30 minute lunch period and two 15 minutes breaks that can be combined with the lunch period. (Appendix K)

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

[6] Trip report for 24 September – 27 September 2012 TDY is at Appendix D.
[7] 24 and 27 September 2012 were TDY travel days. It is unclear why access control data for 25 and 26 September 2012 was missing from the original analysis spreadsheet.
[8] [redacted] attended the [redacted] class during a TDY to NSAW.

Release: 2018-11
NSA: 05468

Doc ID: 6640371

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

(U) Testimonial Evidence

(U//~~FOUO~~)

(U//~~FOUO~~) was interviewed on 17 October 2013 and provided the following sworn testimony. (b)(6)

(U//~~FOUO~~) served as Branch Chief from when she moved to a new position. who was the Deputy Division Chief during the time was his Branch Chief, temporarily took over as Branch Chief when left the organization. reported to through November 2012. His current supervisor is

(U//~~FOUO~~) While working for his desk was located about ten feet away from her desk, separated by a partition. From approximately July or August 2011 through June or July 2012, and sat in the same desk. She was administratively responsible for while was operationally responsible for his work tasks.

(U//~~FOUO~~) While working for sat in close proximity to her, with no partition separating them.

(U//~~FOUO~~) claimed that "on a few occasions" he received permission from either or to go home during the workday to print receipts for a travel expense report. When he did this, he claimed the time away from the office as time worked.[9] had no access to an unclassified computer at NSAC where he could access his personal email and print receipts that were mailed to him from hotels or rental car companies whose services he obtained during a TDY.[10] He tried to print receipts at home after work but may have had to return home during the next work day if he did not have everything. He would do this because he felt a sense of urgency to complete his expense reports within the five-day deadline for completing an expense report upon return from TDY.[11]

(U//~~FOUO~~) When started working for he asked her if he could combine his 30-minute lunch break with his two 15 minute breaks for a one-hour lunch period

[9] and both denied providing permission to to travel home and print receipts.

[10] told the OIG that there was an unclassified system at NSAC called that could have used as well as computers for scanning receipts. told the OIG that was aware of the unclassified system at NSAC called though he may not have applied for an account.

[11] Joint Travel Regulation, Volume 2, C7115.C.1.a. After the Traveler Returns, states, "A traveler should complete and submit the Trip Record expense portion within 5 working days after returning from the trip."

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

Release: 2018-11
NSA: 05469

and she approved.[12] When he took a lunch break he would drive home, eat lunch, and then return to work. The drive from NSAC to [redacted] home was approximately eight minutes, or longer, if there was traffic. [redacted] said he did not take any other breaks during the day.[13]

(U//~~FOUO~~) On 6 August 2012, [redacted] told [redacted] that she learned a one-hour lunch break was not in accordance with policy and that he was only authorized a 30-minute lunch break.[14] She also told him that if taking a one-hour lunch was important to him, he should check in and out on his timesheet for the time beyond the 30 minutes authorized. He consulted Human Resources who confirmed that employees were authorized a 30-minute lunch break, but not any other breaks.

(U//~~FOUO~~) When [redacted] started working for [redacted] was not sure if [redacted] had told [redacted] about the Branch lunch policy that would allow him to combine his 30-minute lunch break with two 15-minute breaks. In August 2012 when [redacted] told [redacted] he could no longer take a one-hour lunch break, he passed the information on to [redacted]

(U//~~FOUO~~) After learning of the Branch lunch policy change, [redacted] no longer took a one-hour lunch break.[15] Instead, he brought lunch to work about two times per week, or skipped lunch because he was too busy.

(U//~~FOUO~~) [redacted] never expressed any concern to [redacted] about his time and attendance and neither had any of his previous supervisors.

(U//~~FOUO~~) [redacted] admitted that prior to the OIG investigation he fell short in his timekeeping practices because he filled out his timesheet only once every two weeks when the timesheet was due. He relied on his memory to estimate his arrival and departure times for the entire pay period, which, he said, probably resulted in many mistakes on his timesheets. In retrospect, he realized his process was flawed. He did not keep a calendar of appointments or scheduled meetings that he could rely on to reconstruct the hours he worked each day. [redacted] said he never conscientiously made the decision to enter inaccurate information on his timesheets.

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

[12] [redacted] denied approving a 30-minute lunch break with two 15 minute breaks for an extended lunch period.

[13] Included in his mitigating information at Appendix C, [redacted] also said that instead of marking his timesheet with "no lunch" and entering the correct departure time on his timesheet, that after he mentally accumulated several days of not taking a mid-day lunch break, he occasionally left earlier than he documented on his timesheet. He would then drive to a local restaurant to purchase food, eat while driving back to the work facility, and then enter and exit the work facility parking lot in his vehicle, though he did not enter the building. By driving through the work parking lot, he believed this justified the later departure time on his timesheet. (Appendix C)

[14] [redacted] said she told [redacted] that in 2009 she learned a one-hour lunch break was not in accordance with policy and that he was only authorized a 30-minute lunch break.

[15] After 6 August 2012 through the end of the OIG's analysis, 27 November 2012, [redacted] had six mid-day gaps over 60 minutes that he was unable to mitigate.

Release: 2018-11
NSA: 05470

(U//~~FOUO~~) At the time he completed his timesheets, [redacted] usually felt confident that he had documented his work hours correctly, though he did not dwell on whether or not the times he entered were precise. He did not think he ever claimed time worked on a day that he did not report to work. Since learning of the OIG investigation, [redacted] is one hundred percent sure that the times he has entered on his timesheets are accurate.

(U//~~FOUO~~) [redacted] denied deliberately falsifying his timesheets and said it was never his intent to claim time he had not actually worked.

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

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

(U//~~FOUO~~) [redacted] was interviewed on 1 May 2014 and provided the following sworn testimony.

(U//~~FOUO~~) [redacted] is assigned to the [redacted] ADF-C [redacted] located at NSA Colorado (NSAC). She served as [redacted] supervisor from March 2011 through approximately [redacted] at which time she moved to another position. When she departed the organization, [redacted] took over as [redacted] supervisor.

(b)(6)

(U//~~FOUO~~) [redacted] worked Monday through Friday, 40 hours per week. His hours were approximately 0730 to 1600 hours and he was on a flextime schedule. [redacted] usually arrived at work by 0600 and departed by 1530. During this timeframe [redacted]

(U//~~FOUO~~) In August 2011, [redacted] submitted a complaint to the NRO IG regarding [redacted] time and attendance because someone had reported to [redacted] that they had observed [redacted] departing early on a couple of occasions.

(U//~~FOUO~~) Up until that time, no one had expressed similar concerns to [redacted] and she did not have any concerns of her own. She trusted [redacted] even though she did not know when he actually arrived or departed from the workplace or when he took his lunch breaks. She was unaware of his arrival, departure, and lunchtime breaks because she sat about four cubicles away from [redacted] and there were several ingresses and egresses from the office. At a later time, [redacted] moved to another desk in the office, which was closer to [redacted] but there was a huge cubicle wall in front of her and she could not see when anyone in the office arrived or departed.

(U//~~FOUO~~) [redacted] knew [redacted] liked to go to his home for lunch because he told her he did. She was not sure how far he had to travel to get home and never questioned it. She trusted that if he was taking longer than 30 minutes for lunch, he would depart at a later time to make up for the missed time because he was on a flextime work schedule. [redacted] believed it was up to [redacted] to monitor his own actions. The employees in the office were not required to use J-Signout.

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

Release: 2018-11
NSA: 05471

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

(U//~~FOUO~~) After [redacted] filed the IG complaint with NRO, she considered whether [redacted] was taking extended lunches without checking in and out on his timesheets. As a precaution to [redacted] in September 2011, [redacted] told [redacted] about a learning experience she had in 2009 with regard to lunch breaks. She told him that around 2009, she was appending two 15 minutes breaks to her 30 minute lunch break to allow herself more time at the gym. After doing this on a couple of occasions, it occurred to her that she should check with HR to ensure the rules for NSA lunch breaks were not different from the rules at some other Agencies where employees are permitted to use a certain amount of time for exercise. [redacted] learned from HR in 2009 that she was violating the statute regarding lunch breaks and immediately stopped extending her lunch breaks. From then on, if she went to the gym and her lunch break was longer than 30 minutes, she charged any time over 30 minutes to personal leave. HR told her that Agency employees do not get 15 minute breaks unless they perform work in a confined space or have an arduous job to do.

(U//~~FOUO~~) [redacted] told [redacted] that she did not know how much time he was allotting for lunch, but he could not take more than 30 minutes without taking leave. She encouraged him to check with HR for himself as to what the policy was.

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

(U//~~FOUO~~) [redacted] never provided [redacted] with guidance for how or when to complete his timesheet. There was never an occasion where it appeared he had completed a timesheet incorrectly. [redacted] has worked at NSA since [redacted] and had experience in properly completing his timesheets and accounting for his time worked.

(U//~~FOUO~~) Near the end of August 2012, after [redacted] informed [redacted] that she had filed a complaint with the NRO IG regarding his time and attendance, he commented that he would be more diligent in completing his timesheet every day. [redacted] was not aware that up until that time he was not making daily notations regarding his hours worked.

(b)(6)

(U//~~FOUO~~) [redacted] did not know why [redacted] told the OIG that he went home during the workday on a couple of occasions to print travel related receipts. There was an unclassified computer system at NSAC called [redacted] as well as computers for scanning receipts that he could have used for this purpose. In [redacted] experience, most employees who travel for government business bring their receipts in to the work place with them the day after they return from their TDY, scan the documents, and send the data electronically for reimbursement. It did not make sense that [redacted] claimed he had to go home at lunch three days in a row, for an hour each day, to print receipts associated with the same TDY. She did not approve for [redacted] to go home during the work day and print travel related receipts.

(U//~~FOUO~~) With regard to [redacted] claim to the OIG that he was working when, on his way out of work, he was detained in his car during the President of the United States' visit to NSAC, [redacted] never gave permission for him to claim the time as time worked.

(U//~~FOUO~~) With regard to [redacted] telling the OIG that he claimed time as worked when he traveled from his home to the [redacted] for training, [redacted] said she did not approve

Release: 2018-11
NSA: 05472

Doc ID: 6640371

for [redacted] to claim the time he traveled from his home to [redacted] or [redacted] to home as hours worked because, in accordance with Human Resources policy, he did not badge into the office before leaving for class and the [redacted] facility is only 10 miles from NSAC.[16]

(U//~~FOUO~~) [redacted] believed that all work-related drug testing was conducted within their facility and questioned as to whether or not the information [redacted] provided to the OIG for the location of his drug testing on 24 May 2012 was correct.[17] [redacted] suggested the OIG confirm the location of the drug test with [redacted] NSA civilians assigned to NSAC.[18]

(U//~~FOUO~~) [redacted] told the OIG that the [redacted] the entrance to where he and [redacted] worked, underwent remodeling from 16 April 2012 – 22 June 2012 and that during this time, there was a portable proximity badge reader that did not always function properly resulting in access control discrepancies. [redacted] said she spoke with [redacted] predecessor, [redacted] at NRO, about this matter and was told that during this timeframe everyone had to scan their badge to get in and out of the building and that no one was waived in or out. Also during this timeframe, the proximity reader did not malfunction.[19]

(U//~~FOUO~~) [redacted] claimed he was detained during a routine vehicle inspection on 31 May 2012. [redacted] verified with the [redacted] at NRO that [redacted] vehicle was not selected for inspection on 31 May 2012 or any day in late May 2012.

(U//~~FOUO~~) With regard to [redacted] claim to the OIG that on 27 July 2012 he assisted with a morale building activity (MBA) and that [redacted] had approved that he could claim this time as worked, [redacted] said she did not approve for [redacted] to claim hours as worked when he helped with the office picnic morale event. She said he should have used MBA hours, taken annual leave or credit hours.

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

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

[16] [redacted] statement regarding this is found at Appendix C. Personnel Management Manual Chapter 351, Section 8-3.b.2., Time in Travel Status, states: When an employee travels by automobile, time spent in transit between residence and place of business may not be regarded as "time spent in travel status away from the official duty station." The time in travel status begins with departure from the employee's place of business or headquarters, and ends with arrival at the point of destination. When the employee travels from his residence directly to the point of destination, the time consumed will be considered "time spent in travel status away from the official duty station"; however, the estimated travel time from the employee's place of business to the point of destination must be regarded as the maximum limitations upon travel time which is compensable. (41 Comp. Gen. 82.)

[17] See Appendix E for a copy of [redacted] drug testing form.

[18] The OIG determined [redacted] submitted valid information for his drug testing, which occurred on 24 May 2012, and credited 1.50 hours for this day when he traveled to another building for the random drug test. See Appendix I for confirmation of the location of [redacted] drug test.

[19] The OIG found that during the timeframe of 16 April through 22 June 2012, access control records showed [redacted] pattern of arrivals, departures, and mid-day gaps to be consistent with the rest of the one-year analysis.

Release: 2018-11
NSA: 05473

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

(U//~~FOUO~~)

(b)(6)

(U//~~FOUO~~) in the was interviewed on 22 April 2014 and provided the following sworn testimony.

(U//~~FOUO~~) was Branch Chief from through early August 2012, at which time moved to another position. Following her departure, who was the Deputy Division Chief at the time, temporarily took over as supervisor through August 2013.

(U//~~FOUO~~) sat in an area of the office where could see him and he was usually available when she needed him. She and the other employees in the office were not diligent in their use of J-Signout, which was primarily used for documenting when someone was on leave and not for checking for lunch breaks or meetings.

(U//~~FOUO~~) When was serving as supervisor, she lodged a concern with the OIG about time and attendance.[20] At that time, was the Deputy Division Chief and was aware that the complaint had been filed.

(U//~~FOUO~~) was aware that on a couple of occasions talked with when he entered incorrect hours on a timesheet and corrected the timesheet for resubmission. also reminded about how to fill out a timesheet and what he was and was not allowed to claim as time worked. Specifically, had concerns about taking long lunches which exceeded the allowed 30 minute lunch break which is included in the 8.5 hour day. never had a conversation with about taking long lunches.

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

(U//~~FOUO~~) When became supervisor he was not aware that the IG investigation was pending. By that time, however, he had stopped taking long lunch breaks.

(U//~~FOUO~~) When became supervisor she discussed with him and another employee when timesheets were due and what could be counted as time worked. This was a general conversation and not conducted with regard to any time and attendance concerns. was not sure how often updated his timesheets.

(U//~~FOUO~~) did give not permission to to claim time worked on 8 August 2012 when he was detained in traffic on the NSAC parking lot due to the motorcade of the President of the United States.

(U//~~FOUO~~) did not give permission to to claim time worked on his timesheet for several days where he said he went to his home to print training or travel related documentation. There is an unclassified NIPRnet system called at NSAC that

[20] The complaint regarding time and attendance was initially filed with the NRO OIG and later transferred to NSA OIG.

Release: 2018-11
NSA: 05474

[redacted] may obtain access to for purposes of training, travel, etc., and [redacted] is aware of [redacted]

(U//~~FOUO~~) [redacted] attended training on the following days for a class that was scheduled for 8 hours per day: [redacted] and [redacted] approved eight hours per day as time worked for class attendance on these dates.

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

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

(U//~~FOUO~~) On 2 June 2014, [redacted] telephonically provided the following information to the OIG regarding the [redacted] class that [redacted] attended from [redacted]

(b) (6)

- (U//~~FOUO~~) Due to the design of the classroom for the [redacted] training, if students left their desk for any extended period of time or came back late from lunch it was not always noticed. The classroom was set-up like an office environment with cubicles where students worked independently on actual mission projects.

- (U//~~FOUO~~) At the beginning of the course, students declared their work hours and were permitted to flex their time within a one-hour timeframe. If someone needed to deviate from their declared work hours, they had to coordinate it with one of the [redacted] staff technical leads. All leave had to be approved by one of the [redacted] staff technical leads and coordinated with their home office for proper timesheet accountability.

- (U//~~FOUO~~) All students signed a Policy Agreement at the beginning of the course acknowledging that class was an 8.5 hour work day which included a 30 minute period break and two 15-minute breaks, which may be used in combination with the lunch period. [redacted] did not have a copy of the form [redacted] signed but provided an unsigned copy of the form to the OIG in a follow-up email dated 2 June 2014. (Appendix K)

- (U//~~FOUO~~) Students were never released from class early. If a lecture ended before the end of an 8.5 hour work day, students were expected to go to their workstations to work on their mission projects. This requirement is also listed on the Policy Agreement form.

(U) Analysis and Conclusions

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

(U//~~FOUO~~) The OIG's investigation of [redacted] time and attendance revealed that [redacted] claimed 210.25 hours on his timesheets when he was not performing official

Release: 2018-11
NSA: 05475

duties.[21] The discrepancies included arriving at work later or leaving earlier than he indicated on his timesheets, as well as unaccounted for mid-day breaks that were not approved by management.

(U//~~FOUO~~) [redacted] failed to fill out his timesheet on a daily basis. Instead, at the end of each timekeeping period, he attempted to recall the hours he had worked without drawing from any notes or other records, resulting in many inconsistencies. He said he did not dwell on whether or not the times he entered on his timesheets were precise though he never conscientiously made a decision to enter inaccurate information on his timesheets.

(U//~~FOUO~~) By not maintaining his timesheets on a daily basis, [redacted] was in violation of NSA/CSS PMM Chapter 360 §1-3 which states that timesheets are to be maintained on a daily basis and §2-7 which states employees are responsible for ensuring that all information relevant to their time and attendance is recorded accurately and they must sign in and out daily on their timesheet; by taking lunches that regularly exceeded 30 minutes and not accounting for the additional time, [redacted] was in violation of Chapter 362 §2-19 which states the regular authorized meal period is 30 minutes; by not obtaining approval to leave the work place to drive to his residence and print travel receipts; drive to BWI airport to make changes to a travel itinerary or assist with preparations for an morale building activity and placing false information on his timesheet, [redacted] was in violation of Chapter 366 §2-1 which states employees are required to obtain approval for absence from duty in accordance with Agency regulations and that employees will not knowingly make or present a false or fraudulent claim.

(U//~~FOUO~~) By failing to work the hours he recorded on his timesheet, [redacted] violated 5 C.F.R. §2635.101 (b) (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~~) [redacted] failure to accurately and in a timely fashion maintain his timesheets, support the conclusion that he knew or should have known that his timecards were inaccurate. Preponderant evidence is clear that [redacted] acted with reckless disregard of whether the information he placed on his timesheets was true. The law defines "knowingly" as acting with knowledge of the falsity, acting with reckless disregard of whether the statement is true, or making a conscious effort to avoid learning the truth. Therefore, [redacted] actions violated 18 U.S.C. §§287 and 1001 by knowingly submitting false and inaccurate time sheets.

(U//~~FOUO~~) The preponderance of the evidence supports the conclusion that during the period of 12 December 2011 through 27 November 2012, [redacted] knowingly submitted false and inaccurate timesheets for a total shortfall to the Government of 210.25 hours. This resulted in an estimated loss to the Government of $8,182.93.[22] [redacted] actions were in violation of

[21] The number of discrepant hours reflected in the Analysis and Conclusions section, 210.25 hours, is the number of discrepant hours prior to [redacted] response to the OIG's tentative conclusion. He provided additional information that resulted in the OIG crediting an additional 15.50 hours. Information pertaining to the additional mitigation of 15.50 hours is found in Section IV: Response To Tentative Conclusion.

[22] See Section V. Conclusion where, after the OIG credited an additional 15.50 hours, the total estimated loss to the Government was reduced to $7,579.67 based on 194.75 discrepant hours.

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

Release: 2018-11
NSA: 05476

5 C.F.R §2635.101 (b) (5); NSA/CSS Personnel Management Manual (PMM), Chapter 360, §1-3 (a), §2-7 (a); NSA/CSS PMM, Chapter 362, §2-19 (a); and NSA/CSS PMM, Chapter 366, §1-3 (E), and §2-1 (K). In addition, [redacted] actions were in violation of criminal statutes 18 U.S.C. §§287 and 1001.

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

Release: 2018-11
NSA: 05477

IV. (U) RESPONSE TO TENTATIVE CONCLUSION

(U//~~FOUO~~) On 12 September 2014, [redacted] sent the OIG his response to the tentative conclusion.[23] After reviewing [redacted] response, the OIG credited an additional 15.50 hours, as follows.[24] Other than the 15.50 additional hours that were mitigated, [redacted] provided no other information that would impact the OIG analysis and therefore, the tentative conclusion became final.

- The OIG credited an additional 2.5 discrepant hours that occurred during the mid-day gap on 4/12/12 when [redacted] was making travel arrangements for a return flight to NSAC from NSAW at the conclusion of a TDY.
- The OIG credited 1 hour on 5/16/12 for two fire drills.
- The OIG credited an additional .50 hours on 5/24/12 for the time [redacted] reported to another building to take a drug test.
- The OIG credited a total of 3 hours on 7/18/12 and 8/7/12 for the time [redacted] traveled to another building to renew his CAC card and obtain a [redacted] account.
- The OIG credited .25 hours on 7/27/12 for the time [redacted] assisted with a morale building activity (MBA).
- The OIG credited 2.50 hours, 1.75 hours, and 4.00 hours on 12/12/11, 1/30/12, and 9/5/12, respectively, for dates the Agency access control records appeared to be inaccurate.

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

(U//~~FOUO~~) In addition, from 6 February through 13 April 2012, [redacted] performed a TDY from NSAC to NSAW. He provided to the OIG a snapshot of his Microsoft Outlook email queue showing the dates and times of emails he sent during this timeframe. Based on the data it appeared that on 25 days he sent an email from NSAW on the Agency's classified computer system prior to entering through the Agency's access control badge reader. Upon further investigation, the OIG determined that Microsoft Outlook will use the local time zone when rendering the view for the user. Therefore, the time stamp for the emails shown on the snapshot of [redacted] Microsoft Outlook email queue is Mountain Time (MT) zone, not Eastern Time (ET) zone, because he took the snapshot from NSAC. Because [redacted] sent the 25 emails while located at NSAW on ET zone, the OIG added two hours to the time shown on [redacted] Microsoft Outlook snapshot, which is the difference between ET zone and MT zone, and then compared the newly calculated time to the entry time shown on the Agency's access control record for the same day. The resulting data showed that [redacted] sent the 25 emails after he entered the Agency's access control badge-swipe. As a result, the OIG did not mitigate any discrepant times for those days.

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

[23] See Appendix L for [redacted] response to the OIG's tentative conclusion.
[24] See Appendix B for the OIG's complete summary pertaining to mitigation of discrepant hours.

Release: 2018-11
NSA: 05478

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

Final mitigation after [redacted] response to the tentative conclusion:

- Total days with false entries: 169
- Total discrepant hours: 194.75 (15.50 additional hours were mitigated)
- Arrived later or left earlier than he claimed on his timesheet: 239 occurrences (on some days [redacted] did both)
- Extended lunch breaks/gaps: 41 occurrences (10 additional extended breaks were mitigated)
- No access days: 0 (all 17 No Access days were mitigated due to verified TDY or training status)
- Arrived earlier or departed later than he claimed on his timesheet: 10 occurrences (total of +.75 hours)
    - Arrived earlier than claimed: 3 days
    - Departed later than claimed: 7 days
        - For eight of the 10 occurrences, if [redacted] arrived earlier than he claimed on his timesheet he also departed earlier that same day than he claimed on his timesheet. If he departed later than he claimed on his timesheet he also arrived later that same day than he claimed on his timesheet.

Release: 2018-11
NSA: 05479

V. (U) CONCLUSION

(U/~~FOUO~~) The preponderance of the evidence supports the conclusion that during the period of 12 December 2011 through 27 November 2012, [redacted] knowingly submitted false and inaccurate timesheets for a total shortfall to the Government of 194.75 hours. This resulted in an estimated loss to the Government of $7,579.67. [redacted] actions were in violation of 5 C.F.R §2635.101 (b) (5); NSA/CSS Personnel Management Manual (PMM), Chapter 360, §1-3 (a), §2-7 (a); NSA/CSS PMM, Chapter 362, §2-19 (a); and NSA/CSS PMM, Chapter 366, §1-3 (E), and §2-1 (K). In addition, [redacted] actions were in violation of criminal statutes 18 U.S.C. §§287 and 1001.

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

Release: 2018-11
NSA: 05480

VI. (U) DISTRIBUTION OF REPORT

(U//~~FOUO~~) A copy of this NSA/CSS OIG report will be provided to the Office of Employee Relations (MR) and the Office of General Counsel, Administrative Law & Ethics (D23), for information and any action deemed appropriate. A summary of our findings will be referred to the Associate Directorate for Security and Counterintelligence (ADS&CI, Q234), Special Actions.

[redacted]
Investigator

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

[redacted]
Assistance Inspector General
for
Investigations

Release: 2018-11
NSA: 05481

Doc ID: 6640371

APPENDIX A

APPLICABLE AUTHORITIES

Release: 2018-11
NSA: 05482

Applicable Authorities

- **(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.

- **(U) 18 U.S.C. § 1001: Statements or entries generally**

  (a) Except as otherwise provided in this section, whoever, in any matter within the jurisdiction of the executive … branch 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) 5 C.F.R. § 2635.101: Basic Obligation of Public Service**

  (b) (5) Employees shall put honest effort in the performance of their duties.

- **(U) 5 C.F.R. § 2635.705: Use of Official Time**

  I. 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.

- **(U//~~FOUO~~) 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;…

Release: 2018-11
NSA: 05483

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.

- **(U//~~FOUO~~) NSA/CSS PMM Chapter 362—Hours of Duty, Section 2-19 — Meal Periods**

Section 2-19 — (U) Meal Periods

a. (U) The regular authorized meal period is 30 minutes. This period is uncompensated time during which employees are not in a duty status and are free to engage in personal activities. Meal periods are generally scheduled in the middle of the duty day. Shifts of 8 hours or more may not be established without allowance for a scheduled meal period unless a "meal-in-place" is authorized as described in paragraph 2-19.g. below.

b. (U) With supervisory approval employees may occasionally work their normal duty day or longer, and skip the required meal period. In these cases, the "No Meal" box should be checked on the timesheet.

d. (U) A meal period is not required when employees work less than 8 hours in the same workday; however, employees still require supervisory approval to skip a scheduled meal period.

- **(U//~~FOUO~~) 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;....

Section 2.1 — (U) Work Environment:

I. Unauthorized Absence - Employees are required to obtain approval for absence from duty in accordance with Agency regulations. Absences which are not approved in accordance with these requirements will be charged as absence without leave (AWOL). An unauthorized absence includes failure to report to work; leaving the work station without permission; leaving before the end of the work day; and unexcused tardiness (e.g. reporting beyond the scheduled starting

time, returning late from lunch or break periods, or a delay in returning from an authorized absence from the work station).

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…..

Release: 2018-11
NSA: 05485

Doc ID: 6640371

APPENDIX B

Summary of mitigating data & final analysis

Release: 2018-11
NSA: 05486

Doc ID: 6640371

IV-13-0093 – [redacted]
OIG's Summary of Mitigating Data

- Total number of days included in one-year analysis (12 Dec 2011 through 27 Nov 2012): 218

Before mitigation:

- Total discrepant hours: 330.50
- No access days: 17
- Days with extended lunch breaks/gaps over one hour: 72

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

After mitigation:

- Total days with false entries: 175
- Total discrepant hours: 210.25 (120.25 hours were mitigated)
- Arrived later or left earlier than he claimed on his timesheet: 248 occurrences (on some days [redacted] did both)
- Extended lunch breaks/gaps: 51 occurrences (21 extended breaks were mitigated)
- No access days: 0 (all 17 No Access days were mitigated due to verified TDY or training status)
- Arrived earlier or departed later than he claimed on his timesheet: 10 occurrences (total of +.75 hours)
  - Arrived earlier than claimed: 3 days
  - Departed later than claimed: 7 days
    - For eight of the 10 occurrences, if [redacted] arrived earlier than he claimed on his timesheet he also departed earlier that same day than he claimed on his timesheet. If he departed later than he claimed on his timesheet he also arrived later that same day than he claimed on his timesheet.

Mitigating information:

- **Time credited:** Time was credited on the analysis spreadsheet for 16 April 2012 and 24 August 2012 when [redacted] was inside of Access Control for .25 hours and .50 hours, respectively, for a longer period of time than he claimed on his timesheets.
- **Lunch breaks and early departures:** Instead of marking his timesheet with "no lunch" and entering the correct departure time on his timesheet, [redacted] said that after he mentally accumulated several days of not taking a mid-day lunch break, he occasionally left earlier than he documented on his timesheet. He would then drive to a local restaurant to purchase food, eat while driving back to the work facility, and then, while driving his vehicle, enter and exit the work facility parking lot, though he did not park and enter the building. By driving through the work parking lot, he believed this justified the later departure time on his timesheet. Though no particular dates were provided by [redacted] when this allegedly occurred, discrepant times were not mitigated because he left earlier for the day than he claimed on his timesheet. Furthermore, his supervisor never approved that he could do this.
- **Lunch breaks combined with two 15 minute breaks:** [redacted] claimed that, for a period of time, [redacted] approved two 15 minute breaks combined with a 30 minute lunch break for an extended one hour lunch break, which [redacted] denied approving. Gaps over one hour were not credited except during the time [redacted] attended [redacted] training (see next bullet).

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

Release: 2018-11
NSA: 05487

Doc ID: 6640371

- **Lunch breaks during [redacted] training [redacted]** The OIG contacted the [redacted] course manager to confirm the class schedule and lunch breaks. The course manager stated that all students signed a [redacted] Policy Agreement at the beginning of class acknowledging that the class was an 8.5 hours work day which included a 30 minute lunch break and two 15-minute breaks, which could be used in combination with lunch. Based on this information, the OIG mitigated one hour for lunch if [redacted] had a gap during the mid-day/lunch timeframe. Otherwise, if he was in [redacted] training and did not have a mid-day/lunch gap but still claimed more time worked than he was inside of Access Control, that time was considered as discrepant (see next bullet).
- **[redacted] training—8.5 hour work day [redacted]** The OIG contacted the [redacted] course manager to inquire about any possible late arrivals or early departures during the class. The course manager stated that at the beginning of the course, students declared their work hours and were permitted to flex their time within a one-hour timeframe. For example, if someone's declared work hours are 0730-1600, they may arrive as late as 0830 before someone from the [redacted] staff would attempt to locate them. If someone needed to deviate from their declared work hours, they had to coordinate it with one of the [redacted] staff technical leads. All leave had to be approved by one of the [redacted] staff technical leads and coordinated with their home office for proper timesheet accountability. Students were never released from class early. If a lecture ended before the end of an 8.5 work day, students were expected to go to their workstations to work on their mission projects. This requirement is also listed on the [redacted] Policy Agreement form. Based on the information provided, the OIG did not mitigate any discrepant hours during the time that [redacted] was in [redacted] training if he claimed more time on his timesheet than he was inside of Access Control (other than for the extended lunch breaks noted at previous bullet).

(b) (6)

- **Travel time to home to print receipts associated with TDY: [redacted]** claimed that on occasion, he traveled to his residence during the work day, with supervisory permission, to print receipts from an unclassified computer pertaining to a recently completed TDY. His supervisors, [redacted] and [redacted] stated they did not approve for [redacted] to travel to his residence during the work day to print travel related documentation. They stated that an unclassified computer account can be obtained at the ADF-C facility and that scanning devices are also available. Hours were not mitigated for this excuse.
- **Travel time for TDY:** The OIG credited [redacted] claim of 10 and 9 hours, respectively, for TDY travel on 8 and 13 July 2012, because the OIG believed the amount of time taken for travel between Maryland and Colorado was reasonable for travel and unexpected delays.
- **Travel time to [redacted] training facility: [redacted]** claimed travel time from home to the [redacted] training facility for classes he attended [redacted] In accordance with Agency policy PMM Chapter 351, Section 8-3.b.2., when an employee travels by automobile, time spent in transit between residence and place of business (within a 25-mile radius) may not be regarded as "time spent in travel status away from the official duty station." The estimated travel time from the employee's place of business to the point of destination must be regarded as the maximum limitations upon travel time which is compensable. According to [redacted] supervisor, the [redacted] facility is approximately 10 miles from the ADF-C.
- **1/20/12 Meeting outside of access control**: No proof of meeting. Discrepancy fits long lunch pattern. [redacted] also arrived later and departed earlier than he claimed on his timesheet. No time mitigated.
- **3/9/12 Meeting outside of access control:** No proof of meeting. [redacted] was in [redacted] training on this date. The time discrepancy was because [redacted] claimed on his timesheet that he arrived earlier than he was inside of Access Control and also because of a two hour mid-day/lunch gap. The

Release: 2018-11
NSA: 05488

OIG mitigated one hour in accordance with the [redacted] lunch break rule of 30 minutes combined with two 15-minute breaks. No other time mitigated.

- **4/11/12 Meeting outside of access control:** No proof of meeting. [redacted] was in [redacted] training on this date. The time discrepancy was because [redacted] claimed on his timesheet that he arrived earlier and stayed later than he was inside of Access Control and also because of a 3 hour mid-day/lunch gap. The OIG mitigated one hour in accordance with the [redacted] lunch break rule of 30 minutes combined with two 15-minute breaks. No other time mitigated.
- **Travel to BWI:** [redacted] said that on 12 April 2012 he spent approximately 3.5 hours travelling to Baltimore Washington International Airport during the work day (while in [redacted] training) to make changes to his travel itinerary for his return flight to Colorado, which was scheduled for 13 April 2012, and claimed the time as time worked. The time gap of approximately 3.25 hours was from 10:05 hours to 13:31 hours. On this day, [redacted] also arrived approximately one hour later and departed approximately 1.5 hours earlier than he claimed on his timesheet. Overall, [redacted] was inside of Access Control for 2.25 hours and claimed 8 hours on his timesheet resulting in six discrepant hours. The OIG did credit one hour for an extended lunch break in accordance with the [redacted] 30 minute lunch combined with two 15-minute break rule, resulting in a total of five discrepant hours for this day. No other time was mitigated.
- [redacted] **front lobby remodeling:** [redacted] claimed there were badge reader problems from 16 April 2012 through 22 June 2012 due to remodeling. [redacted] verified with the Chief, ADF-C Physical Security that there were no discrepancies with the badge reader during this timeframe. In addition, [redacted] pattern of late arrivals, early departures, and extended lunch breaks during this timeframe was no different than that found during the rest of the T&A analysis timeframe.
- **Fire Drill:** [redacted] claimed that the discrepant time on 16 May 2012 was due to a fire drill. On this date, [redacted] arrived later than he claimed on this timesheet and had two mid-day gaps of over 60 minutes each. [redacted] confirmed with ADF-C Physical Security Chief that a fire drill did not occur on this date. No time was mitigated.
- **POTUS visit.** [redacted] said that on 23 May and 8 August 2012 the President of the United States visited NSAC and on both dates he attempted to leave work early to avoid having to stay unusually late while the base shut down during the time the President's motorcade arrived and departed the base. He said that when he departed for the day on each of these dates, he was detained in his car in parking lot traffic due to the motorcade because the time estimates provided to employees for the base shutdowns was inaccurate. [redacted] said the time detained in his vehicle was justified as work time. On 23 May, [redacted] had a 1.75 hour lunch/mid-day break discrepancy and an early departure of .50 hours. On 8 August, [redacted] arrived later and departed earlier than he claimed on his timesheet for a total of 1.25 hours. [redacted] and [redacted] stated they did not approve time as worked for these days/times and specifically not for time he was detained in his car due to the President's motorcade. No time was mitigated.
- **Drug Testing:** [redacted] claimed that on 24 May 2012 he traveled to another building for a mandatory drug test and provided documentation showing he had been selected for random drug testing on this date. In an email to the OIG dated 12 May 2014, [redacted] NSAC HR, stated that [redacted] Buckley AFB, [redacted] was the location where make-up drug testing occurred. This is the location [redacted] claimed to have taken a drug test. The OIG mitigated one hour for this day.
- **6/12/12 [redacted] 4 hour training:** [redacted] claimed he attended a class at [redacted] from 8-noon, which his supervisor approved. Four hours were mitigated for this training, however, after [redacted] returned to the ADC-I, he departed approximately 1.5 hours earlier at the end of the day than the time he documented on this timesheet.

(b) (6)

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

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

Release: 2018-11
NSA: 05489

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

- **Vehicle inspection:** [redacted] claimed he was detained during the last week of May 2012, though he could not identify the exact date, for a vehicle inspection and claimed this time as worked. [redacted] verified with the Chief/ADF-C Physical Security that [redacted] vehicle was not selected for inspection on any dates in late May 2012.
- **Badge reader problems. Mr. 5/29/12 and 8/29/12:** Per [redacted], the Chief/ADF-C Physical Security said there were no discrepancies in the card readers (Access Control). Discrepancy during this timeframe also fit [redacted] pattern of late arrivals, early departures and long lunch/mid-day breaks. No time mitigated for this excuse.
- **6/15/12: Off-site pre-test for [redacted] class**: One hour credited; course paperwork provided to OIG.
- **CAC card:** [redacted] claimed he was out of access control for 2.75 hours when he traveled to the [redacted] on 18 July 2012 or 7 August 2012 to renew his CAC card. [redacted] verified through the Chief, ADF-C Physical Security, that the [redacted] had no record that [redacted] was present in the building for services on these dates. No time mitigated.
- **MBA:** [redacted] claimed that on 27 July 2012 he assisted with a morale building activity (MBA) and that [redacted] had approved that he could claim time as worked for this activity. [redacted] said she did not approve for [redacted] to claim hours as worked when he helped with the office picnic morale building event. She said he should have used MBA hours, took annual leave, or credit hours. No time was mitigated.
- **9/6/12 Off-site ADET work:** [redacted] provided supporting documentation; one hour credited.
- **9/11/12 9-11 ceremony**: One hour credited; benefit of doubt.
- **9/24-27 TDY to Fort Meade**: 32 hours credited based on Access Control records.
- **10/10/12 [redacted] class-related work:** [redacted] claimed he did class work during the mid-day and returned to the ADF-C around 1230-1315. However, the 45 minute discrepancy was in the morning. No time mitigated.

(b)(6)

- **11/2/12 Buckley AFB:** [redacted] claimed he went to another building during his mid-day break to renew his PKI certificates and obtain a [redacted] account. The OIG credited one hour for this activity. However, there was still a .50 hour discrepancy at the end of day.
- **11/20/12 Meeting in another building:** [redacted] said that while he was traveling to another building to attend a meeting, he received a phone call and was informed that the meeting was cancelled and therefore, he never reported to the other building. However, [redacted] had no proof of the planned meeting. The discrepant time was due to a one hour early departure. No time mitigated.

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

Release: 2018-11
NSA: 05490

IV-13-0093 – [redacted]
OIG's Summary of Additional and Final Mitigating Data Based on Response to Tentative Conclusions

- Total number of days included in one-year analysis (12 Dec 2011 through 27 Nov 2012): 218

Before mitigation:

- Total discrepant hours: 330.50
- No access days: 17
- Days with extended lunch breaks/gaps over one hour: 72

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

After initial mitigation:

- Total days with false entries: 175
- Total discrepant hours: 210.25 (120.25 hours were mitigated)
- Arrived later or left earlier than he claimed on his timesheet: 248 occurrences (on some days [redacted] did both)
- Extended lunch breaks/gaps: 51 occurrences (21 extended breaks were mitigated)
- No access days: 0 (all 17 No Access days were mitigated due to verified TDY or training status)
- Arrived earlier or departed later than he claimed on his timesheet: 10 occurrences (total of +.75 hours)
  - Arrived earlier than claimed: 3 days
  - Departed later than claimed: 7 days
    - For eight of the 10 occurrences, if [redacted] arrived earlier than he claimed on his timesheet he also departed earlier that same day than he claimed on his timesheet. If he departed later than he claimed on his timesheet he also arrived later that same day than he claimed on his timesheet.

Final mitigation after [redacted] response to the tentative conclusion:

- Total days with false entries: 169
- Total discrepant hours: 194.75 (15.50 additional hours were mitigated)
- Arrived later or left earlier than he claimed on his timesheet: 239 occurrences (on some days [redacted] did both)
- Extended lunch breaks/gaps: 41 occurrences (10 additional extended breaks were mitigated)
- No access days: 0 (all 17 No Access days were mitigated due to verified TDY or training status)
- Arrived earlier or departed later than he claimed on his timesheet: 10 occurrences (total of +.75 hours)
  - Arrived earlier than claimed: 3 days
  - Departed later than claimed: 7 days
    - For eight of the 10 occurrences, if [redacted] arrived earlier than he claimed on his timesheet he also departed earlier that same day than he claimed on his timesheet. If he departed later than he claimed on his timesheet he also arrived later that same day than he claimed on his timesheet.

Release: 2018-11
NSA: 05491

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

Mitigating information: (b) (3)-P.L. 86-36

- **Lunch breaks and early departures:** [redacted] provided no new information to the OIG that caused the OIG to mitigate discrepant times for any additional lunch breaks, lunch breaks combined with two 15 minute breaks, or early departures.
- [redacted] **training—8.5 hour work day,** [redacted] provided no new information to the OIG that caused the OIG to mitigate discrepant times during the time that [redacted] was in [redacted] training if he claimed more time on his timesheet than he was inside of Access Control. (b) (6)
- **Travel time to home to print receipts associated with TDY:** [redacted] provided no new information to the OIG that caused the OIG to mitigate discrepant times for the dates that [redacted] claimed he traveled to his residence during the work day to print receipts.
- **Travel time to [redacted] training facility:** In [redacted] response to the tentative conclusion, it appears he has confused claiming mileage for local travel and claiming time as worked for local travel. PMM Chapter 351, Section 8-3.b.2, clarifies that [redacted] was not entitled to claim time as worked when he traveled from his residence to the [redacted] facility. As the PMM states, "The estimated travel time from the employee's place of business to the point of destination must be regarded as the maximum limitations upon travel time which is compensable." The [redacted] facility is 10 miles from the ADC-F. [redacted] asked to see the policy on claiming travel time as worked between places of business, but the aforementioned policy does just that where it states, " place of business to the point of destination" and his point of destination was an alternate worksite—the [redacted] facility.
- **Travel to BWI;** [redacted] said that on 4/12/12 he left the workplace and attempted to change his travel plans for a return TDY flight to Colorado from Maryland before returning the workplace. On this day [redacted] also arrived approximately one hour later and departed approximately 1.5 hours earlier than he claimed on his timesheet. The OIG had previously credited one hour on this day for an extended lunch break in accordance with the [redacted] 30 minute lunch combined with two 15-minute break rule. Upon further consideration, the OIG has credited a total of 3.5 discrepant hours that occurred during the mid-day gap.
- **Fire Drill:** [redacted] told the OIG that he had to guess the date of a fire drill that occurred in 2012 and stated that at least one fire drill did occur in 2012. Upon further consideration, the OIG credited 1 hour on a random day, 5/16/12, representative of two fire drills for .50 hours each that most likely occurred in 2012.
- **POTUS visit.** [redacted] provided no new information to the OIG that caused the OIG to mitigate discrepant times for when he was detained in his car due to the President's motorcade.
- **Drug Testing:** [redacted] stated that on 5/24/12 he had to walk to [redacted] Buckley AFB, [redacted] and wait in line for drug testing before walking back to his office. Upon further consideration, the OIG mitigated a total of 1.5 hours for the time [redacted] reported to take a drug test. A total of .50 hours remains as discrepant for a late arrival in the morning.
- **Vehicle inspection:** Vehicle inspections are viewed as one of the many unexpected events that may occur before an employee arrives at the workplace, such as being detained in traffic or spending time looking for a parking space. [redacted] did not provide any evidence that the time he spent during a vehicle inspection was approved as time worked.
- **CAC card and [redacted] Account:** [redacted] told the OIG that he had to guess the dates he traveled to [redacted] to renew his CAC card and get [redacted] security certificates copied onto his CAC card. He stated he had to return to [redacted] on at least two occasions to complete the task. Upon

Release: 2018-11
NSA: 05492

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

further consideration, the OIG credited a total of 3 hour on random days of 7/18/12 and 8/7/12, representative of his visits to [redacted] for the reasons he provided.

- **MBA:** Upon further consideration, the OIG credited the discrepant time of .25 hours on 7/27/12, the date [redacted] said he assisted with a morale building activity (MBA).

EMAILS APPEAR TO HAVE BEEN SENT BEFORE RECORDED BADGE-SWIPE ENTRY TIMES

- [redacted] provided to the OIG a snapshot of his Microsoft Outlook email queue showing the dates and times of emails he sent from 12 December 2011 through 5 December 2012. The OIG compared the dates and times of the sent emails with the Agency's access control records. The OIG found that on the following dates, the data showed that [redacted] sent an email from NSAC on the Agency's classified computer system prior to entering through the Agency's access control badge reader at NSAC. There is no known reason why these discrepancies occurred and therefore, the OIG mitigated all discrepant time for the following dates.
  - 12/12/2011: 2.50 hours
  - 1/30/2012: 1.75 hours
  - 9/5/2012: 4.00 hours

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

(b)(6)

- In addition, [redacted] performed a TDY to NSAW [redacted] During this timeframe there are 25 days on the OIG's analysis spreadsheet with discrepant times, when compared to the dates and times of the sent emails shown in [redacted] Microsoft Outlook snapshot, it appears that [redacted] sent an email on the Agency's classified computer system prior to entering through the Agency's access control badge reader. Upon further investigation, the OIG determined that Microsoft Outlook uses Universal Time Code (UTC) and adjusts the time using the time zone offset configured on the computer. By storing all times as UTC (found in underlying data), Outlook will use the local time zone when rendering the view for the user. Therefore, the time stamp on the snapshot of [redacted] Microsoft Outlook email queue is Mountain Time (MT) zone, not Eastern Time (ET) zone. Because [redacted] sent the emails while located at NSAW on ET zone, the OIG added two hours—that is, the difference between the two time zones, to the 'sent' time of each email and then compared that time to the "entry" time shown on the Agency's access control record for the same day. The result of this process confirmed the emails [redacted] sent where sent after he entered the Agency's access control badge-swipe. As a result, the OIG did not mitigate any discrepant times for the following 25 days in 2012 where this occurred during [redacted] TDY to NSAW. 2/8, 2/10, 2/13. 2/14, 2/16, 2/17, 2/22, 2/23, 2/24, 3/6, 3/7, 3/8, 3/14, 3/16, 3/19, 3/22, 3/23, 3/26, 3/27, 3/28, 3/29, 3/30, 4/5, 4/6, and 4/10.

Release: 2018-11
NSA: 05493

Doc ID: 6640371

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

[redacted]

Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	HIDE Net Time	(Y) No lunch Claimed	Net Time	Hours Claimed	HIDE Discrepant Hours	Discrepant Hours	ADJ	Net Discrepant Hours	Notes
12/12/11	Mon	7:30:17	[redacted]												
		8:49:02													
		8:51:04		0:02											
		8:57:54													
		9:52:58													late arrival
		11:42:49		1:42											[redacted]
		13:24:49			7:29:34	1:42:00	5:47:34		5:17:34	8:00	2:42:26	2.50		2.50	timesheet 0700-1530
		14:59:51													
12/13/11	Tue	7:58:47													
		8:48:16													
		9:45:22													
		9:47:08		0:07											
		9:54:43		0:01											
		10:30:07													
		10:31:48		1:25											[redacted]
		11:12:40			7:09:20	1:25:05	5:44:15		5:14:15	7:15	2:00:45	2.00		2.00	timesheet 0745-1530
		12:37:45													
		15:08:07													
12/14/11	Wed	7:41:35													
		7:41:42		0:01											
		7:51:24													
		7:53:09		0:08											
		8:07:19													
		10:13:47		2:55											
		10:22:07													timesheet 0730-1200
		11:24:29			7:11:04	2:55:43	4:15:21	Y	4:15:21	5:30	1:14:39	1.00		1.00	and 1400-1500
		11:26:50													
		14:22:33													
		14:23:02													
		14:52:39													
12/15/11	Thu	7:12:07													
		7:36:41													
		9:50:56													
		10:59:54													
		11:45:24													
		11:49:33		1:44											
		13:33:39													
		13:34:10		0:01											[redacted]
		14:13:39			7:59:33	1:44:06	6:15:27		5:45:27	8:00	2:14:33	2.00		2.00	timesheet 0700-1530
		14:14:49													
		15:11:40													
12/19/11	Mon	7:54:22													
		7:54:52													
		9:04:19													
		9:06:10		0:02											
		9:08:38													
		9:09:08													
		9:48:49													
		11:20:35													
		11:43:41		0:02											late arrival
		11:46:28			4:40:50		4:40:50	Y	4:40:50	5:00	0:19:10	0.25		0.25	timesheet 0730-1230
		12:35:12													
12/20/11	Tue	10:30:34													
		10:31:04													
		11:59:50		0:01											
		12:01:43													
		12:02:15													

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

Release: 2018-11
NSA: 05494

Doc ID: 6640371

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

Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	HIDE Net Time	(Y) No lunch Claimed	Net Time	Hours Claimed	HIDE Discrepant Hours	Discrepant Hours	ADJ	Net Discrepant Hours	Notes
		12:33:53													
		13:23:20													late arrival
		15:02:21			4:31:47		4:31:47	Y	4:31:47	5:00	0:28:13	0.25		0.25	timesheet 1000-1500
12/21/11	Wed	8:13:19													
		8:13:51													
		12:19:19													
		12:22:15		0:02											
		13:25:09													
		13:28:40													late arrival
		13:29:12													[redacted]
		14:33:51			6:20:32		6:20:32		5:50:32	7:00	1:09:28	1.00		1.00	timesheet 0730-1500
12/23/11	Fri	11:54:26													
		11:59:15													
		11:59:54													late arrival
		12:04:43													[redacted]
		12:08:13		0:03	0:13:47		0:13:47	Y	0:13:47	1:00	0:46:13	0.75		0.75	timesheet 0900-1000
12/30/11	Fri	13:48:39													
		13:49:11													late arrival
		14:12:13			0:23:34		0:23:34	Y	0:23:34	1:00	0:36:26	0.50		0.50	timesheet 1300-1400
1/3/12	Tue	7:59:44													
		8:00:15													
		12:53:27													
		13:08:08													
		14:32:14		1:24											
		14:32:46													late arrival
		15:18:43			7:18:59	1:24:06	5:54:53		5:24:53	8:00	2:35:07	2.50		2.50	[redacted]
1/4/12	Wed	7:38:40													timesheet 0745-1615
		7:39:12													
		10:20:03													
		11:51:47													
		12:32:54													
		13:46:16		1:13											
		13:46:49													late arrival
		14:41:08													[redacted]
		15:18:11			7:39:31	1:13:22	6:26:09		5:56:09	8:00	2:03:51	2.00		2.00	timesheet 0715-1545
1/5/12	Thu	8:03:07													
		8:06:11													
		8:06:42													
		9:48:52													
		14:15:02													
		15:23:18													late arrival
		15:26:31													[redacted]
1/6/12	Fri	7:41:07		0:03	7:23:24		7:23:24		6:53:24	8:00	1:06:36	1.00		1.00	timesheet 0730-1600
		7:41:38													
		8:26:16													
		8:30:59													
		8:31:27		0:04											
		9:25:26													
		12:32:31													
		13:34:39		1:02											
		13:35:10													[redacted]
		13:43:05			6:01:58	1:02:08	4:59:50		4:29:50	8:00	3:30:10	3.50		3.50	timesheet 0730-1600
1/9/12	Mon	8:50:34													
		8:53:26													
		8:53:56													

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

Doc ID: 6640371

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

Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	HIDE Net Time	(Y) No lunch Claimed	Net Time	Hours Claimed	HIDE Discrepant Hours	Discrepant Hours	ADJ	Net Discrepant Hours	Notes
		9:35:11													
		12:00:39													
		12:03:41		0:03											
		13:10:41		1:07											
		13:11:13													
		13:26:22													
		13:41:41		0:15											
		13:42:09													late arrival
		14:54:57			6:04:23	1:07:00	4:57:23		4:27:23	6:00	1:32:37	1.50		1.50	timesheet 0830-1500
1/10/12	Tue	7:51:48													
		9:32:20													
		10:00:02													
		10:31:58													
		11:57:09													
		12:43:07		1:02											
		13:46:02													
		13:49:49													
		13:52:59													late arrival
		13:53:14													early departure
		15:10:25													
		15:36:18			7:44:30	1:02:55	6:41:35		6:11:35	8:00	1:48:25	1.75		1.75	timesheet 0730-1600
1/12/12	Thu	8:09:58													
		8:13:01													
		8:13:31													
		10:31:12													
		10:33:12													
		11:20:58													
		12:04:51													
		12:07:54		0:03											
		13:17:27		1:09											
		13:18:00													
		14:06:55													
		14:09:32		0:02											late arrival
		15:18:14													early departure
		15:49:01			7:39:03	1:09:33	6:29:30		5:59:30	8:00	2:00:30	2.00		2.00	timesheet 0745-1615
1/13/12	Fri	7:57:51													
		7:58:22													
		10:27:40													
		13:06:56													
		13:09:10													
		14:16:18		1:07											
		14:16:50													early departure
		15:40:48			7:42:57	1:07:08	6:35:49		6:05:49	8:00	1:54:11	1.75		1.75	timesheet 0745-1615
1/17/12	Tue	9:34:35													
		9:37:36													
		9:38:07													
		10:48:20													
		11:58:56													
		12:01:50		0:02											
		12:10:33		0:08											
		12:11:05													
		12:13:43													
		12:59:47													late arrival
		13:53:13													early departure
		15:03:42		1:10											
		15:44:54			6:10:19	1:10:29	4:59:50		4:29:50	8:00	3:30:10	3.50		3.50	timesheet 0745-1615
1/19/12	Thu	7:46:56													
		7:47:28													

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

Release: 2018-11
NSA: 05496

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

Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	HIDE Net Time	(Y) No lunch Claimed	Net Time	Hours Claimed	HIDE Discrepant Hours	Discrepant Hours	ADJ	Net Discrepant Hours	Notes
		9:38:02													[redacted]
		10:43:28													[redacted]
		13:06:57													[redacted]
		15:42:26			7:55:30		7:55:30		7:25:30	8:00	0:34:30	0.50		0.50	timesheet 0730-1600
1/20/12	Fri	7:50:34													
		7:51:06													
		9:47:14													
		9:50:35		0:03											
		11:05:56													
		11:09:24		0:03											
		11:10:05													
		13:08:00													
		14:11:38		1:03											
		14:12:10													[redacted]
		15:59:49													[redacted]
		15:59:52		0:00	8:09:18	1:03:38	7:05:40		6:35:40	8:15	1:39:20	1.50		1.50	timesheet 0730-1615
1/23/12	Mon	7:43:02													
		7:43:31													
		7:59:03													
		11:22:12													
		13:12:08													
		14:37:49		1:25											
		14:38:41													[redacted]
		15:08:40			7:25:38	1:25:41	5:59:57		5:29:57	8:00	2:30:03	2.50		2.50	timesheet 0730-1600
1/24/12	Tue	6:58:30													
		6:59:03													
		9:29:59													
		11:01:03													
		12:31:44													
		13:27:06													
		14:46:08		1:19											
		14:46:39													[redacted]
		15:27:05			8:28:35	1:19:02	7:09:33		6:39:33	8:00	1:20:27	1.25		1.25	timesheet 0700-1530
1/25/12	Wed	7:41:05													
		7:41:35													
		9:40:16													
		12:14:11													
		13:51:13													
		13:56:18													
		15:21:25		1:25											[redacted]
		15:21:56													[redacted]
		15:26:27			7:45:22	1:25:07	6:20:15		5:50:15	8:00	2:09:45	2.00		2.00	timesheet 0715-1545
1/26/12	Thu	7:49:35													
		7:50:04													
		12:15:18													[redacted]
		18:04:41		5:49											[redacted]
		18:05:10													timesheet 0730-1300
		19:49:21			11:59:46	5:49:23	6:10:23	Y	6:10:23	7:30	1:19:37	1.25		1.25	and 1800-2200
1/30/12	Mon	7:43:13													
		7:43:46													
		13:04:58													
		13:48:50													
		15:05:00		1:16											[redacted]
		15:05:34													[redacted]
		15:36:03			7:52:50	1:16:10	6:36:40		6:06:40	8:00	1:53:20	1.75		1.75	timesheet 0730-1600
1/31/12	Tue	8:06:53													

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

Doc ID: 6640371

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

[redacted]

Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	HIDE Net Time	(Y) No lunch Claimed	Net Time	Hours Claimed	HIDE Discrepant Hours	Discrepant Hours	ADJ	Net Discrepant Hours	Notes
		8:07:25	[redacted]												
		10:55:13													
		11:57:57													
		11:59:54													
		12:01:10													
		12:56:09													
		14:00:06													
		14:25:03													
		14:26:46													
		15:56:39		1:29											late arrival [redacted]
		15:57:10													
		16:35:28			8:28:35	1:29:53	6:58:42		6:28:42	8:30	2:01:18	2.00		2.00	timesheet 0745-1645
2/1/12	Wed	8:27:26													
		8:30:23													
		8:30:53													
		9:50:10													
		10:45:35													
		11:01:49													late arrival [redacted]
		11:04:53		0:03	2:37:27		2:37:27	Y	2:37:27	4:30	1:52:33	1.75		1.75	timesheet 0730-1200
										10:00		10.00	-10.00		TDY Travel Day
2/5/12	Sun	[redacted]													
2/6/12	Mon	7:46:19													late arrival
		14:38:27			6:52:08		6:52:08		6:22:08	8:00	1:37:52	1.50		1.50	timesheet 0700-1530 [redacted]
2/7/12	Tue	7:50:01													late arrival
		16:01:45			8:11:44		8:11:44		7:41:44	8:00	0:18:16	0.25		0.25	timesheet 0700-1530
															departed later+
2/8/12	Wed	8:02:31													
		14:16:36													
		15:07:27		0:50											late arrival
		15:45:09			7:42:38		7:42:38		7:12:38	8:00	0:47:22	0.75		0.75	timesheet 0700-1530
															departed later+
2/9/12	Thu	8:04:49													late arrival
		10:44:16		1:26											timesheet 0700-1530
		12:10:35			7:24:11	1:26:19	5:57:52		5:27:52	8:00	2:32:08	2.50	-1.00	1.50	
		15:29:00													
2/10/12	Fri	7:54:15													
		11:30:45		1:03											timesheet 0700-1530
		12:34:14			7:27:14	1:03:29	6:23:45		5:53:45	8:00	2:06:15	2.00	-1.00	1.00	late arrival
		15:21:29													
2/13/12	Mon	7:43:39			7:32:05		7:32:05		7:02:05	8:30	1:27:55	1.25		1.25	timesheet 0730-1630
		15:15:44													[redacted]
2/14/12	Tue	7:58:02			7:18:04		7:18:04		6:48:04	8:00	1:11:56	1.00		1.00	timesheet 0730-1600
		15:16:06													late arrival
															[redacted]
2/15/12	Wed	7:24:37													
		15:08:58			7:44:21		7:44:21		7:14:21	8:15	1:00:39	1.00		1.00	timesheet 0715-1600
															[redacted]
2/16/12	Thu	7:44:58													
		15:00:53			7:15:55		7:15:55		6:45:55	8:00	1:14:05	1.00		1.00	timesheet 0730-1600
															[redacted]

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

Release: 2018-11
NSA: 05498

Doc ID: 6640371

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

Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	HIDE Net Time	(Y) No lunch Claimed	Net Time	Hours Claimed	HIDE Discrepant Hours	Discrepant Hours	ADJ	Net Discrepant Hours	Notes
2/17/12	Fri	7:34:30													
		11:27:30													
		12:42:16		1:14											timesheet 0730-1600
		15:16:38			7:42:08	1:14:46	6:27:22		5:57:22	8:00	2:02:38	2.00	-1.00	1.00	[redacted]
2/21/12	Tue	7:56:56													
		15:03:47			7:06:51		7:06:51		6:36:51	8:00	1:23:09	1.25		1.25	timesheet 0730-1600
															[redacted] late arrival
2/22/12	Wed	7:40:04													[redacted]
		10:20:38													
		12:28:35		2:07											timesheet 0730-1600
		15:24:12			7:44:08	2:07:57	5:36:11		5:06:11	8:00	2:53:49	2.75	-1.00	1.75	[redacted]
2/23/12	Thu	7:53:07													
		15:35:20			7:42:13		7:42:13		7:12:13	8:00	0:47:47	0.75		0.75	timesheet 0730-1600
															[redacted] late arrival
															[redacted]
2/24/12	Fri	7:53:36													
		15:16:01			7:22:25		7:22:25		6:52:25	7:15	0:22:35	0.25		0.25	timesheet 0730-1515
															[redacted] late arrival
2/27/12	Mon	7:48:48													
		12:24:44													
		13:24:49		1:00											timesheet 0730-1600
		15:23:20			7:34:32	1:00:05	6:34:27		6:04:27	8:00	1:55:33	1.75	-1.00	0.75	[redacted] late arrival
															[redacted]
2/28/12	Tue	7:41:25													
		15:03:05			7:21:40		7:21:40		6:51:40	8:00	1:08:20	1.00		1.00	timesheet 0730-1600
															[redacted]
2/29/12	Wed	7:46:04													
		15:06:30			7:20:26		7:20:26		6:50:26	8:00	1:09:34	1.00		1.00	timesheet 0730-1600
															[redacted]
3/1/12	Thu	7:50:42													[redacted] late arrival
		15:13:47			7:23:05		7:23:05		6:53:05	8:00	1:06:55	1.00		1.00	timesheet 0730-1600
															[redacted]
3/2/12	Fri	7:22:57													[redacted]
		15:07:03			7:44:06		7:44:06		7:14:06	8:15	1:00:54	1.00		1.00	timesheet 0715-1600
3/5/12	Mon	7:19:51													[redacted] late arrival
		15:12:10			7:52:19		7:52:19		7:22:19	8:00	0:37:41	0.50		0.50	timesheet 0700-1530
															[redacted]
3/6/12	Tue	8:02:57													
		11:45:00													
		13:35:15		1:50											timesheet 0700-1530
		15:21:14			7:18:17	1:50:15	5:28:02		4:58:02	8:00	3:01:58	3.00	-1.00	2.00	[redacted] late arrival
3/7/12	Wed	7:35:20													
		12:42:27													[redacted] late arrival
		12:43:51		0:01											[redacted]
		14:02:17			6:26:57		6:26:57		5:56:57	8:00	2:03:03	2.00		2.00	timesheet 0700-1530
3/8/12	Thu	7:37:01													
		8:05:05													[redacted]
		8:08:55		0:03											[redacted]
		14:35:28			6:58:27		6:58:27		6:28:27	8:00	1:31:33	1.50		1.50	timesheet 0700-1530

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

Doc ID: 6640371

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

[redacted]

Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	HIDE Net Time	(Y) No lunch Claimed	Net Time	Hours Claimed	HIDE Discrepant Hours	Discrepant Hours	ADJ	Net Discrepant Hours	Notes
3/9/12	Fri	7:40:54	[redacted]												late arrival
		12:02:35													timesheet 0700-1515
		14:11:23		2:08											
		15:14:57			7:34:03	2:08:48	5:25:15		4:55:15	7:45	2:49:45	2.75	-1.00	1.75	
3/12/12	Mon	7:33:55													
		8:49:19													late arrival
		8:52:58		0:03											
		15:24:55			7:51:00		7:51:00		7:21:00	8:15	0:54:00	0.75		0.75	timesheet 0645-1530
3/13/12	Tue	7:04:03													[redacted]
		14:41:45			7:37:42		7:37:42		7:07:42	8:00	0:52:18	0.75		0.75	timesheet 0700-1530
3/14/12	Wed	7:54:30													late arrival
		15:28:01			7:33:31		7:33:31		7:03:31	8:00	0:56:29	0.75		0.75	timesheet 0730-1600
3/15/12	Thu	7:43:49													[redacted]
		9:08:24													late arrival
		9:12:06		0:03											[redacted]
		15:00:26			7:16:37		7:16:37		6:46:37	8:00	1:13:23	1.00		1.00	timesheet 0715-1545
3/16/12	Fri	7:55:56													
		11:36:30		0:25											
		12:02:28		0:04											
		12:32:08													late arrival
		12:36:11		1:03											timesheet 0700-1530
		12:47:23			7:39:37	1:03:31	6:36:06		6:06:06	8:00	1:53:54	1.75	-1.00	0.75	
		13:50:54													late arrival
		15:35:33			7:30:27		7:30:27		7:00:27	8:00	0:59:33	0.75		0.75	timesheet 0730-1600
3/19/12	Mon	7:50:42													[redacted]
		15:21:09													late arrival
				0:46											[redacted]
3/20/12	Tue	7:51:00			6:43:13		6:43:13		6:13:13	8:00	1:46:47	1.75		1.75	timesheet 0700-1530
		12:12:36													
		12:59:25			6:27:12		6:27:12		5:57:12	8:00	2:02:48	2.00		2.00	timesheet 0700-1530
		14:34:13													late arrival
3/21/12	Wed	7:49:27													[redacted]
		14:16:39													
															late arrival
				0:36											[redacted]
3/22/12	Thu	7:57:11			7:11:29		7:11:29		6:41:29	8:00	1:18:31	1.25		1.25	timesheet 0700-1530
		13:57:42													
		14:33:49													late arrival
		15:08:40		1:16											timesheet 0700-1515
3/23/12	Fri	8:05:20			5:52:48	1:16:52	4:35:56		4:05:56	7:45	3:39:04	3.50	-1.00	2.50	[redacted]
		11:59:46													
		13:16:38		0:54											late arrival
		13:58:08			7:14:11		7:14:11		6:44:11	8:00	1:15:49	1.25		1.25	timesheet 0730-1600
3/26/12	Mon	7:42:25													[redacted]
		12:04:47													
		12:59:15													
		14:56:36													
3/27/12	Tue	7:55:11													
		13:03:48													

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

Release: 2018-11
NSA: 05500

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

[redacted]

Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	HIDE Net Time	(Y) No lunch Claimed	Net Time	Hours Claimed	HIDE Discrepant Hours	Discrepant Hours	ADJ	Net Discrepant Hours	Notes
		13:08:20		0:04											late arrival
		15:33:42			7:38:31		7:38:31		7:08:31	8:00	0:51:29	0.75		0.75	timesheet 0730-1600
															[redacted]
3/28/12	Wed	7:41:39													late arrival
		15:08:29			7:26:50		7:26:50		6:56:50	8:00	1:03:10	1.00		1.00	timesheet 0715-1545
															[redacted]
3/29/12	Thu	7:42:22													
		13:35:17													late arrival
		14:15:04		0:39											
		15:19:55			7:37:33		7:37:33		7:07:33	8:00	0:52:27	0.75		0.75	timesheet 0700-1530
3/30/12	Fri	7:32:26													
		10:32:48													late arrival
		10:35:28		0:02											[redacted]
		14:18:17			6:45:51		6:45:51		6:15:51	8:00	1:44:09	1.50		1.50	timesheet 0700-1530
4/2/12	Mon	7:49:01													
		10:49:17													
		11:29:26		0:40											late arrival
		11:59:11		1:04											timesheet 0700-1530
		13:03:31			7:13:46	1:04:20	6:09:26		5:39:26	8:00	2:20:34	2.25	-1.00	1.25	[redacted]
		15:02:47													
4/3/12	Tue	7:58:22													late arrival
		12:00:54		1:39											timesheet 0700-1530
		13:40:51			7:21:19	1:39:57	5:41:22		5:11:22	8:00	2:48:38	2.75	-1.00	1.75	
		15:19:41													
4/4/12	Wed	7:43:11													
		11:04:27		1:23											timesheet 0700-1530
		12:28:06			7:09:13	1:23:39	5:45:34		5:15:34	8:00	2:44:26	2.50	-1.00	1.50	[redacted]
		14:52:24													
4/5/12	Thu	8:06:38													late arrival
		11:58:04		2:38											timesheet 0700-1530
		14:36:54			7:06:20	2:38:50	4:27:30		3:57:30	8:00	4:02:30	4.00	-1.00	3.00	[redacted]
		15:12:58													
4/6/12	Fri	7:55:51													late arrival
		11:12:18		1:45											timesheet 0700-1530
		12:57:54			6:07:05	1:45:36	4:21:29		3:51:29	8:00	4:08:31	4.00	-1.00	3.00	[redacted]
		14:02:56													
4/9/12	Mon	7:39:32													late arrival
		14:10:56			6:31:24		6:31:24		6:01:24	8:00	1:58:36	1.75		1.75	timesheet 0700-1530
															[redacted]
4/10/12	Tue	8:10:57													
		12:54:09													late arrival
		15:04:46		2:10											timesheet 0700-1530
		15:12:18			7:01:21	2:10:37	4:50:44		4:20:44	8:00	3:39:16	3.50	-1.00	2.50	[redacted]
4/11/12	Wed	7:48:37													late arrival
		10:38:41		3:04											timesheet 0700-1530
		13:43:00			6:59:27	3:04:19	3:55:08		3:25:08	8:00	4:34:52	4.50	-1.00	3.50	[redacted]
		14:48:04													
4/12/12	Thu	8:07:29													late arrival
		10:05:16		3:26											timesheet 0700-1530
		13:31:30													

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

Release: 2018-11
NSA: 05501

Doc ID: 6640371

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

[redacted]

Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	HIDE Net Time	(Y) No lunch Claimed	Net Time	Hours Claimed	HIDE Discrepant Hours	Discrepant Hours	ADJ	Net Discrepant Hours	Notes
		13:49:32			5:42:03	3:26:14	2:15:49		1:45:49	8:00	6:14:11	6.00	-1.00	5.00	[redacted]
4/13/12	Fri	7:17:24													late arrival
		9:28:32		0:02											timesheet 0630-2200
		9:31:14			2:39:32		2:39:32		2:09:32	15:00	12:50:28	12.75	-12.00	0.75	TRAVEL DAY TO NSAC
		9:56:56													
4/16/12	Mon	9:00:34													
		9:05:55													
		10:41:49													
		11:54:02													
		12:22:27													departed later+
		12:28:02		0:05	3:27:28		3:27:28	Y	3:27:28	3:00	##########	-0.25		-0.25	timesheet 0900-1200
4/23/12	Mon	15:12:24													late arrival
		15:15:47			0:38:33		0:38:33	Y	0:38:33	1:15	0:36:27	0.50		0.50	timesheet 1430-1545
		15:50:57													
4/24/12	Tue	6:58:51													
		6:59:34													
		8:34:48													
		11:52:58													
		12:03:16		0:10											
		15:19:08			8:20:17		8:20:17		7:50:17	8:00	0:09:43	0.00		0.00	timesheet 0645-1515
4/25/12	Wed	7:34:02													
		7:34:45													
		8:13:58													
		11:12:16													
		11:16:30		0:04											late arrival
		12:37:11													[redacted]
		12:40:03			7:37:39		7:37:39		7:07:39	8:00	0:52:21	0.75		0.75	timesheet 0715-1545
		15:11:41													
4/26/12	Thu	7:13:26													
		7:14:11													
		7:52:38													
		7:55:41		0:03											
		7:56:28													
		10:20:05													
		10:26:14													
		13:06:35													
		14:32:40		1:26											
		14:36:25													[redacted]
		15:52:44			8:39:18	1:26:05	7:13:13		6:43:13	8:00	1:16:47	1.25		1.25	timesheet 0700-1530
4/27/12	Fri	7:33:46													
		7:34:30													
		9:56:01													
		10:44:05													
		11:17:03													late arrival
		13:06:18			5:32:32		5:32:32	Y	5:32:32	6:00	0:27:28	0.25		0.25	timesheet 0700-1300
4/30/12	Mon	7:34:32													
		7:35:14													
		7:38:08													
		7:58:08		0:02											
		8:00:35													
		8:02:58													
		10:06:01													
		11:25:19													
		12:03:25		0:38											
		12:04:11													

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

Release: 2018-11
NSA: 05502

Doc ID: 6640371

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

[redacted]

Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	HIDE Net Time	(Y) No lunch Claimed	Net Time	Hours Claimed	HIDE Discrepant Hours	Discrepant Hours	ADJ	Net Discrepant Hours	Notes
		12:22:32	[redacted]												[redacted]
		13:33:35													
		15:30:26			7:55:54		7:55:54		7:25:54	8:00	0:34:06	0.50		0.50	timesheet 0730-1600
5/1/12	Tue	7:43:36													
		7:44:22													
		7:48:06													
		9:43:31													
		11:16:19													
		11:19:05													
		11:37:38													
		11:45:33		0:07											
		12:14:57													
		14:52:48													[redacted]
		15:23:24			7:39:48		7:39:48		7:09:48	8:00	0:50:12	0.75		0.75	timesheet 0730-1600
5/2/12	Wed	7:15:16													
		7:51:20													
		8:06:20													
		9:10:51													
		9:20:53													
		10:21:46													
		11:31:13													
		11:34:34													
		11:36:03													
		12:30:49		0:54											
		12:33:52													late arrival
		14:45:50													[redacted]
		14:51:22			7:36:06		7:36:06		7:06:06	8:00	0:53:54	0.75		0.75	timesheet 0730-1600
5/3/12	Thu	7:58:10													
		7:58:54													
		8:02:31													
		9:22:58													
		9:51:35													
		11:37:33													
		14:41:07		3:03											late arrival
		14:42:43													[redacted]
		15:52:50													timesheet 0730-1200
		16:03:40			8:05:30	3:03:34	5:01:56	Y	5:01:56	6:30	1:28:04	1.25		1.25	and 1430-1630
5/4/12	Fri	7:58:21													
		8:00:43													
		11:07:01													
		11:13:30		0:06											
		11:16:01													late arrival
		12:35:08			4:36:47		4:36:47	Y	4:36:47	5:30	0:53:13	0.75		0.75	timesheet 0730-1300
5/7/12	Mon	7:26:01													
		7:46:09													
		7:56:08													
		12:02:35													
		13:43:49													
		15:00:43													[redacted]
					7:34:42		7:34:42		7:04:42	8:00	0:55:18	0.75		0.75	timesheet 0715-1545
5/8/12	Tue	7:54:59													
		7:55:44													
		8:44:44													
		9:07:46													
		10:44:14													
		12:07:55													
		12:13:11		0:05											late arrival
		14:07:22													[redacted]

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

Release: 2018-11
NSA: 05503

Doc ID: 6640371

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

Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	HIDE Net Time	(Y) No lunch Claimed	Net Time	Hours Claimed	HIDE Discrepant Hours	Discrepant Hours	ADJ	Net Discrepant Hours	Notes
		14:49:20			6:54:21		6:54:21		6:24:21	8:00	1:35:39	1.50		1.50	timesheet 0700-1530
5/9/12	Wed	7:49:35													
		7:50:20													
		11:36:40													
		12:09:30													late arrival
		12:59:05		0:49											[redacted]
		14:35:44			6:46:09		6:46:09		6:16:09	8:00	1:43:51	1.50		1.50	timesheet 0645-1515
5/10/12	Thu	6:52:56													
		6:53:42													
		7:04:09													
		7:06:59													
		11:22:05													
		11:38:21													
		13:32:57		1:54											arrived earlier [redacted]
		13:37:23			8:08:47	1:54:36	6:14:11		5:44:11	8:00	2:15:49	2.25		2.25	timesheet 0730-1600
		15:01:43													
5/14/12	Mon	7:18:23													
		7:19:06													
		7:42:22													
		7:46:47		0:04											
		7:47:31													
		8:05:47													
		12:04:41													
		12:07:18													
		12:09:34		0:02											late arrival
		12:10:20													[redacted]
		15:16:49			7:58:26		7:58:26		7:28:26	8:00	0:31:34	0.50		0.50	timesheet 0700-1530
5/15/12	Tue	7:19:13													
		7:19:58													
		8:59:17													
		9:02:12													
		9:41:34													
		10:42:23													
		11:33:03													
		11:33:43		0:00											
		11:37:25													
		12:18:43		1:27											late arrival
		13:46:24													
		13:50:04			8:02:33	1:27:41	6:34:52		6:04:52	8:00	1:55:08	1.75		1.75	timesheet 0700-1530
		15:21:46													
5/16/12	Wed	7:38:11													
		7:38:58													
		11:01:06													
		12:08:50		1:07											
		12:13:21													
		12:52:40		1:29											late arrival
		14:22:34													
		14:26:28			7:59:35	2:37:38	5:21:57		4:51:57	8:00	3:08:03	3.00		3.00	timesheet 0715-1545
		15:37:46													
5/17/12	Thu	7:56:45													
		7:57:26													
		8:39:41													
		11:33:40													
		12:16:33		0:42											
		12:17:14													late arrival
		13:16:34													[redacted]
		15:01:33			7:04:48		7:04:48		6:34:48	8:00	1:25:12	1.25		1.25	timesheet 0700-1530

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

Release: 2018-11
NSA: 05504

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

[redacted]

Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	HIDE Net Time	(Y) No lunch Claimed	Net Time	Hours Claimed	HIDE Discrepant Hours	Discrepant Hours	ADJ	Net Discrepant Hours	Notes
5/18/12	Fri	7:14:44	[redacted]												
		7:15:27													
		7:19:51													
		7:24:00		0:04											
		10:37:24													
		11:06:07			3:51:23		3:51:23	Y	3:51:23	4:00	0:08:37	0.00		0.00	timesheet 0700-1100
5/22/12	Tue	7:07:01													
		7:07:45													
		7:24:47													
		7:28:02		0:03											
		7:28:45													
		11:00:23													late arrival
		13:46:55													[redacted]
		14:33:29			7:26:28		7:26:28		6:56:28	8:00	1:03:32	1.00		1.00	timesheet 0645-1515
5/23/12	Wed	7:40:20													
		8:22:58													
		11:47:08													
		13:32:49		1:45											
		13:39:16													[redacted]
		15:22:03			7:41:43	1:45:41	5:56:02		5:26:02	8:00	2:33:58	2.50		2.50	timesheet 0730-1600
5/24/12	Thu	7:38:58													
		7:39:45													
		7:58:35													
		8:04:05		0:05											
		8:18:51													
		8:41:44													
		8:49:38		0:07											
		10:14:59		1:25											
		10:20:26													
		10:28:20													
		11:38:29													
		11:41:42		0:03											
		12:18:45		0:37											
		12:22:26													late arrival
		12:34:10													
		13:43:23													timesheet 0645-1330
					6:04:25	1:25:21	4:39:04		4:09:04	6:15	2:05:56	2.00	-1.00	1.00	Drug testing
5/25/12	Fri	11:06:06													
		11:06:49													
		12:25:17													arrived earlier
					1:19:11		1:19:11	Y	1:19:11	1:30	0:10:49	0.00		0.00	timesheet 1200-1330
5/29/12	Tue	7:41:00													[redacted]
		7:41:43													
		8:11:34													
		12:19:08													
		14:16:26		1:57											
		14:20:19													late arrival
		15:56:46													departed before
					8:15:46	1:57:18	6:18:28		5:48:28	8:15	2:26:32	2.25		2.25	timesheet 0645-1530
5/30/12	Wed	7:12:40													
		7:13:23													
		7:43:58													
		10:19:34													
		11:48:35													
		12:46:41		0:58											
		13:59:14													
		15:31:27													[redacted]
		15:42:12			8:29:32		8:29:32		7:59:32	8:45	0:45:28	0.75		0.75	timesheet 0700-1615

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

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

[redacted]

Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	HIDE Net Time	(Y) No lunch Claimed	Net Time	Hours Claimed	HIDE Discrepant Hours	Discrepant Hours	ADJ	Net Discrepant Hours	Notes
5/31/12	Thu	7:35:04	[redacted]												
		7:35:45													
		8:24:48													
		11:31:35													
		12:36:52													
		14:04:54		1:28											late arrival
		14:08:25			8:14:06	1:28:02	6:46:04		6:16:04	8:00	1:43:56	1.50		1.50	timesheet 0715-1545
		15:49:10													
6/1/12	Fri	7:14:20													
		7:15:03													
		8:51:42													
		9:36:39													
		11:16:12													
		12:34:25		1:18											[redacted]
		12:35:12			7:55:14	1:18:13	6:37:01		6:07:01	8:00	1:52:59	1.75		1.75	timesheet 0700-1530
		12:38:02													
		15:09:34													
6/4/12	Mon	7:58:25													
		7:59:07													
		10:16:42													
		12:05:09		1:18											late arrival
		12:55:44			8:11:44	1:18:24	6:53:20		6:23:20	8:00	1:36:40	1.50		1.50	timesheet 0730-1600
		14:14:08													
		14:19:28													
		16:10:09													
6/5/12	Tue	7:23:47													
		7:24:29													
		7:58:37													
		8:07:25		0:08											
		10:06:03													
		11:20:31													
		11:34:07													
		11:47:06													late arrival
		14:14:19													[redacted]
		15:22:53			8:25:12		8:25:12		7:55:12	8:30	0:34:48	0.50		0.50	timesheet 0700-1600
		15:48:59													
6/6/12	Wed	7:28:19													
		7:53:34													
		7:59:12		0:05											
		9:52:33													late arrival
		15:26:52													[redacted]
		15:34:56			8:06:37		8:06:37		7:36:37	8:30	0:53:23	0.75		0.75	timesheet 0700-1600
6/7/12	Thu	8:00:57													
		9:06:15													
		11:25:04													
		12:14:07													
		12:30:03													late arrival
		15:18:04													[redacted]
					7:17:07		7:17:07		6:47:07	8:30	1:42:53	1.50		1.50	timesheet 0700-1600
6/8/12	Fri	7:04:51													
		7:05:31													
		8:46:08													
		10:05:27													late arrival
					3:00:36		3:00:36	Y	3:00:36	4:30	1:29:24	1.25		1.25	timesheet 0645-1115
															[redacted]
6/11/12	Mon	7:28:05													
		7:28:47													
		13:14:17													

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

Release: 2018-11
NSA: 05506

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

Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	HIDE Net Time	(Y) No lunch Claimed	Net Time	Hours Claimed	HIDE Discrepant Hours	Discrepant Hours	ADJ	Net Discrepant Hours	Notes
		14:41:26		1:27											late arrival
		14:45:04													
		15:51:35			8:23:30	1:27:09	6:56:21		6:26:21	8:00	1:33:39	1.50		1.50	timesheet 0700-1530
6/12/12	Tue	13:20:22													
		13:24:06													
		13:34:35													
		13:56:06													timesheet 0730-1600
		14:38:07			1:17:45		1:17:45		0:47:45	8:00	7:12:15	7.00	-4.00	3.00	Attended 4h [redacted] class
6/13/12	Wed	7:23:11													
		7:23:54													
		7:33:48													
		7:36:52		0:03											
		7:37:37													
		10:28:21													
		12:22:51													
		13:47:09		1:24											late arrival
		13:53:02													
		15:36:24			8:13:13	1:24:18	6:48:55		6:18:55	8:00	1:41:05	1.50		1.50	timesheet 0645-1515
6/14/12	Thu	7:43:08													
		7:49:39													
		7:54:45		0:05											
		7:55:29													
		11:37:59													
		13:43:54													
		14:41:28			6:58:20		6:58:20		6:28:20	8:00	1:31:40	1.50		1.50	timesheet 0730-1600
6/15/12	Fri	7:23:29													
		8:05:23													
		8:09:04		0:03											
		8:09:54													
		12:16:49													
		13:17:38		1:00											late arrival
		13:21:39													
		13:26:45													timesheet 0700-1530
		14:27:30			7:04:01	1:00:49	6:03:12		5:33:12	8:00	2:26:48	2.25	-1.00	1.25	Off-site pre-test
6/18/12	Mon	7:17:29													
		7:18:10													
		13:10:18													
		14:39:35		1:29											
		14:50:21													late arrival
		15:18:50													
		16:29:20			9:11:51	1:29:17	7:42:34		7:12:34	9:15	2:02:26	2.00		2.00	timesheet 0645-1630
6/19/12	Tue	[redacted]													
										9:15	9:15:00	9.25	-8.00	1.25	Attended [redacted] class
6/20/12	Wed	12:46:37													
		12:47:20													
		14:20:52													
		14:33:05			1:46:28		1:46:28		1:16:28	9:15	7:58:32	7.75	-7.75	0.00	Attended [redacted] class
										9:15	9:15:00	9.25	-8.00	1.25	Attended [redacted] class
6/21/12	Thu	[redacted]													
6/22/12	Fri	7:26:33													
		7:27:16													
		8:37:18													
		8:42:21		0:05											late arrival
		8:43:12													
		10:56:37			3:30:04		3:30:04	Y	3:30:04	4:15	0:44:56	0.50		0.50	timesheet 0700-1115

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

Release: 2018-11
NSA: 05507

Doc ID: 6640371

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

Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	HIDE Net Time	(Y) No lunch Claimed	Net Time	Hours Claimed	HIDE Discrepant Hours	Discrepant Hours	ADJ	Net Discrepant Hours	Notes
6/25/12	Mon	7:32:24													
		7:33:03													
		8:12:09													
		8:16:08		0:03											
		8:16:41													
		10:34:48													
		10:47:00													
		13:06:18													
		14:26:42		1:20											late arrival
		14:27:18													
		15:37:09			8:04:45	1:20:24	6:44:21		6:14:21	8:00	1:45:39	1.75		1.75	timesheet 0715-1545
6/26/12	Tue	7:38:13													
		7:38:45													
		8:51:45													
		8:55:17		0:03											
		8:55:49													
		12:47:41													
		13:34:58													late arrival
		14:52:41													early departure
		15:03:53			7:25:40		7:25:40		6:55:40	7:45	0:49:20	0.75		0.75	timesheet 0715-1530
6/27/12	Wed	7:24:11													
		7:24:44													
		10:01:51		0:02											
		10:04:15													
		10:04:48													
		13:36:22													
		15:19:56		1:43											
		15:20:28													early departure
		15:32:50			8:08:39	1:43:34	6:25:05		5:55:05	8:00	2:04:55	2.00		2.00	timesheet 0715-1545
6/28/12	Thu	7:02:26													
		7:03:00													
		7:35:24													
		7:39:45		0:04											
		7:40:23													
		11:15:18													
		11:24:16													
		12:27:11		1:02											
		12:27:44													early departure
		15:35:12			8:32:46	1:02:55	7:29:51		6:59:51	8:15	1:15:09	1.25		1.25	timesheet 0700-1545
6/29/12	Fri	7:16:44													
		7:17:15													
		9:48:06													
		9:49:53		0:01											
		9:50:26													
		12:17:54													
		13:31:57		1:14											
		13:32:30													late arrival
		13:53:10													departed later+
		15:01:34			7:44:50	1:14:03	6:30:47		6:00:47	6:45	0:44:13	0.50		0.50	timesheet 0700-1415
7/6/12	Fri	9:20:52													
		9:21:24													arrived earlier+
		10:04:36													early departure
		10:35:42			1:14:50		1:14:50	Y	1:14:50	2:00	0:45:10	0.75		0.75	timesheet 1200-1400
7/8/12	Sun							Y		10:00	10:00:00	10.00	-10.00	0.00	Travel day for TDY
7/9/12	Mon									8:15	8:15:00	8.25	-8.25	0.00	

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

(b)(6)

Release: 2018-11
NSA: 05508

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

Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	HIDE Net Time	(Y) No lunch Claimed	Net Time	Hours Claimed	HIDE Discrepant Hours	Discrepant Hours	ADJ	Net Discrepant Hours	Notes
7/10/12	Tue	[redacted]								8:15	8:15:00	8.25	-8.25	0.00	
7/11/12	Wed	[redacted]								8:15	8:15:00	8.25	-8.25	0.00	
7/12/12	Thu	[redacted]								8:15	8:15:00	8.25	-8.25	0.00	
7/13/12	Fri	[redacted]						Y		9:00	9:00:00	9.00	-9.00	0.00	Travel day for TDY
7/16/12	Mon	6:50:39													
		6:51:14													
		8:21:03													
		10:38:39													
		12:01:53													
		14:07:39													
		15:14:26		1:06											
		15:14:59													[redacted]
		15:32:43			8:42:04	1:06:47	7:35:17		7:05:17	8:00	0:54:43	0.75		0.75	timesheet 0645-1515
7/17/12	Tue	7:13:03													
		7:13:38													
		9:20:47													
		10:49:56													
		11:56:13													
		12:30:26													
		13:52:24		1:21											late arrival
		15:28:57			8:15:54	1:21:58	6:53:56		6:23:56	8:00	1:36:04	1.50		1.50	timesheet 0700-1530
7/18/12	Wed	7:15:58													
		7:16:32													
		9:59:42													
		11:05:38													
		12:02:25													
		13:08:31		1:06											
		13:09:04													
		14:09:40													late arrival
		15:13:14		1:03											
		15:13:47													timesheet 0700-1300
		15:32:39			8:16:41	2:09:40	6:07:01		5:37:01	7:00	1:22:59	1.25		1.25	and 1400-1530
7/19/12	Thu	9:28:04													
		9:57:08													
		10:15:38		0:18											late arrival
		10:16:07													[redacted]
		10:24:34			0:56:30		0:56:30	Y	0:56:30	2:00	1:03:30	1.00		1.00	timesheet 0900-1100
7/20/12	Fri	11:29:54													late arrival
		11:30:29													departed later
		12:36:21			1:06:27		1:06:27	Y	1:06:27	1:30	0:23:33	0.25		0.25	timesheet 1000-1130
7/23/12	Mon	7:12:48													late arrival
		7:13:19													Class 0800-1600 [redacted]
		8:13:36													and 45 mins in ADC-F
		16:42:24		8:28											Timesheet: 0645-1700
		16:42:55													shows discrepancy at
		16:51:14			9:38:26	8:28:48	1:09:38		0:39:38	9:45	9:05:22	9.00	-8.75	0.25	start of day.
7/24/12	Tue	[redacted]								8:45	8:45:00	8.75	-8.00	0.75	Attended 8hr [redacted] lass
7/25/12	Wed	15:40:40													
		15:41:10													Attended 8hr [redacted] lass
		16:06:54			0:26:14		0:26:14		#########	8:15	8:18:46	8.25	-8.00	0.25	and 15 mins in ADC-F

(b)(6)

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

Doc ID: 6640371

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

Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	HIDE Net Time	(Y) No lunch Claimed	Net Time	Hours Claimed	HIDE Discrepant Hours	Discrepant Hours	ADJ	Net Discrepant Hours	Notes
															Timesheet departure: 1630
7/26/12	Thu	7:33:22													[redacted]
		7:33:52													
		9:38:38													
		12:42:04													
		13:26:41		0:44											
		13:28:38													late arrival
		15:30:34													
		16:07:58			8:34:36		8:34:36		8:04:36	8:30	0:25:24	0.25		0.25	timesheet 0715-1615
7/27/12	Fri	8:07:58													
		8:08:29													
		8:26:03													
		8:28:01		0:01											
		8:28:34													[redacted]
		11:42:24			3:34:26		3:34:26	Y	3:34:26	4:00	0:25:34	0.25		0.25	timesheet 0800-1200
7/29/12	Sun	13:29:56													
		13:30:27													[redacted]
		15:37:47			2:07:51		2:07:51	Y	2:07:51	3:00	0:52:09	0.75		0.75	timesheet 1315-1615
7/30/12	Mon	7:21:23													
		7:21:56													
		7:56:13													
		8:02:37													
		8:06:59													
		10:05:17													
		10:07:51		0:02											
		10:08:24													late arrival
		10:51:14													[redacted]
		15:07:07			7:45:44		7:45:44		7:15:44	8:00	0:44:16	0.50		0.50	timesheet 0700-1530
7/31/12	Tue	7:19:34													
		7:20:06													
		9:56:51													
		12:05:38													
		12:52:11		0:46											
		12:52:46													
		12:57:10													late arrival
		14:06:20													[redacted]
		15:20:42			8:01:08		8:01:08		7:31:08	8:45	1:13:52	1.00		1.00	timesheet 0645-1600
8/1/12	Wed	7:19:20													
		7:19:52													
		12:20:44													
		13:26:21		1:05											
		13:26:54													[redacted]
		15:07:32			7:48:12	1:05:37	6:42:35		6:12:35	8:00	1:47:25	1.75		1.75	timesheet 0715-1545
8/2/12	Thu	7:19:37													
		7:44:57													
		9:50:06													
		12:07:11													
		13:12:07		1:04											
		13:12:39													late arrival
		15:12:04			7:52:27	1:04:56	6:47:31		6:17:31	8:00	1:42:29	1.50		1.50	[redacted] timesheet 0700-1530
8/3/12	Fri	7:10:47													
		7:11:20													
		8:48:17													
		8:51:12		0:02											
		8:51:53													

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

Release: 2018-11
NSA: 05510

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

Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	HIDE Net Time	(Y) No lunch Claimed	Net Time	Hours Claimed	HIDE Discrepant Hours	Discrepant Hours	ADJ	Net Discrepant Hours	Notes
		11:17:29													
		11:44:08													
		12:15:39		0:31											late arrival
		12:16:11													[redacted]
		14:10:57			7:00:10		7:00:10		6:30:10	7:15	0:44:50	0.50		0.50	timesheet 0645-1430
8/5/12	Sun	12:27:51													
		12:28:22													
		12:45:54													[redacted]
		15:45:26			3:17:35		3:17:35	Y	3:17:35	4:00	0:42:25	0.50		0.50	timesheet 1215-1615
8/6/12	Mon	8:16:05													
		11:41:27													
		13:03:12													
		14:02:55		0:59											late arrival
		14:03:29													[redacted]
		15:38:38			7:22:33		7:22:33		6:52:33	8:00	1:07:27	1.00		1.00	timesheet 0745-1615
8/7/12	Tue	7:32:38													
		7:33:11													
		10:10:46													
		11:53:51													
		13:15:17													
		14:26:19		1:11											
		14:26:53													[redacted]
		15:41:59			8:09:21	1:11:02	6:58:19		6:28:19	8:00	1:31:41	1.50		1.50	timesheet 0730-1600
8/8/12	Wed	7:17:29													
		7:18:02													
		7:21:04													
		7:25:56		0:04											
		7:26:30													late arrival
		11:35:09													[redacted]
		14:28:45			7:11:16		7:11:16		6:41:16	8:00	1:18:44	1.25		1.25	timesheet 0700-1530
8/9/12	Thu	12:46:59													late arrival
		12:47:33													Class 0800-120[redacted]
		13:04:42													Timesheet: 0700-1530
		13:07:28		0:02											discrepancy at beginning
		13:08:01													and end of day.
		14:44:04			1:57:05		1:57:05		1:27:05	8:00	6:32:55	6.50	-4.00	2.50	[redacted]
8/10/12	Fri	7:27:38													
		7:28:10													
		11:47:50													
		13:12:16													
		13:17:23		0:05											
		13:17:59													late arrival
		13:47:57													
		14:31:40			7:04:02		7:04:02		6:34:02	7:00	0:25:58	0.25		0.25	timesheet 0700-1430
8/13/12	Mon	10:27:51													
		10:28:23													
		13:33:49													
		13:36:26		0:02											[redacted]
		15:05:15			4:37:24		4:37:24	Y	4:37:24	4:15	##########	-0.25		-0.25	timesheet 1015-1430
8/14/12	Tue	7:08:13													
		7:08:44													
		11:11:04													
		12:01:02													
		12:32:01													
		12:37:22		0:05											

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

Release: 2018-11
NSA: 05511

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

Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	HIDE Net Time	(Y) No lunch Claimed	Net Time	Hours Claimed	HIDE Discrepant Hours	Discrepant Hours	ADJ	Net Discrepant Hours	Notes
		12:38:23													
		15:26:01			8:17:48		8:17:48		7:47:48	8:00	0:12:12	0.00		0.00	timesheet 0700-1530
8/15/12	Wed	7:22:00													
		7:22:31													
		10:40:03													
		11:29:52													
		12:54:43													
		13:56:18													
		14:45:43													
		15:43:47			8:21:47		8:21:47		7:51:47	8:00	0:08:13	0.00		0.00	timesheet 0715-1545
8/16/12	Thu	7:09:30													
		7:10:01													
		12:46:10													
		12:49:31		0:03											
		12:50:05													
		15:21:10													
		15:35:09			8:25:39		8:25:39		7:55:39	8:00	0:04:21	0.00		0.00	timesheet 0700-1530
8/20/12	Mon	7:19:03													
		7:19:35													
		10:49:16													
		10:52:28		0:03											
		12:12:00													
		14:35:15													
		15:07:41		0:32											late arrival
		15:08:15													
		15:36:28			8:17:25		8:17:25		7:47:25	8:15	0:27:35	0.25		0.25	timesheet 0700-1545
8/21/12	Tue	7:19:25													
		7:19:58													
		10:47:15													
		11:00:06													
		13:17:51													[redacted]
		15:14:36			7:55:11		7:55:11		7:25:11	8:00	0:34:49	0.50		0.50	timesheet 0715-1545
8/22/12	Wed	7:19:45													
		7:20:19													
		8:19:23													
		11:13:01													
		11:39:45													
		12:47:50													
		13:57:14													
		14:41:36													
		15:59:31			8:39:46		8:39:46		8:09:46	8:15	0:05:14	0.00		0.00	timesheet 0715-1600
8/23/12	Thu	7:06:05													
		7:06:37													
		8:38:40													
		8:42:28		0:03											
		8:43:05													
		9:03:41													[redacted]
		15:02:41			7:56:36		7:56:36		7:26:36	8:00	0:33:24	0.50		0.50	timesheet 0700-1530
8/24/12	Fri	7:34:32													
		7:35:03													
		11:49:51													
		12:39:32													
		12:41:57		0:02											
		12:42:35													
		14:09:22													departed later+
		14:37:00			7:02:28		7:02:28		6:32:28	6:30	##########	0.00	-0.50	-0.50	timesheet 0730-1430

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

Release: 2018-11
NSA: 05512

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

Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	HIDE Net Time	(Y) No lunch Claimed	Net Time	Hours Claimed	HIDE Discrepant Hours	Discrepant Hours	ADJ	Net Discrepant Hours	Notes
8/27/12	Mon	7:15:18													
		7:15:51													
		11:05:34													
		12:51:12													
		12:54:21		0:03											
		12:54:59													
		13:30:45													
		13:56:33													
		15:10:48													
		15:42:31			8:27:13		8:27:13		7:57:13	8:00	0:02:47	0.00		0.00	timesheet 0700-1530
8/28/12	Tue	7:39:23													
		7:39:56													
		11:16:25													
		12:25:39													
		13:25:05		0:59											
		13:25:38													late arrival
		13:30:11													
		15:34:39			7:55:16		7:55:16		7:25:16	8:00	0:34:44	0.50		0.50	timesheet 0715-1545
8/29/12	Wed	6:51:38													
		9:37:27													
		10:59:23													
		12:22:59													
		12:26:23		0:03											
		12:27:03													[redacted]
		14:52:46			8:01:08		8:01:08		7:31:08	8:00	0:28:52	0.25		0.25	timesheet 0645-1515
8/31/12	Fri	10:07:47													
		11:04:37													
		11:16:03			1:08:16		1:08:16	Y	1:08:16	1:00	##########	0.00		0.00	timesheet 1015-1115
9/4/12	Tue	7:49:36													
		15:41:58													
		15:51:55													late arrival
					8:02:19		8:02:19		7:32:19	8:00	0:27:41	0.25		0.25	timesheet 0730-1600
9/5/12	Wed	6:53:45													
		6:54:17													
		11:23:34													
		13:11:39		1:48											
		13:12:09													
		13:40:36													late arrival
		15:45:49		2:05											[redacted]
		15:46:21													timesheet 0630-1430
		15:53:19			8:59:34	3:53:18	5:06:16		4:36:16	8:45	4:08:44	4.00		4.00	and 1545-1700
9/6/12	Thu	7:28:04													
		7:28:38													
		8:21:13													
		8:36:09													
		8:38:52		0:02											
		8:39:27													
		13:04:48													[redacted]
		14:07:32		1:02											
		14:08:02													timesheet 0730-1600
		15:41:58			8:13:54	1:02:44	7:11:10		6:41:10	8:00	1:18:50	1.25	-1.00	0.25	Off-site ADET work
9/7/12	Fri	7:33:16													
		7:33:48													
		11:00:18													
		11:02:23													
		11:04:29		0:02											

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

Release: 2018-11
NSA: 05513

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

Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	HIDE Net Time	(Y) No lunch Claimed	Net Time	Hours Claimed	HIDE Discrepant Hours	Discrepant Hours	ADJ	Net Discrepant Hours	Notes
		13:28:46													
		13:34:54			6:01:38		6:01:38	Y	6:01:38	6:00	##########	0.00		0.00	timesheet 0730-1330
9/10/12	Mon	7:26:09													
		7:26:42													
		7:56:09		0:05											
		8:01:14													
		8:01:55													
		10:10:12													
		13:28:05													
		13:42:24		1:01											late arrival [redacted]
		14:43:30													
		14:44:03													
		16:00:18			8:34:09	1:01:06	7:33:03		7:03:03	8:00	0:56:57	0.75		0.75	timesheet 0715-1545
9/11/12	Tue	7:45:03													
		7:45:36													
		8:41:33													
		13:26:39													late arrival [redacted]
		14:36:52		1:10											
		14:37:24													timesheet 0715-1545
		15:34:45			7:49:42	1:10:13	6:39:29		6:09:29	8:00	1:50:31	1.75	-1.00	0.75	9-11 ceremony
9/17/12	Mon	7:40:29													
		7:41:00													
		10:56:15													
		11:01:29		0:05											
		11:02:07													
		11:44:48													
		13:26:07													
		14:48:21													
		14:53:01		0:04											
		15:15:49													
		15:56:11			8:15:42		8:15:42		7:45:42	8:00	0:14:18	0.00		0.00	timesheet 0715-1545
9/18/12	Tue	7:17:31													
		7:18:03													
		10:36:25													
		11:11:31													
		11:14:36													late arrival [redacted]
		13:57:16		0:59											
		14:56:51													
		14:57:21													
		15:48:31			8:31:00		8:31:00		8:01:00	8:00	##########	0.00	-0.50	-0.50	timesheet 0700-1530
9/19/12	Wed	7:16:52													
		7:17:27													
		7:37:56													
		7:43:18		0:05											
		7:43:55													
		10:37:12			3:20:20		3:20:20	Y	3:20:20	3:30	0:09:40	0.00		0.00	timesheet 0715-1045
9/20/12	Thu	7:34:16													
		7:34:52													
		9:28:48													
		10:47:58													
		11:29:36													
		11:37:20		0:04											
		11:41:33													
		11:57:28													late arrival [redacted]
		13:18:51													
		15:11:22			7:37:06		7:37:06		7:07:06	8:00	0:52:54	0.75		0.75	timesheet 0700-1530

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

Release: 2018-11
NSA: 05514

Doc ID: 6640371

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

Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	HIDE Net Time	(Y) No lunch Claimed	Net Time	Hours Claimed	HIDE Discrepant Hours	Discrepant Hours	ADJ	Net Discrepant Hours	Notes
9/21/12	Fri	7:01:40													
		7:02:14													
		8:57:09													
		11:02:10													
		12:34:15		1:32											
		12:36:14													
		14:11:20			7:09:40	1:32:05	5:37:35		5:07:35	6:30	1:22:25	1.25		1.25	timesheet 0700-1400
9/24/12	Mon	[redacted]								8:00	8:00:00	8.00	-8.00	0.00	TDY travel
9/25/12	Tue	[redacted]								8:00	8:00:00	8.00	-8.00	0.00	TDY
9/26/12	Wed	[redacted]								8:00	8:00:00	8.00	-8.00	0.00	TDY
9/27/12	Thu	[redacted]								8:00	8:00:00	8.00	-8.00	0.00	TDY travel
9/28/12	Fri	7:52:28		0:03											
		7:52:59													
		8:41:56		0:54											
		8:45:59													
		8:49:12													[redacted] late arrival
		8:49:43			6:05:53		6:05:53		5:35:53	6:30	0:54:07	0.75		0.75	timesheet 0700-1400
		10:57:31													
		11:51:33													
		11:52:05		0:57											[redacted] late arrival
		12:09:20													[redacted]
		12:48:28			8:41:54		8:41:54		8:11:54	8:45	0:33:06	0.50		0.50	timesheet 0700-1615
		13:58:21								8:00	8:00:00	8.00	-8.00	0.00	[redacted]
10/1/12	Mon	7:18:40													
		7:19:15													
		10:39:31		0:02											
		11:43:02													
		12:41:01			7:01:43		7:01:43		6:31:43	6:45	0:13:17	0.00		0.00	timesheet 0745-1500
		12:45:21													
		16:00:34													
10/2/12	Tue	[redacted]		0:04											
10/3/12	Wed	7:55:52		0:04											
		7:56:25													
		9:18:08													
		10:50:09													
		11:54:27													
		11:57:24													
		14:02:35													
		14:57:35			8:21:28		8:21:28		7:51:28	8:00	0:08:32	0.00		0.00	timesheet 0700-1530
10/4/12	Thu	7:09:18													
		7:09:51													
		7:54:12													
		7:59:07													
		7:59:44													
		9:02:12													
		11:13:14													
		11:17:30													
		11:18:08													
		13:01:22													
		14:16:06													
		15:30:46													
10/9/12	Tue	7:12:23													
		7:12:56													

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

Doc ID: 6640371

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

Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	HIDE Net Time	(Y) No lunch Claimed	Net Time	Hours Claimed	HIDE Discrepant Hours	Discrepant Hours	ADJ	Net Discrepant Hours	Notes
		10:54:39		0:01											
		10:56:25													
		10:56:57													[redacted]
		14:20:21													
		14:43:07													
		15:09:44			7:57:21		7:57:21		7:27:21	8:00	0:32:39	0.50		0.50	timesheet 0700-1530
10/10/12	Wed	7:42:09													
		7:42:49													
		8:28:20													
		8:36:00		0:07											
		8:36:33													
		11:05:53													
		12:10:20													
		12:30:32													
		13:16:29		0:45											
		13:17:02													late arrival
		14:29:22													
		15:39:57			7:57:48		7:57:48		7:27:48	8:00	0:32:12	0.50		0.50	timesheet 0700-1530
10/11/12	Thu									8:00	8:00:00	8.00	-8.00	0.00	[redacted]
10/12/12	Fri	7:08:04													
		7:08:35													
		9:25:55													
		11:57:28													
		12:11:10													
		12:14:54		0:03											
		12:15:29													
		12:30:21													
		13:54:51		1:24											
		13:55:19													
		14:23:23													[redacted]
		15:06:09			7:58:05	1:24:30	6:33:35		6:03:35	8:00	1:56:25	1.75		1.75	timesheet 0700-1530
10/15/12	Mon	7:42:13													
		7:42:44													
		8:10:46													
		8:14:00		0:03											
		12:38:09													
		13:20:43		0:42											
		13:21:13													
		13:41:41													
		14:34:04													[redacted]
		15:31:44			7:49:31		7:49:31		7:19:31	8:00	0:40:29	0.50		0.50	timesheet 0730-1600
10/16/12	Tue	7:32:49													
		7:33:18													
		7:46:15													
		8:16:33													
		9:02:36													
		9:44:30													
		9:44:40													
		11:24:37													
		12:04:35													
		12:11:43													
		13:30:50													late arrival
		15:38:45			8:05:56		8:05:56		7:35:56	8:00	0:24:04	0.25		0.25	timesheet 0715-1545
10/17/12	Wed	7:46:18													
		7:46:48													
		8:12:48													
		8:19:51		0:07											

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

Release: 2018-11
NSA: 05516

Doc ID: 6640371

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

[redacted]

Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	HIDE Net Time	(Y) No lunch Claimed	Net Time	Hours Claimed	HIDE Discrepant Hours	Discrepant Hours	ADJ	Net Discrepant Hours	Notes
		11:58:37													
		13:02:05													
		13:38:15													
		14:05:50		0:27											
		14:06:21													[redacted]
		15:15:38													[redacted]
		15:18:41			7:32:23		7:32:23		7:02:23	8:00	0:57:37	0.75		0.75	timesheet 0715-1545
10/19/12	Fri	6:58:41													
		6:59:12													
		10:06:20													
		10:49:00													
		12:02:07													
		12:51:57		0:49											
		12:52:24													
		12:58:41		0:51											
		13:49:58													
		13:50:28													
		14:27:48													
		15:20:06													
		15:24:03			8:25:22		8:25:22		7:55:22	8:00	0:04:38	0.00		0.00	timesheet 0645-1515
10/22/12	Mon	7:22:14													
		7:22:47													
		9:02:35													
		9:38:56													
		10:49:04													
		11:48:20													
		11:50:17													
		11:53:11		0:02											
		11:53:52													
		12:47:30													
		14:15:42													
		15:18:51			7:56:37		7:56:37		7:26:37	8:00	0:33:23	0.50		0.50	timesheet 0715-1545
10/23/12	Tue	6:36:45													
		6:37:19													
		6:58:27													
		7:01:35													
		7:28:57													
		7:33:13													
		7:40:00													
		12:01:20													
		12:21:42													
		12:26:34		0:04											
		12:29:29													
		12:43:28													
		12:46:05													
		15:46:41													
		15:52:43			9:15:58		9:15:58		8:45:58	9:00	0:14:02	0.00		0.00	timesheet 0630-1600
10/24/12	Wed	7:36:02													
		7:36:11													
		7:36:44													
		7:43:25													
		11:30:37													
		11:34:10		0:03											
		11:56:17													
		12:00:19													
		12:14:44													
		13:06:13													
		14:10:37													[redacted]
					6:34:35		6:34:35		6:04:35	8:00	1:55:25	1.75		1.75	timesheet 0730-1600

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

Release: 2018-11
NSA: 05517

Doc ID: 6640371

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

Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	HIDE Net Time	(Y) No lunch Claimed	Net Time	Hours Claimed	HIDE Discrepant Hours	Discrepant Hours	ADJ	Net Discrepant Hours	Notes
10/25/12	Thu	8:02:44													
		8:03:18													
		9:25:15													
		9:52:57													
		10:15:50													
		8:02:44													
		8:03:18													
		9:25:15													
		9:52:57													
		10:15:50													
		11:29:43													
		12:04:35		0:34											
		12:05:09													
		12:22:44													late arrival
		13:11:01													
		13:49:36			7:42:46		7:42:46		7:12:46	8:00	0:47:14	0.75		0.75	timesheet 0715-1545
		15:30:03													
		15:45:30													
10/26/12	Fri	7:28:02													
		7:28:08		0:03											
		7:28:39													
		8:23:32		0:06											late arrival
		8:27:29			6:24:29		6:24:29		5:54:29	6:15	0:20:31	0.25		0.25	timesheet 0715-1400
		10:39:21													
		12:47:36													
		12:53:58		0:03											
		13:03:27													late arrival
		13:52:31			8:04:29		8:04:29		7:34:29	8:00	0:25:31	0.25		0.25	timesheet 0645-1515
10/29/12	Mon	6:59:26													
		6:59:56													
		7:23:22		0:07											
		7:26:58													
		12:35:47			8:17:06		8:17:06		7:47:06	8:00	0:12:54	0.00		0.00	timesheet 0645-1515
		13:31:19													
		13:58:51													late arrival
		15:03:55		0:05											[redacted]
10/30/12	Tue	6:53:48			8:00:27		8:00:27		7:30:27	8:30	0:59:33	0.75		0.75	timesheet 0700-1600
		6:54:16													
		8:29:18													
		8:37:04		0:03											
		8:51:51													
		10:21:35													
		12:18:26		1:22											[redacted]
		15:10:54													
10/31/12	Wed	7:17:23													
		7:43:14													
		10:40:46													
		11:30:04													
		11:35:24													
		15:17:50													
11/2/12	Fri	7:05:09													
		7:05:39													
		7:41:40													
		7:45:12													
		7:45:55													
		11:24:15													
		12:46:52													
		12:47:31													

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

Release: 2018-11
NSA: 05518

Doc ID: 6640371

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

Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	HIDE Net Time	(Y) No lunch Claimed	Net Time	Hours Claimed	HIDE Discrepant Hours	Discrepant Hours	ADJ	Net Discrepant Hours	Notes
		12:50:55													timesheet 0700-1530
		15:19:13			8:14:04	1:22:37	6:51:27		6:21:27	8:00	1:38:33	1.50	-1.00	0.50	CAC Office, Buckley AFB
11/5/12	Mon	7:25:00													
		7:25:04													
		7:25:32													
		7:26:01													
		8:38:22													
		8:43:08		0:04											
		10:44:00													
		13:21:43													
		14:19:06													
		15:25:15			8:00:15		8:00:15		7:30:15	8:00	0:29:45	0.25		0.25	timesheet 0715-1545
11/6/12	Tue	7:07:07													
		7:07:38													
		9:55:03													
		10:05:19													
		11:23:43													
		12:20:56													
		12:48:37		0:27											
		12:49:09													
		13:24:36													
		14:58:38													
		15:27:14			8:20:07		8:20:07		7:50:07	8:00	0:09:53	0.00		0.00	timesheet 0645-1515
11/7/12	Wed	7:00:25													
		7:00:56													
		10:46:17													
		11:02:41													
		11:06:15		0:03											
		11:34:25													late arrival
		12:48:14													
		15:10:52			8:10:27		8:10:27		7:40:27	8:00	0:19:33	0.25		0.25	timesheet 0645-1515
11/8/12	Thu	7:05:11													
		7:05:45													
		8:07:28													
		8:09:31		0:02											
		8:10:06													
		8:26:14													
		8:36:36		0:10											
		8:37:08													
		10:02:38													
		12:54:23													
		13:28:44		0:34											
		13:29:14													
		13:59:06													
		14:15:30													
		14:56:17			7:51:06		7:51:06		7:21:06	8:00	0:38:54	0.50		0.50	timesheet 0700-1530
11/9/12	Fri	7:40:47													
		7:41:18													
		8:47:22													
		8:49:51		0:02											
		8:50:30													
		11:14:07													
		12:09:34			4:28:47		4:28:47	Y	4:28:47	4:30	0:01:13	0.00		0.00	timesheet 0730-1200
11/13/12	Tue	7:15:30													
		7:16:01													
		7:31:02			0:15:32		0:15:32		#########	9:00	9:14:28	9.00	-9.00	0.00	15 mins in bldg; drive to class

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

Release: 2018-11
NSA: 05519

Doc ID: 6640371

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

[redacted]

Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	HIDE Net Time	(Y) No lunch Claimed	Net Time	Hours Claimed	HIDE Discrepant Hours	Discrepant Hours	ADJ	Net Discrepant Hours	Notes
11/14/12	Wed	[redacted]								8:30	8:30:00	8.50	-8.00	0.50	[redacted]
11/15/12	Thu	15:41:42													
		15:42:14													
		16:11:57			0:30:15		0:30:15		0:00:15	8:30	8:29:45	8.25	-8.25	0.00	[redacted] drive to work; 15 mins at bldg
11/16/12	Fri	7:27:57													
		7:28:29													
		9:03:57													
		13:32:57													
		14:55:53			7:27:56		7:27:56		6:57:56	7:00	0:02:04	0.00		0.00	timesheet 0730-1500
11/19/12	Mon	7:49:31													
		7:52:27		0:08											
		7:52:57													
		11:56:13													
		12:04:39													
		12:05:17													
		13:25:55													[redacted]
		14:09:02													
		15:26:33													
		15:29:47		0:03	7:40:16		7:40:16		7:10:16	8:00	0:49:44	0.75		0.75	timesheet 0730-1600
11/20/12	Tue	7:36:45													
		7:39:40													
		7:40:11													
		8:03:50													
		8:36:31		0:02											
		8:38:58													
		12:06:00													
		12:07:10		0:02											
		12:10:05		0:41											
		12:51:07													
		12:51:38													
		12:58:16		0:04											
		13:03:02													
		13:05:37													
		13:08:48													[redacted]
		13:09:18													
		14:59:39			7:22:54		7:22:54		6:52:54	8:00	1:07:06	1.00		1.00	timesheet 0730-1600
11/21/12	Wed	9:10:08													
		9:10:40													times do not match timesheet
		10:12:04			1:01:56		1:01:56	Y	1:01:56	1:15	0:13:04	0.00		0.00	timesheet 1000-1115
11/26/12	Mon	7:22:34													
		7:23:06													
		10:04:13													
		10:06:15													
		10:42:19		0:36											
		10:42:50													
		11:00:02		0:04											
		11:04:32													
		11:05:01													
		15:30:54													
		15:55:42			8:33:08		8:33:08		8:03:08	8:00	##########	0.00		0.00	timesheet 0715-1545
11/27/12	Tue	7:27:05													
		8:39:55													
		11:07:12													
		12:36:24													
		13:27:38													

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

Release: 2018-11
NSA: 05520

Doc ID: 6640371

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

[redacted]

Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	HIDE Net Time	(Y) No lunch Claimed	Net Time	Hours Claimed	HIDE Discrepant Hours	Discrepant Hours	ADJ	Net Discrepant Hours	Notes
		13:32:02	[redacted]	0:04											
		13:32:40													
		15:40:51													
		15:42:36			8:15:31		8:15:31		7:45:31	8:00	0:14:29	0.00		0.00	timesheet 0715-1545
													Total	210.25	
															Last update: 20140602

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

Release: 2018-11
NSA: 05521

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

APPENDIX C

Email from [redacted] to the OIG dated 18 December 2012 includes [redacted] rebuttal to the 90-day analysis and [redacted] comments and/or concurrence for each incident

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

Release: 2018-11
NSA: 05522

From: [redacted]
To:
Cc:
Subject: RE: (U) IG inquiry
Date: Tuesday, December 18, 2012 2:38:30 PM
Attachments: IG Inquiry Response (FINAL).xlsx
IG Inquiry Response response.docx

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

[redacted]

I have completed the evaluation of [redacted] rebuttal. I appended my comments to each category of discrepancies in the second attachment. Please contact me if you need additional information.

[redacted]

-----Original Message-----
From: [redacted]
Sent: Tuesday, December 04, 2012 7:12 AM
To: [redacted]
Cc: [redacted] (b)(3)-P.L. 86-36
Subject: RE: (U) IG inquiry

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

[redacted]

(U//~~FOUO~~) The OIG has completed a comparison of [redacted] access control records with his timesheets for the period of 5/29/12-8/28/12 and we have attached a pdf spreadsheet identifying 129 possible discrepant hours. The next step in our process is for [redacted] supervisor to meet with him and share the attached. As his supervisor of record during the time period in question, you would be the most appropriate person to do this, even if you have moved to a new organization. You would have the most knowledge about what [redacted] was approved to do on a given day. [redacted] may have attended training, been on TDY, or attended a meeting outside of NSAC facilities which could explain the discrepancies between the access control records and timesheets. Meeting with [redacted] affords him the opportunity to offer an explanation for the discrepant hours identified.

(U//~~FOUO~~) By December 18th, please meet with [redacted] and show him the attached. After your meeting, please provide his explanations for my review. Additionally, please let me know if you concur with his explanations. For example, if he says he attended an external meeting with vendors on 7/30/12, from 1300-1600 - please provide those details as well as your concurrence or non-concurrence. I will credit [redacted] for any approved work-related events, travel, or training. I would concentrate closely on the following dates: 6/12/12, 6/19/12, 6/20/12, 6/21/12, 7/8/12, 7/13/12, 7/23/12, 7/24/12, and 7/25/12. After I receive your input, I will get back to you with the next step in our process. If you have questions, please contact me.

Thank you,

[redacted]

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

From: [redacted]
Sent: Thursday, November 29, 2012 1:42 PM
To: [redacted]
Cc:
Subject: RE: (U) IG inquiry

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

I left the office in which I supervised [redacted] in September 2012. I passed all of the timesheets to the other individual who initiated the IG action - [redacted] will forward the requested timesheets.

[redacted]

-----Original Message-----
From: [redacted]
Sent: Thursday, November 29, 2012 7:22 AM
To: [redacted]
Subject: RE: (U) IG inquiry

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

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

Thanks for the quick reply. Our first step is to complete a 3-month analysis of his timecards and access control records. (Hence my question about May 29, 2012 through August 28, 2012.) However, I find I am lacking some information to complete the analysis. I need [redacted] timesheet for 8/27-8/28 (pay period ending 9/8/12) and also 5/29-6/1 (pay period ending 6/2/12). Could you please provide them?

After I receive the information, I will get back with you regarding the next step in our process.

-----Original Message-----
From: [redacted]
Sent: Thursday, November 29, 2012 9:15 AM
To: [redacted]
Subject: RE: (U) IG inquiry

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

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

Yes, I was his supervisor. The division chief and I noted anomalies with his timesheet and initiated the investigation.

[redacted]

-----Original Message-----
From: [redacted]
Sent: Thursday, November 29, 2012 7:03 AM
To: [redacted]
Subject: (U) IG inquiry

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

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

Good morning,

(U//~~FOUO~~) Could you please confirm whether you were [redacted] supervisor during the period of May 29, 2012 through August 28, 2012?

Thank you,

[redacted]
Office of the Assistant Inspector General for Investigations, D14
[redacted]
963-0932(s) [redacted]
(b)(3)-P.L. 86-36

THIS E-MAIL MAY CONTAIN PRIVACY SENSITIVE INFORMATION

Any misuse or unauthorized disclosure may result in disciplinary action

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

APPENDIX D

Email from [redacted] to the OIG dated 8 November 2013 including mitigating information

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

Release: 2018-11
NSA: 05526

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

From: [redacted]
To: [redacted]
Cc: [redacted]
Subject: (U) OIG Investigation Information
Date: Friday, November 08, 2013 2:04:31 PM
Attachments: [redacted] OIG 1-Year Investigation Data.xlsx
OIG 1-Year Investigation Justifications.docx

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

[redacted]

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

I have three documents to submit as part of my justification of the hours in question for the sample time period. Two of the documents are attached; one I dropboxed to you because it was too large to email.

The files are:

1. [redacted]- OIG 1-Year Investigation Data.xlsx' – an Excel spreadsheet showing the hours in question, the hours I have justified, and the remaining (non-justified) hours.
2. [redacted]- OIG 1-Year Investigation Justifications.docx' – a Word document with detailed explanations of various categories of justified hours.
3. [redacted]- sample data.pdf' (dropboxed to cbduffy) – a scanned copy of the spreadsheet provided to me with my justifications.

In all, of the 330.5 hours that I was asked to justify, I am very confident in the 284.75 hours I was able to justify.

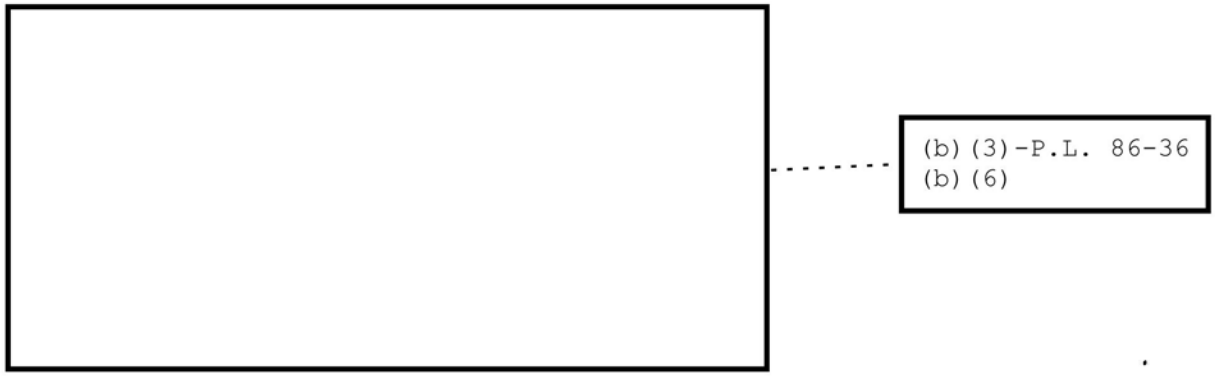
Of the remaining 45.75 hours, I was unable to either successfully remember what I was doing, or unable to justify my absence. There was no way to distinguish between the two, nor was there enough data for me to confidently decide either way.

As we discussed during our VTC three weeks ago, it was extremely difficult to reconstruct events that transpired so long ago. I am also still extremely concerned about the adjudication process, as many of the hours that I clearly justified during the initial 3-month sample period were not adjudicated fairly or honestly. I have re-examined that time period again, made a few minor adjustments, and hope that the second pass will be more fair.

Lastly, as I stated in the VTC, I have **never** consciously defrauded the government. I have clearly made mistakes, but they were out of ignorance and carelessness, not a concerted effort to commit fraud. I have honestly and, to the best of my ability, completely justified the vast majority (86.2%) of the hours in question.

Please let me know if there is anything else you need from me. I would also appreciate any information you can share about what happens next, likely timeframes, and what my options are if I again disagree with the results of the adjudication of the hours I have justified.

Thank you and have a good day.



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

APPENDIX E

Email from [redacted] to the OIG dated 17 March 2014 regarding mitigating information

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

Release: 2018-11
NSA: 05529

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

From:
To:
Cc:
Subject: RE: (U) OIG Investigation Information
Date: Monday, March 17, 2014 5:38:58 PM
Attachments: 2012-09 - TDY - Fort Meade.docx
2012-11-02 - CACmapbuckleyafb0001.pdf
2012-10-10 - Class Assessment Instructions .pdf
2012-09-06 - (2).pdf
2012-09-06 - .pdf
2012-09-06 - Email Requesting ADET Paperwork.pdf
2012-06-15 - Class Assessment Instructions .pdf
2012-05-24 - Drug Test Information.pdf

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

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

Below are the answers to the best of my ability. Due to the extreme length of time since the events and the relatively mundane nature of some of the events in question, my memory of specific details is incomplete.

You noted the following activities. Please answer the questions/provide documentation.

(b) (6)

- 1/10/12: Unclassified briefing outside of CONFIRM
  - Do you have any documentation or other proof that briefing occurred?
    I was unable to find any documentation of this meeting. At the time I was working Someone on the multi-agency team invited an employee of a contracting vendor who presented an UNCLASSIFIED briefing
  - What time did the briefing occur (start/stop times)?
    The meeting was scheduled for after lunchtime. Government civilian employees gathered about 15 minutes early to review some important rules, including the fact that we were not authorized to solicit any product or service and were gathering information only.

(b) (1)
(b) (3)-P.L. 86-36

  - Are there any witnesses to this activity?
    I remember three specific people being present: -I think he may have organized the meeting), and

- 3/9/12: CIA meeting
  - Do you have any documentation or other proof that meeting occurred?
    No. I was unable to find the email arranging the meeting. The purpose of the meeting was to follow up on a CIA class I had taken in the UNCLASSIFIED class was called After taking the class, I had discussed with my branch and division chiefs the possibility

of bringing the class to NSA-Colorado for my coworkers in [redacted] The purpose of the meeting was to get initial information about how the class was administratively handled to decide whether or not it was worth pursuing.

- With whom did you meet and where?
  I do not remember the name of the person I met with. We met in the CIA HQ lunchroom. He was a CIA contractor that had been involved in the class.
- What time was the meeting (start/stop times)?
  I timed the trip so that it would not conflict with any formal briefings related to the [redacted] class I was taking while TDY at NSAW and to ensure that I could drive to and from CIA HQ as quickly as possible (when traffic would be minimal.) The drive to and from CIA was approximately 35-40 minutes each way. The meeting was schedule for about 1pm. We only spoke for about 20 minutes.

- 4/11/12: CIA meeting
  - Do you have any documentation or other proof that meeting occurred?
    No. This meeting followed on from the meeting a month prior. I gathered more detailed information (cost, locations, etc.) about the class and how it could be contracted to come to NSA-Colorado.
    (b)(3)-P.L. 86-36
  - With whom did you meet and where?
    Again, I don't remember the name of the person I spoke with, but we simply met in the CIA HQ lunchroom. As a contractor, he did not have an office—CIA HQ was a convenient place to meet since he worked somewhere in the area and HQ was easy for me to find.
  - What time was the meeting (start/stop times)?
    Again, I timed the trip to not conflict with any scheduled briefings for the [redacted] class I was TDY to attend at NSAW. There was more traffic (I think due to construction on the beltway) that made the trip last longer than I expected.

- 4/12/12: What does "change travel arrangements & trip to BWI" mean?
  - Elaborate
    Near the end of my [redacted] class, I found that it was possible to leave for home a day early and save the gov't some money. This required me to make various alternate arrangements, including vehicle and airline adjustments. I made a trip to BWI the day before I flew home to work out last-minute arrangements with the airline and car rental companies. I decided to check my bags and check into my flight on the 12th at the airport because my flight time on Friday was relatively close-in-time to the [redacted] graduation ceremony. My ability to meet my new flight time necessitated going to the airport, checking into my flight, and checking my bags the day before.
  - What time did you do this activity (start/stop times)?
    The entire process required me to pick up my bags at the hotel, drive to the airport and handle everything there, then go to the car rental building (several miles from the airport) to confirm that turning in my car early would not entail an additional fee, and then return to NSA. All told, it took ~3.5 hours to take care of

everything. By this time, class instruction for [redacted] was over and I had completed and handed in all assignments and reports.

- 5/16/12: Fire drill.
  - Do you have any other information to provide?
    The ADF-C typically conducts [redacted] fire drills per year during the spring-summer timeframe when weather is conducive to requiring almost all employees to go outside for the entire process. Once everyone leaves the building, we stand around outside for about 45 minutes. Once the all-clear is given, there are [redacted] people trying to enter through two lobbies, which takes a while. Sometimes they require people to log in completely, sometime they only visually check badges. I have not observed any consistency. As noted, I made a guess as to the date of this event.
  - How long did the drill last (start/stop times)?
    In my experience at the ADF-C, fire drills typically take 60-90 minutes in total, from the time that employees exit the building until they re-enter.

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

- 5/24/12: Random drug testing offsite.
  - Do you have any documentation or other proof that drug testing was requested & occurred?
    Yes, I retained the form my supervisor presented to me formally notifying me of the random drug test and the form provided afterwards. I have scanned an included a copy of the 'Notification to Report for Random Drug Testing' and the 'Federal Drug Testing Custody and Control Form'.
  - Where was drug testing conducted?
    The drug test was conducted on Buckley ADF, but outside the ADF-C compound. Due to limited parking, I had to walk approximately 1 mile to the [redacted] [redacted] wait to take the drug test, and then walk back. The address provided on the notification form is [redacted] Buckley AFB, [redacted]
  - What time was did event occur (start/stop times)?
    I was notified at that the test was to be conducted within 2 hours of notification. I left immediately after notified at 0830 and returned once it was complete (including travel time to and from the facility). The time indicated on the CONFIRM spreadsheet reflect this. There were several other personnel notified at the same time and I had to wait in line at the drug testing facility.

- 6/15/12: On-line class pre-test conducted offsite.
  - Do you have any documentation or other proof that pre-test was taken?
    I have the email received from the course facilitating organization specifying that the pre-test/assessment must be completed. I have scanned it and included it.
  - What was the pre-test for?
    The pre-test was an assessment for the [redacted] [redacted] assessment. It was required as part of the two-week [redacted] course that I attended. The assessment was administered through a third-party company. I was provided a

[redacted] (b) (6)

username and password to log into the website to take the assessment. Per ADF-C policy, nobody is authorized to access any UNCLASSIFIED websites that require a username and password. There was no possible, legal way for me to take the assessment at work. Instead, I took it during a lunch break at home.

- Where did you take the pre-test (location)?
  I took the assessment from home on my personal computer.
- What time did you take the pre-test (star/stop times)?
  The test took ~20 minutes and was taken during a lunch break. As noted by CONFIRM, this was between 1216-1317.
- Are there any witnesses to this activity?
  No; nobody else went home with me for my lunch break and the assessment.

- 7/27/12: Assisting w/morale event outside of turnstile?
  - Do you have any documentation or other proof that this activity occurred?
    I did not save any of the announcement emails relating to the NSAC Summer Picnic, but I consulted with one of my co-workers [redacted] who confirmed the date and time (July 27, 2012 from 1200-1600).
  - Describe the event. (b)(3)-P.L. 86-36
    The NSA-Colorado Summer Picnic is an annual event for all NSAC personnel. On the day of the event, I was invited to go early to help with setting up the tables and food at the off-site park.
  - Where did the event take place (location)?
    The annual picnic has been held in the same place for the last three years: a park outside of Buckley AFB. I do not have the name of the park available, but it is off [redacted] in Aurora, CO.
  - What time was the event (star/stop times)?
    The event was scheduled for 1200-1600. However, volunteers willing to assist with the preparations were instructed to leave early for the event. I was asked to help set-up and left at 1100.
  - Are there any witnesses to this activity?
    Technically, anyone at NSA-Colorado could have seen me there, including the Director , NSA-Colorado, whom I greeted and spoke with briefly. From my own organization, [redacted] and [redacted] were with me to help set-up.

- 9/6/12: Completing ADET paperwork off-site?
  - Do you have any documentation or other proof that this activity occurred?
    I have copies of the paperwork I filed with ADET; the paperwork was required to [redacted] The information ADET required me to provide required me to log in to [redacted] website, which in turn required a username and password to access.
  - Where did you complete the paperwork? (location)
    I completed the paperwork at home, since the ADF-C does not provide a technical means to access internet sites requiring a login and password. It is against

(b)(6)

security policy to use the Open Source Information System to access websites that require a username/password to access. There was no other way to get the required information in time than to leave the ADF-C.

- What time did you perform this activity (start/stop times)?
  From 1300-1400.
- Are there any witnesses to this activity?
  My division chief, [redacted] was aware that I was scrambling to complete the paperwork before the ADET deadline, which was imminent, though I don't remember if it was that same day or the next day. For the record, despite being accepted [redacted] I canceled my participation as a direct result of this investigation per [redacted] recommendation..

(b) (6)

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

- 9/11/12: 9/11 Ceremony ADC-F all
  - Where did the ceremony take place? (location)
    The ADF-C held a ceremony open to all personnel on-site in honor of the victims of the September 11, 2001 terrorists attacks, The ceremony was held by the flagpole outside the south entrance of the ADF-C. As part of the ceremony, personnel from each category (military branches, civilian, contractor, etc.) were lined up and arranged in an organized formation for the ceremony. I volunteered as one of the civilian government employee representative, which required me to show up early enough to receive formation instructions.
  - What was the timeframe of the event (start/stop times)?
    The ceremony started at approximately 1400. I showed up 30 minutes early to receive instructions on where to stand and what to do during the ceremony. It lasted approximately 30 minutes. Total time was 1330-1430 for preparation and ceremony.

- 9/24 – 9/27/12: TDY to Fort Meade
  - When you TDY'd to Fort Meade during this time, with whom did you meet in [redacted]
    I have included the travel report (as an attachment) from this trip to Fort Meade. It documents my activities during the trip.

- 10/10/12: completed and printed class paperwork off-site
  - Do you have any documentation or other proof that this activity occurred?
    I have several emails from the contracting facilitator for the class instructing me to log into an internet site and take the [redacted] assessment. I have included one of these emails that gives the instructions.
  - Where did you complete the paperwork? (location)
    I completed the paperwork at home, since the ADF-C does not provide a technical means to access internet sites requiring a login and password. It is against security policy to use the Open Source Information System (OSIS) to access websites that require a username/password to access. There was no other way to get the required information in time than to leave the ADF-C.
  - What time did you perform this activity (start/stop times)?
    It took me ~45 minutes to drive home, take the assessment, and return to the

ADF-C: 1230-1315, as noted in the sample data.

- Are there any witnesses to this activity?
  [redacted] was the contracting facilitator and instructor for the course. She sent the emails with instructions.

- 11/2/12: Re-load of PKI certs off-site
  - Do you have any documentation or other proof that this activity occurred?
    My ADF-C PKI certs for accessing the Air Force [redacted] system are loaded on my CAC cad, but all the paperwork I filled out for the [redacted] account was turned in to the site computer system administrators [redacted] I do not have copies.
  - Where did this activity occur? (location)
    The nearest location to take care of this activity was [redacted] on Buckley AFB. I have included a map (as an attachment) that is provided by the ADF-C for personnel conducting the exact business I was taking care of. In addition, here is the link NSAC's instructions (under Common Access Card):
    [redacted]
  - What time did you perform this activity (start/stop times)?
    The CAC office in [redacted] did not permit scheduling an appointment—it was first come, first serve. The entire trip took nearly 90 minutes. As indicated from the sample data, I was outside of the ADF-C (but still on Buckley AFB) from 1124-1246.
  - Are there any witnesses to this activity?
    I notified my supervisor, [redacted] of my activities and, in fact, had asked her for instructions and guidance to complete it. The Air Force personnel at the CAC office also would have seen me, as well as the dozens of other people in line waiting for assistance at the CAC office.

(b) (6)

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

- 11/20/12: meeting in another building
  - Do you have any documentation or other proof that this meeting occurred?
    Unfortunately, I was unable to re-locate the documentation of this meeting.
  - Where did the meeting occur? (location)
    The meeting did not occur. I was supposed to meet someone at a contractor facility [redacted] south of the ADF-C. We had exchanged cell phone numbers in case I had trouble finding the site. Halfway there, I received a call that he had to cancel and immediately turned around and returned to the ADF-C.
  - What time was the meeting (start/stop times)?
    If I remember correctly, the meeting was for 1300. However, it didn't happen and I returned to the ADF-C before the meeting should have started.
  - Who was the meeting with?
    I do not remember the name of the contractor. I do remember deciding that I would never waste my time trying to make life easier for off-site contractors ever again.

The attachments are as follows (with filename and description):

1. '2012-05-24 - Drug Test Information.pdf' – The two forms showing my

random drug test instructions, requirements, and completion.

2. '2012-06-15 - Class Assessment Instructions [redacted] pdf' – Instructions from course facilitator to take online class assessment [redacted] which cannot be done at ADF-C.
3. '2012-09-06 - Email Requesting ADET Paperwork.pdf' – Request for additional information from ADET, including class descriptions that I could not acquire at ADF-C.
4. '2012-09-06 - [redacted] – First of two documents [redacted]
5. '2012-09-06 - [redacted] – Second of two documents [redacted]
6. '2012-10-10 - Class Assessment Instructions [redacted] pdf' – Instructions from course facilitator to take online class assessment [redacted] which cannot be done at ADF-C.
7. '2012-11-02 - CACmapbuckleyafb0001.pdf' – Map of Buckley AFB showing location of [redacted] CAC office) in relation to ADF-C; also available from link provided above.
8. '2012-09 - [redacted] TDY - Fort Meade.docx' – TDY Report from September 2012.

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

(b) (6)

I believe that covers everything. I have provided this information to the best of my ability based on available documentation and my own memory. Any shortcomings or oversights are due to the extended length of time since the events. Please let me know if there are additional questions.

V/r,

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

[redacted]

From: [redacted]
Sent: Friday, January 31, 2014 5:13 PM
To: [redacted]
Cc:
Subject: RE: (U) OIG Investigation Information
Importance: High

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

[redacted]

I have some additional questions, below, regarding the mitigating information you provided to the OIG. Feel free to insert your responses after each question and forward any supporting documents to me via email or place them in my dropbox.

Please consider any responses you provide as a continuation of your official statement to the OIG, initially made via VTC on 17 October 2013.

Please let me know if you have any questions.

Thank you,

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

You noted the following activities. Please answer the questions/provide documentation.

- 1/10/12: Unclassified briefing outside of CONFIRM [redacted]
  - Do you have any documentation or other proof that briefing occurred?
  - What time did the briefing occur (start/stop times)?
  - Are there any witnesses to this activity?

- 3/9/12: CIA meeting
  - Do you have any documentation or other proof that meeting occurred?
  - With whom did you meet and where?
  - What time was the meeting (start/stop times)?

- 4/11/12: CIA meeting
  - Do you have any documentation or other proof that meeting occurred?
  - With whom did you meet and where?
  - What time was the meeting (start/stop times)?

- 4/12/12: What does "change travel arrangements & trip to BWI" mean?
  - Elaborate
  - What time did you do this activity (start/stop times)?

- 5/16/12: Fire drill.
  - Do you have any other information to provide?
  - How long did the drill last (start/stop times)?

- 5/24/12: Random drug testing offsite.
  - Do you have any documentation or other proof that drug testing was requested & occurred?
  - Where was drug testing conducted?
  - What time was did event occur (start/stop times)?

- 6/15/12: On-line class pre-test conducted offsite.

- Do you have any documentation or other proof that pre-test was taken?
- What was the pre-test for?
- Where did you take the pre-test (location)?
- What time did you take the pre-test (star/stop times)?
- Are there any witnesses to this activity?

- 7/27/12: Assisting w/morale event outside of turnstile?
  - Do you have any documentation or other proof that this activity occurred?
  - Describe the event.
  - Where did the event take place (location)?
  - What time was the event (star/stop times)?
  - Are there any witnesses to this activity?

- 9/6/12: Completing ADET paperwork off-site?
  - Do you have any documentation or other proof that this activity occurred?
  - Where did you complete the paperwork? (location)
  - What time did you perform this activity (start/stop times)?
  - Are there any witnesses to this activity?

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

- 9/11/12: 9/11 Ceremony ADC-F all
  - Where did the ceremony take place? (location)
  - What was the timeframe of the event (start/stop times)?

- 9/24 – 9/27/12: TDY to Fort Meade
  - When you TDY'd to Fort Meade during this time, with whom did you meet in [redacted]

- 10/10/12: completed and printed class paperwork off-site
  - Do you have any documentation or other proof that this activity occurred?
  - Where did you complete the paperwork? (location)
  - What time did you perform this activity (start/stop times)?
  - Are there any witnesses to this activity?

- 11/2/12: Re-load of PKI certs off-site
  - Do you have any documentation or other proof that this activity occurred?
  - Where did this activity occur? (location)
  - What time did you perform this activity (start/stop times)?
  - Are there any witnesses to this activity?

- 11/20/12: meeting in another building
  - Do you have any documentation or other proof that this meeting occurred?
  - Where did the meeting occur? (location)
  - What time was the meeting (start/stop times)?
  - Who was the meeting with?

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

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

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

From: [redacted]
Sent: Friday, November 08, 2013 2:04 PM
To: [redacted]
Cc: [redacted]
Subject: (U) OIG Investigation Information

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

[redacted]

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

I have three documents to submit as part of my justification of the hours in question for the sample time period. Two of the documents are attached; one I dropboxed to you because it was too large to email.

The files are:

1. [redacted]- OIG 1-Year Investigation Data.xlsx' – an Excel spreadsheet showing the hours in question, the hours I have justified, and the remaining (non-justified) hours.
2. [redacted]- OIG 1-Year Investigation Justifications.docx' – a Word document with detailed explanations of various categories of justified hours.
3. [redacted] sample data.pdf' (dropboxed to [redacted] – a scanned copy of the spreadsheet provided to me with my justifications.

In all, of the 330.5 hours that I was asked to justify, I am very confident in the 284.75 hours I was able to justify.

Of the remaining 45.75 hours, I was unable to either successfully remember what I was doing, or unable to justify my absence. There was no way to distinguish between the two, nor was there enough data for me to confidently decide either way.

As we discussed during our VTC three weeks ago, it was extremely difficult to reconstruct events that transpired so long ago. I am also still extremely concerned about the adjudication process, as many of the hours that I clearly justified during the initial 3-month sample period were not adjudicated fairly or honestly. I have re-examined that time period again, made a few minor

adjustments, and hope that the second pass will be more fair.

Lastly, as I stated in the VTC, I have **never** consciously defrauded the government. I have clearly made mistakes, but they were out of ignorance and carelessness, not a concerted effort to commit fraud. I have honestly and, to the best of my ability, completely justified the vast majority (86.2%) of the hours in question.

Please let me know if there is anything else you need from me. I would also appreciate any information you can share about what happens next, likely timeframes, and what my options are if I again disagree with the results of the adjudication of the hours I have justified.

Thank you and have a good day.

[redacted]

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

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

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

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

(b) (6)

APPENDIX F

Email from [redacted] previous supervisor) to the OIG dated 21 April 2014 with comments regarding [redacted] mitigating information

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

Release: 2018-11
NSA: 05541

From: [redacted]
To: [redacted]
Subject: RE: (U) OIG Investigation - 1 year analysis
Date: Monday, April 21, 2014 3:06:50 PM

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

[redacted]

Below are my responses in red. I am available this week except for tomorrow morning.

Tks,

[redacted]

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

From: [redacted]
Sent: Wednesday, April 16, 2014 8:44 AM
To: [redacted] (b) (3)-P.L. 86-36 (b) (6)
Subject: (U) OIG Investigation - 1 year analysis
Importance: High

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

[redacted]

I am finally working on the time and attendance case for [redacted] and will be able to bring it to closure after you respond to this email and have a follow-up conversation with me on the telephone. I sincerely apologize for the extended delay. Other investigations were assigned to me as priorities and I have not been able to work on this case. (b) (6)

As you may recall, the OIG initially conducted a review of [redacted] time and attendance for a 90-day timeframe (5/29/12 through 8/28/12). Although some hours were mitigated, the amount of potential discrepant hours that remained caused the OIG to conduct a review for a 12-month time frame (12/12/11 through 11/27/12, which included the 90-day timeframe).

[redacted] has already provided mitigating information for the entire timeframe. At this time I require your input or concurrence on some of the information he provided to the OIG.

FYI - I understand that [redacted] was [redacted] supervisor from [redacted] through the August/September 2012 timeframe and then around August/September you became his supervisor. I will be sending a similar email to [redacted]

For the timeframe you were his supervisor, please consider the following information and provide your responses to me via email. After I receive our responses, I'll need to conduct a

telephone interview with you and will attempt to arrange a date/time that is convenient for you.

Please respond no later than 25 April 2014.

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

- POTUS Delay. For the following date, [redacted] claimed Buckley Air Force Base was temporarily shut down during President Obama's visit, when the POTUS' motorcade entered or exited the base. On these days, he said he attempted to leave early to avoid having to stay late during the evening shutdown. However, the time estimate provided to employees for the base shut-down was incorrect resulting in him being stuck in traffic during the POTUS' motorcade departure from the base. Since he was stuck in parking lot traffic, he could not park his car to return to his office. The time he spent in his vehicle inside the ADF-C complex parking lot, while detained by security services, was justified as work time.
- Did you (or someone else) approve this time as official work time?
  - 8 August 2012, 1.25 hours (He may have been working for [redacted] during this time?? If so, please let me know.)
    There was a POTUS visit on this day but no one was approved time if they were caught in the parking lot. They usually make announcements the week of so people can adjust their schedules. I took over as [redacted] supervisor in August but I don't remember the exact date.

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

- Travel Paperwork Problems: For the following dates, [redacted] claimed he left the workplace to go home in order to access an unclassified internet, which was not available at NSAC. He did this in order to print travel receipts and related travel documents so he could complete his mission required travel claims. He stated that you provided permission for him to do so.
  - Is it true that there is no access to an unclassified system? We do have an unclass network here, but he may not have applied for an account.
  - Did you provide approval as noted above for the following dates/times? I did not provide approval for him to go home to get travel documentation that could have very well been brought in the next day. Also, the below three dates surround only one TDY that he went on, so I don't know why he would have to go home three times to get paperwork for one TDY. (TDY dates: 9/24/12 – 9/26/12
  - 9/21/12 – (1.25) in support of TDY to Ft. Meade*
  - 9/28/12 – (.75) in support of TDY to Ft. Meade*
  - 10/1/12 – (.50) in support of TDY to Ft. Meade

*He may have been working for [redacted] If so, please let me know. He was working under me at this time.

Please confirm or provide your comments for the following events:

- [redacted] claimed that on 10/2/12 he attended an 8 hour class at [redacted] Yes.

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

- [redacted] claimed that on 10/10/12 he spent about 30 minutes completing and printing off paperwork at an off-site location (because an unclassified computer was not available in the workplace) for a 10/11/12 [redacted] class. He had a class on 10/11/12. [redacted] I don't know why he would have to go somewhere the day before the class to complete his [redacted] assessment.
- [redacted] claimed that on 10/11/12 he attended an 8 hour [redacted] class. Yes [redacted]
- [redacted] claimed that on 11/13/12, 11/14/12, 11/15/12 he attended a [redacted] class, 8 hrs per day. Yes. [redacted]

Please let me know if you have any questions.

[redacted]

(b)(6)

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

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

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

From: [redacted]
Sent: Monday, September 23, 2013 11:29 AM
To: [redacted]
Subject: RE: (U) OIG Investigation

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

[redacted]

That's correct, [redacted] will become his new supervisor for the new rating period. I will be available for any questions you might have during the investigation.

Tks,

[redacted]

From: [redacted]
Sent: Friday, September 20, 2013 7:59 AM
To: [redacted]
Subject: FW: (U) OIG Investigation

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

told me that he has a new supervisor, though this action has not yet been formalized. Would you please confirm?

If so, I will just want to notify of the investigation, though no action will be required on his part.

I will still need for you to verify his mitigating information/explanations for the Sep-Nov 12 timeframe.

Thank you,

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

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

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

From:
Sent: Thursday, September 19, 2013 5:00 PM
To:
Cc:
Subject: RE: (U) OIG Investigation

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

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

I do have access to private VTC suites, although scheduling them must be done in advance. Please let me know the timeframe when you want to conduct the interview and I will attempt to schedule an appropriate room.

On a side note, is no longer my formal supervisor, but I still work closely with her and spoke to her about your below communication. My new supervisor is ; this is a recent change and the formal transfer is in process.

Lastly, I would I would like to know whether I am permitted to have additional personnel in attendance at the interview, namely and potentially an HR

(b) (6)

representative.

Thank you for your time.

V/r,

[redacted]

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

From: [redacted]
Sent: Thursday, September 19, 2013 1:17 PM
To: [redacted]
Subject: (U) OIG Investigation
Importance: High

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

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

[redacted]

As you are aware, the Office of the Inspector General (OIG) received an allegation that you engaged in timecard fraud by deliberately claiming more time worked on your timesheets than you were present for duty.

To address the allegation, the OIG conducted an initial review of your time and attendance records, which covered a 90-day timeframe, and provided the analysis [redacted] your supervisor at the time. You then provided mitigating information to [redacted] for days where discrepant hours were identified. For days where mitigating information could be validated or where your supervisor concurred with your explanation, the OIG credited time for those instances.

At the conclusion of the OIG's 90-day timeframe review and mitigation of your time and attendance data, the overall analysis still showed an abundance of discrepant hours for that 90-day timeframe. As a result, the OIG opened an investigation and conducted an analysis of your time and attendance for a one-year timeframe, from 12 December 2011 – 27 November 2012. The total of discrepant hours is 330.50. This includes the 90-day timeframe which has already been mitigated.

As part of our investigation, it will be necessary that I interview you, which normally takes about one hour. Due to privacy concerns and because the OIG takes sworn, tape-recorded testimony from those we interview, the interview would normally take place in OIG office spaces. However, due to the fact that you are located at NSAC, I would like to conduct the interview via VTC. Do you have access to VTC, in a private location, so that we can complete the interview in this manner? Please let me know.

As you prepare for the interview, you should be gathering proof of any work activity that would have taken you outside of the building's Access Control System (sometimes referred to as CONFIRM) during the timeframe in question. For example, if you maintain a calendar, you will want to make a copy of it for the timeframe in question, and bring it to your interview. If you were TDY or attended meetings or training activities, you will want to make note of these dates and be prepared to provide supporting documentation to the OIG. Emails, monthly activity reports, or other records may also be helpful to you when reconstructing your work activities for dates in question.

When we meet, we will talk about the one-year analysis, and then you will be provided with a copy of the analysis so that you can take the time to review each day with discrepant hours and map any mitigating information you have, to those days. After you provide all mitigating information to me, I will discuss your supporting documentation and/or explanations further with [redacted] and/or [redacted] your supervisors during the timeframe in question, before performing a final analysis and providing you with the OIG's tentative conclusion. You will then have the opportunity to respond to the tentative conclusion, which will be taken into consideration, prior to the OIG issuing their final conclusion on the investigation.

(b) (6)

I have informed your supervisor, [redacted] that at the conclusion of the 90-day analysis, the OIG opened a one-year investigation regarding your time and attendance, and that we would be requesting an interview with you.

At this time, please let me know if you have VTC availability for an interview. If so, we can work together to schedule a good time for both of us.

I look forward to talking with you.

Regards,

[redacted]

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

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

Senior Investigator

NSA/CSS OIG, Office of Investigations, D14

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

963-2988(s) [redacted]

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

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

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

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

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

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

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

APPENDIX G

Email from [redacted] previous supervisor) to the OIG dated 25 April 2014 with comments regarding [redacted] mitigating information

From: [redacted]
To:
Subject: RE: (U) OIG Investigation - 1 year analysis
Date: Friday, April 25, 2014 9:35:01 AM
Attachments: Q for [redacted] doc
IG Inquiry Response [redacted] response.docx

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

[redacted]

Attached are my responses for the questions you posed. I am a bit puzzled how [redacted] could mitigate most of the discrepancies. ADF-C security personnel confirmed that several of his explanations (north gate construction, vehicle inspections, fire drill, etc.) were not valid. If you would like to speak to the ADF-C security POC, please contact me, and I will provide [redacted] details.

[redacted]

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

From: [redacted]
Sent: Wednesday, April 16, 2014 9:13 AM
To: [redacted]
Subject: (U) OIG Investigation - 1 year analysis
Importance: High

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

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

[redacted]

I am finally working on the time and attendance case for [redacted] and will be able to bring it to closure after you respond to this email and have a follow-up conversation with me on the telephone. I sincerely apologize for the extended delay. Other investigations were assigned to me as priorities and I have not been able to work on this case.

As you may recall, the OIG initially conducted a review of [redacted] time and attendance for a 90-day timeframe (5/29/12 through 8/28/12). Although some hours were mitigated, the amount of potential discrepant hours that remained caused the OIG to conduct a review for a 12-month time frame (12/12/11 through 11/27/12, which included the 90-day timeframe).

[redacted] has already provided mitigating information for the entire timeframe. At this time, the OIG requires your input or concurrence on some of the information he provided to the OIG, as noted below (and also included as an attachment in the event the tabs/bullets were misaligned in the email after it was transmitted to you).

FYI - I understand that you were [redacted] supervisor from [redacted]

(b)(6)

Release: 2018-11
NSA: 05550

through the August/September 2012 timeframe and then around August/September [redacted] became his supervisor. I will be sending a similar email to [redacted]

For the timeframe you were his supervisor, please consider the following information and provide your responses to me via email. After I receive our responses, I'll need to conduct a telephone interview with you and will attempt to arrange a date/time that is convenient for you.

Please respond no later than 25 April 2014.

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

POTUS Delay. For the following dates, [redacted] claimed Buckley Air Force Base was temporarily shut down during President Obama's visit, when the POTUS' motorcade entered or exited the base. On these days, he said he attempted to leave early to avoid having to stay late during the evening shutdown. However, the time estimate provided to employees for the base shut-down was incorrect resulting in him being stuck in traffic during the POTUS' motorcade departure from the base. Since he was stuck in parking lot traffic, he could not park his car to return to his office. The time he spent in his vehicle inside the ADF-C complex parking lot, while detained by security services, was justified as work time.

Did you (or someone else) approve this time as official work time?

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

- 23 May 12, 2.50 hours
- 8 August 2012, 1.25 hours (He may have been working for [redacted] during this time?? If so, please let me know.)

Travel Paperwork Problems: For the following dates, [redacted] claimed he left the workplace to go home in order to access an unclassified internet, which was not available at NSAC. He did this in order to print travel receipts and related travel documents so he could complete his mission required travel claims. He stated that you provided permission for him to do so.

(b)(6)

Is it true that there is no access to an unclassified system?
Did you provide approval as noted above for the following dates/times?

- 12/12/11 – (2.50) Post TDY to [redacted] and Ft. Meade MD
- 12/13/11 – (2.00) Post TDY to [redacted] and Ft. Meade MD
- 12/14/11 – (1.00) Post TDY to [redacted] and Ft. Meade MD
- 12/15/11 – (2.00) Post TDY to [redacted] and Ft. Meade MD
- 1/31/12 – (2.00) TDY to Ft. Meade
- 2/1/12 – (1.75) PCS related paperwork
- 6/7/12 – (1.50) TDY to [redacted] (canceled by leadership, but paperwork still had to be done)
- 7/17/12 – (1.50) TDY to Ft. Meade
- 7/18/12 – (1.25) TDY to Ft. Meade
- 7/19/12 – (1.00) TDY to [redacted] (canceled by leadership, but paperwork

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

still had to be done)

- 9/21/12 – (1.25) in support of TDY to Ft. Meade*
- 9/28/12 – (.75) in support of TDY to Ft. Meade*

*He may have been working for [redacted] If so, please let me know. (b)(6)

[redacted] claimed that on 5/16/12 he was out of the building for one hour (either between approximately 1100-1200 or 1300-1400) due to a fire drill.

Please let me know if you have any questions.

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

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

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

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

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

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

APPENDIX H

Email from [redacted] to the OIG dated 12 May 2013, with access control record showing [redacted] was inside NSAW access control on 25 and 26 September 2014

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

From: [redacted]
To:
Subject: RE: (U) Access Control Records
Date: Monday, May 12, 2014 1:36:36 PM
Attachments: [redacted]

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

[redacted]

Attached are the reports on the BNIs for 25-26 Sep 2012.

R,

[redacted]

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

From: [redacted]
Sent: Monday, May 12, 2014 1:21 PM
To: [redacted]
Subject: RE: (U) Access Control Records

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

Hi [redacted]
Here are the SSN's. Thank you very much for checking into this.

[redacted]

(U//~~FOUO~~) [redacted] (b)(3)-P.L. 86-36
(b)(6)
Senior Investigator
NSA/CSS OIG, Office of Investigations, D14
[redacted]
963-2988(s) / [redacted]

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

From: [redacted]

Sent: Monday, May 12, 2014 12:56 PM
To: [redacted]
Cc: [redacted]
Subject: RE: (U) Access Control Records

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

[redacted]

We'll look in our logs to see if they received a Temporary or Visitor badge during that time frame. Can you send us their SSN's?

Thank you,

[redacted]

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

From: [redacted]
Sent: Monday, May 12, 2014 11:52 AM
To: [redacted]
Cc: [redacted]
Subject: FW: (U) Access Control Records

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

Good morning,

I received an out-of-office reply for [redacted] and am wondering if you might be able to assist me with regard to the matter outlined in my email, below. Your names were provided to me by the OIG office manager as individuals who may be able to assist.

Thank you.

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

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

From: [redacted]
Sent: Monday, May 12, 2014 11:49 AM
To: [redacted]
Subject: (U) Access Control Records

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

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

Good morning,

I'm hoping that you or someone on your staff can assist me with regard to an access control matter.

I am currently conducting an investigation concerning [redacted] who is assigned to NSA Colorado. [redacted] claimed he was TDY to NSAW on 25 and 26 September 2012, during which time he attended meetings inside of [redacted]

The access control records I received do not show that [redacted] was inside of the CONFIRM system on those dates. However, I checked with three witnesses who confirmed they met with [redacted] inside of [redacted] on those dates. [redacted] from NSAC accompanied [redacted] on the TDY but access control records do not show that [redacted] was inside of confirm either.

Is there a reasonable explanation as to why [redacted] and [redacted] would not show up as being inside of the confirm system if, in fact, they were? I'm not sure if they would have used something other than their community badges to enter the building and if so, whether or not that would affect the confirm records.

I would greatly appreciate your feedback or any information you might have on this matter.

Thank you,

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

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

Senior Investigator

NSA/CSS OIG, Office of Investigations, D14

[redacted]

963-2988(s) / [redacted]

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

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

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

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

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

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

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

APPENDIX I

Email from [redacted] HR NSAC, to the OIG dated 12 May 2014 with confirmation of the location for [redacted] drug test on 24 May 2012

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

Release: 2018-11
NSA: 05558

From: [redacted]
To:
Subject: RE: (U) OIG Investigation - confirmation of drug test location
Date: Monday, May 12, 2014 12:40:41 PM

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

Hi [redacted]

[redacted] was actually handling the drug testing program during that timeframe. I can confirm that [redacted] Buckley AFB, [redacted] was the location where we did make-up tests for personnel that were not on site the day the drug testing team was here. I cannot say how long [redacted] was at the location. We give them 2 hours to report from the time (10:00 a.m. in this case) the letter was issued. There is also no sign-in sheet to my knowledge, just the letter stating a test needs to be taken.

Hope this helps.

[redacted]

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

From: [redacted]
Sent: Monday, May 12, 2014 7:32 AM
To: [redacted]
Subject: (U) OIG Investigation - confirmation of drug test location

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

Good morning,

I am currently conducting an official investigation and need to confirm the location of where a drug test was performed for [redacted] on 24 May 2012.

The attached form shows the test was conducted at [redacted] Buckley AFB, [redacted] Is that correct?

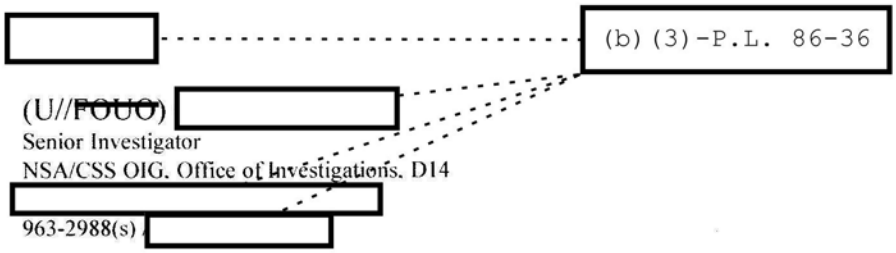
Also, is there a way to tell how long [redacted] was at the location for the drug test? Is there a sign-in and sign-out sheet?

Your name was given to me by the person serving as his supervisor during the timeframe in question as someone who coordinates the drug test appointments for NSA employees at NSAC.

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

If you do not have the information being requested, please just let me know rather than forwarding this email to others.

Thank you for your help.



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

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

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

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

APPENDIX J

Email from [redacted] to the OIG dated 16 May 2014 with copy of the [redacted] class schedule

(b)(6)

From:
To:
Cc:

Subject: RE: (U) OIG Investigation - Information needed re: [redacted] class
Date: Friday, May 16, 2014 8:38:35 AM
Attachments: [redacted] Possible Program order.xls
[redacted] Schedule.xls

(b) (6)

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

[redacted]

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

(U) Sorry I sent the information for the 2013 class, the 2012 class did start [redacted] – I do not remember why. I have attached two working documents for the 2012 class. The Possible Program order was probably modified but only in moving things around. The one that is labeled as Schedule was used by us to divide up the work load among the team members, it does not list the external briefers but we might have other supporting documents if that is an important piece of your investigation (many of them would have been the same as the 2013 schedule).

[redacted]

(U//~~FOUO~~)

[redacted]

(U//~~FOUO~~)

(U) Luck is when preparation meets opportunity - be prepared!

From: [redacted]
Sent: Friday, May 16, 2014 8:18 AM
To: [redacted]
Cc: [redacted]

[redacted]

Subject: RE: (U) OIG Investigation - Information needed re: [redacted] class

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

[redacted]

(U) I gave your email a second look and those dates are not class dates for us – our classes always start in Jan. But I was able to find the schedule that we used for the Jan-Mar 2012 offering – it is

attached. It is possible that we might have been required to make a few adjustments but it would not have been much of a change. If you need more specifics about what that schedule might mean then please let [redacted] or me know.

(U) Please let me know if this does not satisfy what you are looking for.

V/R,

[redacted]

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

(U//~~FOUO~~)

[redacted]

(U//~~FOUO~~)

(U) Luck is when preparation meets opportunity - be prepared!

From: [redacted]
Sent: Friday, May 16, 2014 8:09 AM
To: [redacted]
Cc: [redacted]

Subject: RE: (U) OIG Investigation - Information needed re: [redacted] class

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

[redacted]

(U//~~FOUO~~) Wow you are digging back a bit. I might be able to answer to the depth that you need if you want to give me a call and we can talk through it. I did a major purge when I moved to [redacted] from [redacted] Mar last year but let me sift through some electronic files. I'm also cc'ng [redacted] who is the current acting program manager and was working with me during that class.

[redacted]

(U) Can you check with the team over there and see if anyone has any old files? I will check mine as well.

[redacted]

(U//~~FOUO~~)

[redacted]

(U//~~FOUO~~)

(U) Luck is when preparation meets opportunity - be prepared!

From: [redacted]
Sent: Monday, May 12, 2014 4:43 PM
To: [redacted] (b)(3)-P.L. 86-36
Subject: (U) OIG Investigation - Information needed re: [redacted] class

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

Hi [redacted]

I'm currently conducting an investigation and need to ask a few questions about the [redacted] program that ran from [redacted] (yes, 2012 – going back a couple of years). Your name was given to me as someone who might be able to help me. I have questions about the course agenda. Is that something you can help with or do you know who could?

Thank you,
[redacted] (b)(6)

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

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

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

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

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

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

Release: 2018-11
NSA: 05565

APPENDIX K

Email dated 2 June 2014 to the OIG from [redacted]
with copy of [redacted] Policy Agreement

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

Release: 2018-11
NSA: 05566

From: [redacted]
To:
Subject: (U) [redacted] admin docs
Date: Monday, June 02, 2014 2:49:18 PM
Attachments: Policy Agreement 20121213.doc

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

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

[redacted]

(U) The attached policy agreement is listed as modified in Dec 2012. I cannot recall anything in this one that was not in previous ones. As you can see we clearly state the duty hours as 8.5 but we were stating that they could use that time away from the room combined with morning and afternoon break – so 1 hr out of office would be within our limits. Clearly though the 8.5 hours per day is stated. He would have signed one of these agreements on the first day of the program.

(U) I do have his interview sheet that he filled out stating that his normal duty hours are 0700-1530 (MST). We do not have anything that documents what hours he stated as duty hours after he arrived, those documents have apparently been burn bagged.

V/R,

[redacted]

.... . -.-- .. .----. -- .- -- --- .-. ... . --- .--. - --- ---
(U//~~FOUO~~)

[redacted]

(U//~~FOUO~~)
--- .... - --- .--- ..- ... - -.-. --- .--. -.-- -- --- .-. ... . .- --. .- .. -.

(U) Luck is when preparation meets opportunity - be prepared!

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

APPENDIX L

Subject's response to the OIG's tentative conclusion

Release: 2018-11
NSA: 05568

APPENDIX L

Subject's response to the OIG's tentative conclusion

Release: 2018-11
NSA: 05569

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

OIG Investigation
Tentative Conclusion Response

Introduction

I would like to state upfront and in the clearest terms possible: I have never knowingly or intentionally billed the government for unworked hours. In fact, I am proud of the work I have done, especially my extensive accomplishments and successes during a particularly challenging transitional period of my career with the National Security Agency. This response paper addresses the OIG investigation's tentative conclusion, clarifying my perspective on the relevant issues under examination.

I have divided this response into multiple parts focusing on various facets of the case in an organized, easier-to-digest format.

This 'Introduction' is followed by three sections that establish an important foundation in contesting the case against me while highlighting the fundamentally flawed nature of the tentative conclusion:

1. My accomplishments during time in question were significant, universally praised, and would have been impossible for anyone that claimed 15-20% of unworked time;
2. This situation is due to sloppy timekeeping on my part, not a vast quantity of unworked time;
3. This situation should have been entirely handled at a lower level than the OIG, and is characterized by a pattern of bias against me.

Next I will address the individual bullets provided to me in the 'Summary of Mitigated Data' and finally a conclusion that summarizes my response, emphasizing the most crucial aspects. As always, I am open to additional questions and or clarifications of anything directly related to this case.

I would encourage you to interview my co-workers, many of whom will corroborate my claims. I have identified a few particularly important witnesses in the text of my response.

Part 1 – Project Requirements and Achievements Validate Hours Recorded

(b) (6)

Simply put, it is impossible for me or anyone else to have accomplished as much as I did at such a high level by skipping out on 330.5 or 210.25 hours of work over an 11.5-month period of time. My record shows that I was a highly performing employee during this period of time; with no official or unofficial reprimands on my record related to my performance during this or any period of time during my employment with the National Security Agency.

There is ample evidence that the quantity and quality of my work during this time was above reproach. During the first 18 months of my time in Colorado [redacted] to late 2012), I had two central projects that were assigned to me:

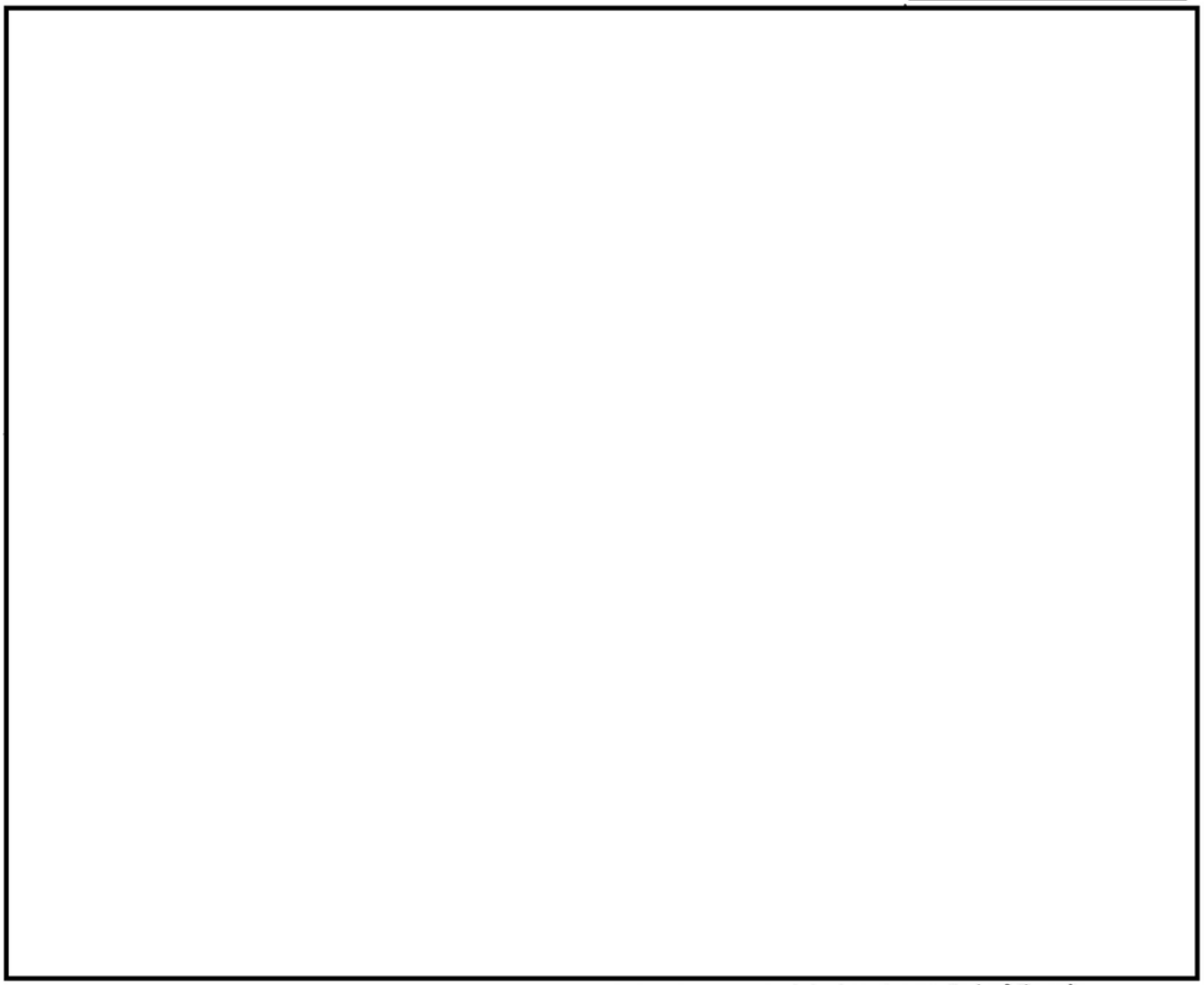
[redacted]

Note: Most of the details of my work on these projects are classified; they are encapsulated on a separate, classified document.

All other assignments and duties were outside of these two principal projects; it is notable that between both of these assignments, [redacted]

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

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



This is a small, unclassified sample of the extensive work that I completed during the period of time in question. I strongly assert that my accomplishments and the level of work and effort that I successfully provided to the National Security Agency would have been impossible if I had been skipping out on 15-20% of my total hours for the 11.5 month period of time.

It would have been an impossible task to accomplish even part of these achievements while absent for 210 hours, let alone 330 hours.

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

investigation, the data is stored somewhere; but restricting employees from accessing this data and providing no alternative requires employees to make estimates whenever the exact times are not personally documented or properly remembered.

2. NSA's timesheets rely on manual data entry and do not allow for the accurate documentation of times anyway. Every time entered on the timesheet is required to be manually rounded to the nearest quarter-hour. This limitation necessitates up to a 12.5% margin of error. It raises an important question: If NSA stores data about entrance and exit times to the second, than why is there no mechanism to at least document start and end times on the timecard with a similar level of accuracy; or at least provide the stored, significantly more accurate data to employees to assist in more precise timekeeping?
3. My regular duties during the first 18+ months of my employment at NSA-Colorado required me to regularly access [redacted] different computer systems: [redacted] Until mid-2013, none of these systems had times that were synchronized by hour or minute. In fact, only one of the systems used local time (MST); the rest were synched to GMT or EST. While reasonable accommodation can be expected of employees to adjust for the significant differences in the hours between time zones, there is no reasonable explanation for why the minutes were never synced. Between the [redacted] systems, they were often off by double-digit numbers of minutes. This inconsistency was compounded by the fact that at any given time, there was a virtual guarantee that any of the [redacted] systems was down and unavailable, meaning that looking up a time in the morning on one system did not mean that it was necessarily possible to use the same system clock to register time at the end of the day. And relying on a different system clock would render an end time that was wildly different from the timescale used for the start time.
4. Apparently, this problem was brought to someone's attention because in mid-to-late 2013, all system clocks were synchronized to the same time server and finally provide a cross-system, consistent time in MST.
5. NSA's Security and Counter-Intelligence regulations aggressively restrict personal technology inside secure facilities. Like much of the rest of the entire world, I rely entirely on my cell phone for every time-related issue in my life ... except at work; I diligently leave my electronics outside. For many years, I never bothered to own a watch and simply relied on the various (and, as previously stated, wildly inconsistent) computer-based clocks at work. Nobody ever seemed to have a concern and there was an apparently false-sense of security knowing that everyone had the same limitations. As part of my personal response to the timekeeping concerns at the core of the IG investigation, I purchased a watch to use exclusively for my at-work timekeeping. This seemed like an acceptable compromise, since NSAC was incapable of providing a consistent means to either track time accurately nor allow access to the stored data of ingress/egress times as tracked by the CONFIRM system.

The sum effect of these notable deficiencies is an inherit inaccuracy in timekeeping for every single person. While my CONFIRM times were audited for the purpose of this investigation, it is a statistical certainty that a broad-based audit of more people, particularly during the 2011-2012 timeframe, will show a similar disparity between CONFIRM times and timesheets.

Again, my own timekeeping practices were obviously deficient; this was a direct result of ignorant carelessness on my part combined with poor training and multiple deficiencies in NSA's timekeeping practices. There was never any knowing, witting, or concerted intention to defraud my employer.

Part 2 – At Work, Sloppy Timekeeping Not Unworked Time

I clearly stated in my initial 3-month mitigation paperwork and again in the 12-month mitigation response that I never knowingly made a conscious choice to claim unworked time in my timekeeping practices. I also readily admitted that when made aware of concerns, it was readily apparent that I had made some mistakes, but nothing close to the scope and extent of the accusations as characterized in the tentative conclusion. There is a world of difference between ignorantly executed, sloppy timekeeping; and the accusation made in the tentative conclusion: that I had "...knowingly submitted false and inaccurate timesheets..."

This statement implies that I made the decision to defraud the government prior to or during the process of filling out and submitting the timesheets. This is a patently false accusation; and impossible to prove. I can say this decisively because I am the only one that could know the truth, and it is unquestionably false. It is non-productive with respect to resolving the issue at hand and sets an indefensible and potentially legally-damaging position for both NSA and my accuser. I will address the deceptive and fraudulent nature of some of my accuser's responses to my mitigation of the sample data later.

For the record, and as I have stated previously, here are the relevant facts:

a) When I started with NSA, I was trained to fill out my timesheet on the day it was due by my shift supervisor. At no time was I ever informed that this was wrong, unacceptable, or even inadvisable; nor did I have any reason to question the training I received during the first few days of my employment with NSA; I was too excited and scared to question what I was told to do!

b) From [redacted] my Enter on Duty date) until December 12, 2012 [the date of my notification of the IG investigation], I never had any reason to question my process for filling out my timesheet: nobody had ever expressed any problem, nor provided any negative verbal feedback, nor filed any formal or informal complaint related to my timekeeping prior to notification of an IG investigation.

(b) (6)

c) Immediately after the notification of a concern, I acknowledged the obvious shortcomings of filling out my timesheet all at once on the last day as well as the implied necessity (and obviously careless practice) of estimating times. The data shows explicitly and unmistakably that I altered my behavior to enact more accurate timekeeping practices.

The core failure on my part is **sloppy timekeeping** practices-not witting fraud.

Any accusation of more sinister or malicious intent not only fails to take into account the above facts, but also some of the deficient and obviously inadequate timekeeping conditions that NSA maintains as a matter of practice. In retrospect, these deficiencies played an equal or even more substantial role in enabling inaccurate timekeeping than even the inadequate training I received in [redacted] Among the most serious contributing factors directly facilitated by NSA's own practices are the following:

1. Despite the now apparent fact that the CONFIRM system tracks times government badges are used to enter and exit some gov't facilities, this data is not available to employees for the purpose of cross-checking times for the purpose of more accurate timekeeping. In fact, **no mechanism is in place to assist employees to accurately track times**. I asked security personnel at the north entrance to the ADF-C on two separate occasions if I could acquire a list of my badge times during pay periods when I was completely unable to even roughly estimate some of my start and end times. They stated that it was impossible. Obviously, as evidenced by this

Part 3 - Procedural and Supervisory Shortcomings

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

NSA has long had a policy of "assuming noble intent" when examining actions within a context in which we do not have all of the facts. I have heard this phrase used with respect to mission-related issues as well as employee relations issues. I feel that this standard has been largely abandoned in my case, particularly with respect to two issues:

1. No concerns about my timekeeping practices were ever addressed or even mentioned prior to my notification of an OIG investigation. There are numerous intermediate steps that could have been taken to address any concerns [redacted] or anyone else might have had with my actions or behavior. As the data demonstrates, and as I know for myself, I take corrective actions extremely seriously and immediately address any shortcomings in my actions. This case could have been handled by a short conversation and some simple corrective action.

2. I am concerned that [redacted] demonstrated a pattern of bias against me through her words and actions during the time period in question. Her behavior was recognized by other members of the branch, and was immediately identified by my coworkers as the root cause for her undermining the established disciplinary processes and reporting directly to the OIG.

Regarding the first issue: the OIG is promoted to employees as a means to report suspected cases of waste, fraud, or abuse in situations where the reporter is not in a position to address the issue themselves. In my case, my accuser is the exact person that held administrative and disciplinary authority and responsibility over me—this power was ***never*** utilized. [redacted] ***was the only person in a position to address any suspected problem*** without escalating the situation into the expensive and time-consuming IG process.

Given that she never once discussed any concerns with my timekeeping during the 16 months she was my administrative supervisor; and given that she signed almost every timesheet without any concerns voiced; it stands to reason that there must have been another motive for evading her supervisory responsibility and initiating this investigation for an issue she was in the perfect position to handle herself. As the access control data clearly demonstrates, I completely and fully responded on two separate occasions to suggestions of corrective action:

1. When [redacted] informed me that she rescinded permission for 1-hour lunch breaks, I immediately stopped—the data clearly shows that I responded positively and completely to this notification.

2. When I was notified of the OIG investigation, I completely re-examined my timekeeping practices, found them clearly wanting, adjusted accordingly, and made the offer to make amends for those times that I was unable to justify (amounting to ~45 hours of time). In the 22-months since, I stand by my record that my corrective action demonstrates more accurate and responsible timekeeping.

In the end, by avoiding the responsibility of handling this situation herself, my accuser has initiated an investigation that itself is a case of waste, fraud, and abuse simply because the issue could have and should have been handled by herself at a much lower level than an OIG investigation.

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

Regarding the issue of bias, I will refer to a letter written by [redacted] shortly after my notification of the OIG investigation. In attempting to mitigate the time in the initial 3-month data sample, I required and welcomed the assistance of my immediate coworkers in [redacted] including [redacted] His immediate response was captured in the attached letter, which clearly indicates his belief that the actions taken against me were motivated by a clear bias against me. In addition to [redacted] and [redacted] all expressed similar incredulity at the accusations targeting me.

One particular section from [redacted] letter captures the common sentiment expressed by my coworkers in regards to the accusations:

> [redacted] holds himself to high personal standards and would not defraud the government. [redacted] is neither a liar nor a thief and I am appalled by [redacted] accusation.

To my knowledge, [redacted] and [redacted] have not been contacted in any way by the OIG to confirm this sentiment or any aspect of the investigation, despite the fact that they sat next to me and worked directly with during the entire time in question.

There are additional circumstances that concern me regarding [redacted] increasing bias against me during her tenure as my supervisor.

1. I arrived at NSA-Colorado [redacted] for a new job. Shortly after my arrival, I was informed by [redacted] that my first priority would be reporting directly to him for a special project I was uniquely qualified to lead.

(b)(6)

[redacted]

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

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

[redacted] responsibility over me being directly related to administrative matters, **she never once talked to me or mentioned any concerns whatsoever with my timekeeping nor my presence or absence at work**; in addition, **she signed virtually every timesheet, never once bringing up any concerns.**

2. [redacted]

3. [redacted]

4. [redacted]

Ultimately, [redacted] had countless opportunities, and the sole responsibility, to address any administrative concerns with me on the lowest level necessary; she chose not to ignore every intermediate disciplinary process. Instead, a clear bias against me was acted on to instigate this investigation.

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

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

Part 4 – Specific Responses to Mitigated Data

First, I would like to point out that the 'OIG Summary of Mitigating Data' failed to address one of my primary areas of concern: during some of the gaps in time when I was supposedly not working, I have documentation showing that I still managed to send an email on the high-side, classified network. Attached to this response, I have provided a screen shot of a portion of my 'Sent' emails, highlighting one example. I am unsure why this issue was never addressed, but there is a compelling need to explain how I am able to send email from a classified network if I am not at work; a failure to do so implies that those times should be mitigated.

Second, I would like to point out that the nature of my job frequently takes me outside of access control systems. One of the primary premises the OIG is operating under is the assumption that the vast majority of an employee's on-duty time is characterized only by time spent within access control systems. This is simply not true, [redacted] the fastest way to travel from building D to building A is to walk outside, temporarily leaving the facility; I have done this many, many times. Does walking between two buildings on business-related errands outside the access control system mean that an employee is expected to take personal leave? Even the visitor control center is located outside the main buildings' access control systems; given the many times I have had to meet visitors there or assist with background check interviews inside the VCC, is the OIG implying that I should have taken leave to walk to the VCC and spend time on official business there?

The fact of the matter is that, especially during the time in question, I worked for multiple supervisors on diverse, unrelated projects that frequently required me to travel between buildings and to other facilities. I was trusted with tracking my movements and nobody ever voiced any concerns about my movements or work-related accomplishments.
Given the difficulty I have had in remembering exactly where I was on any given day, it is improbable that [redacted] could remember. In fact, she was rarely in a position to know where I was most of the time, which makes her mitigation only partially reliable; ***she was rarely my operational supervisor***. The 'Summary of Mitigating Data' did not provide a single statement that shows any evidence that I was not working during any of the times in question—only that I was not within specific access control systems that comprise a limited scope of the work-related locations my job requires me to travel to and from.

Given the framework of circumstances that I have documented, I will now address as many itemized bullets as time permits from the 'OIG's Summary of Mitigating Data' document that was provided the day after the tentative conclusion was given to me.

I would like to emphasize again (as I have done so on the 3-month and 12-month sample data responses as well as the recorded interview) that due to the increasingly significant and extended period of time since the events in date occurred, most of the dates on which I mitigated events are educated guesses. I had to rely wholly upon the content and metadata of my emails (which are at best a partial record of events) and my own memory of events during a time when I was incredibly busy with various job-related tasks with no particular talent or proclivity to memorize the dates and times of relatively mundane movements between offices, buildings, and sites. As some of these events are over two (nearly three) years in the past, it is impossible to recall some details that are otherwise undocumented.

Note: Quoted sections from the 'OIG's Summary of Mitigating Data' are in blue.
My responses are in red.

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

- **Lunch breaks and early departures**: Instead of marking his timesheet with "no lunch" and entering the correct departure time on his timesheet, [redacted] said that after he mentally accumulated several days of not taking a mid-day lunch break, he occasionally left earlier than he documented on his timesheet. He would then drive to a local restaurant to purchase food, eat while driving back to the work facility, and then, while driving his vehicle, enter and exit the work facility parking lot, though he did not park and enter the building. By driving through the work parking lot, he believed this justified the later departure time on his timesheet. Though no particular dates were provided by [redacted] when this allegedly occurred, discrepant times were not mitigated because he left earlier for the day than he claimed on his timesheet. Furthermore, his supervisor never approved that he could do this.

  As previously stated, for approximately the first 18 months that I was at NSAC, I either took an approved 1-hour lunch (discussed next section) or I skipped lunch altogether. I almost never brought a lunch or opted to buy from the expensive on-site deli. This meant that on many days, I was working 8.5 hours with no breaks. As noted in the previous mitigating paperwork, I kept a rough mental log of the accumulated days that I worked without a break and occasionally left at the end of the day to get food somewhere reasonable.

  I readily admit it was sloppy to not make a better note of my actions; more carefully track the accumulated time I was working without breaks; or to verbally confirm approval from my supervisor. However, I felt it was a reasonable accommodation that aligned fairly with the verbal approval I received from [redacted] for the 1-hour lunch breaks (again, next section).

  In support of this reasonable accommodation, I would note that the National Security Agency changed its enterprise policy in 2013 to acknowledge that employees were being forced to claim lunch breaks that were not, in fact, happening. In other words, NSA admitted that its policy was forcing employees to work through lunches that were not taking place due to demands of the mission. This change in policy codified what I felt was a reasonable accommodation that eliminated a loophole allowing the Agency to compel workers to work for free by paying employees for 8-hours of work during an 8.5-hour work day without breaks.

- **Lunch breaks combined with two 15 minute breaks**: [redacted] claimed that, for a period of time, [redacted] approved two 15 minute breaks combined with a 30 minute lunch break for an extended one hour lunch break, which [redacted] denied approving. Gaps over one hour were not credited except during the time [redacted] attended [redacted] training (see next bullet).

  During the first month after I started work at NSA-Colorado, I made it a point to ask [redacted] specifically for permission to combine two 15-minute breaks with a 30-minute lunch for a 1-hour lunch when my daily schedule permitted. She absolutely, unequivocally approved this action and I proceeded accordingly until I was informed otherwise. I would NEVER have simply assumed that I could take a 1-hour, off-site lunch on those days when my workload permitted. I would hypothesize that there was either a serious miscommunication that I was unaware of; or, given the extended time between the event and this investigation, that [redacted] perhaps forgot that we had discussed this issue.

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

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

Her approval was also confirmed by her direct action to inform that the approved policy was no longer in effect on approximately August 7, 2012. As the 3-month and 12-month data confirms, that was the day I stopped taking the 1-hour lunch breaks as a direct result of the change in policy noted by [redacted] Why would she tell me the policy changed if she were under the assumption that I was already following it?

During my time with NSA, I have noted that some general NSA policies are flexible enough to permit management to make specific decisions to modify them for individual organizations and employees. For example, during my three years in the [redacted] at Fort Meade, I worked a 24/7 operations desk where employees that smoked were permitted to go on smoke breaks anytime they wanted. This led to some employees taking 3-5 breaks a day for 20-30 minutes at a time. When I asked how that worked time-wise, I was brusquely informed that if I wanted to start smoking, I could take as many smoke breaks as I needed.

Another example is the varying policy on attending farewell lunches for employees leaving organizations. During my time in [redacted] at Fort Meade, employees were invited and anticipated to attend local, off-site lunches to thank departing co-workers for their contribution to the organization. When I asked if we had to claim any kind of leave, I was told that it was just logged as regular hours—thanking employees for their dedicated work *was work*. In contrast, [redacted] and [redacted] enforced a policy that if anyone attended an off-site farewell lunch for employees leaving the [redacted] that we were expected to either make-up the hours or use our personal annual leave.

Asking for and receiving permission for a 1-hour lunch was an important clarification that I sought from [redacted] to ensure that there would be no confusion as to why I went home for lunch on days that my schedule permitted. As a primarily administrative supervisor, she never once questioned me or expressed any concern as to why I left my desk multiple times per week for an hour while saying things like "I'm going to run home and get some lunch. I'll be back in an hour." During the entire time she was my supervisor, [redacted] never sat more than 15 feet from my work desk (aside from times I was TDY); for a sizable portion of the time, she was less than 10 feet away with no partition between us. Yet from April 25, 2011 to August 7, 2012 she never once questioned my actions or absence during my lunch breaks; she also signed almost every timesheet during this period. Every single timesheet submission was an opportunity for her to directly address, verbally or in writing, any concern she had with my timekeeping and take any formal or informal action she deemed appropriate. SHE NEVER DID—NOT ONCE.

As to why she eventually changed the policy, I am unaware of what circumstances prompted her to ask the HR department what the official policy was. But again, the very fact that she approached me to inform me of the change in policy without taking any punitive action whatsoever demonstrates that she was aware that I had been acting under her approved policy of taking a 1-hour lunch break.

As for lunch breaks that exceeded one hour, I carefully went through the 12-month sample and noted that I was willing to take the hit for any times that exceeded the approved 1-hour lunch break. However, any times that exceeded one hour did not mean that I was wittingly or knowingly defrauding the government. In fact, I was very careful to monitor my 1-hour lunch breaks to account for travel times between Buckley AFB and my home. I planned for an 8-10

minute trip driving between BAFB and my home, 30-minutes or less for eating lunch at home, and a spare 10 minutes to account for difficulties getting parking and entering the ADF-C compound within BAFB.

The simple fact of the matter is that entering and exiting the ADF-C compound on BAFB where NSAC is located is very different and more complicated than any processes at other NSA facilities, notably Fort Meade (the two primary locations I have been). The clear and obvious lack of adequate parking for all ADF-C employees is compounded by the wildly inconsistent security measures implemented by Buckley AF security personnel (military and contractor.) I always ensured that I planned for delays in finding a parking space and passing through the various layers of poorly-managed security at BAFB. However, it was impossible to always account for the random, erratic changes in conditions and I was not always able to re-enter the building within exactly one hour. I guarantee that I was ALWAYS on BAFB in time to make it back within the one-hour time period; just as I was always furious with the inadequate and substandard security and parking accommodations available to employees at the site.

(b) (6)

Occasionally, circumstances beyond my control and apparently unimportant enough for NSA to address prevented me from making it inside the building in exactly one hour. As I have previously noted, despite believing that it is not fair to me, I am willing to take the hit for the time that exceeded the one-hour approved lunch break. But the one-hour lunch breaks themselves were absolutely approved by at my request shortly after my arrival at NSAC in April 2011.

- **Lunch breaks during training,** The OIG contacted the course manager to confirm the class schedule and lunch breaks. The course manager stated that all students signed a Policy Agreement at the beginning of class acknowledging that the class was an 8.5 hours work day which included a 30 minute lunch break and two 15-minute breaks, which could be used in combination with lunch. Based on this information, the OIG mitigated one hour for lunch if had a gap during the mid-day/lunch timeframe. Otherwise, if he was in training and did not have a mid-day/lunch gap but still claimed more time worked than he was inside of Access Control, that time was considered as discrepant (see next bullet).

  I will address this in the next bullet.

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

- **training-8.5 hour work day,** The OIG contacted the course manager to inquire about any possible late arrivals or early departures during the class. The course manager stated that at the beginning of the course, students declared their work hours and were permitted to flex their time within a one-hour timeframe. For example, if someone's declared work hours are 0730-1600, they may arrive as late as 0830 before someone from the staff would attempt to locate them. If someone needed to deviate from their declared work hours, they had to coordinate it with one of the staff technical leads. All leave had to be approved by one of the staff technical leads and coordinated with their home office for proper time sheet accountability. Students were never released from class early. If a lecture ended before the end of an 8.5 work day, students were expected to go to their workstations to work on their mission projects. This requirement is also listed on the Policy Agreement form. Based on the information provided, the OIG did not mitigate any discrepant hours during the time that was in training if he claimed more

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

time on his timesheet than he was inside of Access Control (other than for the extended lunch breaks noted at previous bullet).

As I stated in the 12-month sample data mitigation, my actions during this TDY were perfectly aligned with the training and policy guidelines provided me when I embarked on my first extended TDY for NSA in spring 2008. For 8 weeks in 2008, I attended an off-site training class that regularly lasted 10-14 hours per day. As a relatively new employee, my supervisor [redacted] specifically informed me that NSA policy during TDYs was that employees were to claim only 8-hours per day, regardless of the time spent in class. It was explained that sometimes this meant the employee took a hit when they worked in excess of 8-hours, but sometimes NSA took the hit for TDY training that did not last an entire 8-hour day. In the end, everything was assumed to break even. In addition, there was an inherit and significant inconvenience for employees that were TDY for extended periods of time—there is no way to put a realistic price on the toll it takes on employees to be away from home and family for long times. In all my years with NSA, nobody has ever reported to me a different policy and everyone I have ever discussed the issue with does exactly the same thing: 8-hour days no matter what.

(b) (6)

During my class in 2008, I was always there for longer than 8 hours. Of all the students in class, I was by far the least familiar with the unusually complicated and difficult nature of the subject matter (it was essentially a compressed graduate school program [redacted]. This necessitated longer hours than many of the students for me to keep up and succeed in the class. However, I persevered and was more successful than some of the more experienced students. This is ***because I put in the hours***. In addition to the 10-14 hours days in class, we had assignments that took an additional 2-4 hours outside of class. Yet during this entire time, I only claimed 8 hours per day for the entire timeframe of class. I can provide my timesheets if requested. An extremely conservative, NSA-biased estimate would put the amount of time I was not paid for this class at 160 hours.

This training and policy is exactly what I adhered to during the [redacted] class, with the added burden of being TDY 1500 miles from home. This was on top of the fact that I had not volunteered for the class (I had been "voluntold" to attend—I was reticent to leave my entire life behind for a three-month class away from home) and it was designed for employees in an entirely different work role—the class was intended for [redacted] from the [redacted] organization, not [redacted] from the [redacted] organization.

The fact of the matter is that I excelled tremendously during [redacted] as noted by the feedback encapsulated by [redacted] feedback in section 1 of this response paper, which was provided near the end of the three-month [redacted] course. During this time period, I was never late for class, attended every single lecture/training session, completed every assignment, was regularly praised by the entire facilitating staff for my progress and accomplishments, completed a comprehensive [redacted] subsequently used by multiple organizations for national security/intelligence purposes, and graduated from the class with absolutely no negative feedback of any kind from the [redacted] facilitators.

In fact, the facilitators made it clear both in word and action that they would absolutely not tolerate people that failed to be to class on time, failed to submit assignments on time, submitted substandard work, or in any way cheated or compromised the unique opportunity

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

they had been given.

During this course, I was not focused on monitoring with any precision the aggregated time I spent on any task or in any particular location; my only focus was making sure that I fulfilled all class requirements while excelling in my learning and performance. I followed the unique, daily schedule for training sessions and completed every assignment each day to the best of my ability and to completion. Once training was over and we were expected to work on mission projects, I did exactly that, to the fullest and most complete extent possible given my level of experience and training ***in a field/work role that was entirely outside my actual job responsibilities back at NSAC***. The fact that I performed so well is remarkable in its own right.

Although I firmly believe that I was entirely justified in my timesheet claims in light of my previous TDY-related training and experience, I am happy to provide additional justification at this time. It should be noted that I was the only civilian student that was attending the class TDY from a remote site. Every other student (with exception of one military student from NSA-Hawaii) worked at Fort Meade; most of them had their home office ***in the same building***. When they completed their work for the day, they were able to leave and go back to their home office, with the full measure of all necessary resources available to either continue work on their mission project, or engage in non-class related work (although this was discouraged by [redacted] facilitators.) None of these options were available to me. Several factors made it impossible for me to even tenuously duplicate this convenience available to all NSA-Washington-based students:

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

- I was 1500 miles from my home office in NSA-Colorado—it was not possible (logistically or financially) to "return to my home office" to continue working on my mission project or anything else;
- NSAW and NSAC [redacted] –in other words, from a technological standpoint, it was impossible for me to fill my time with work that was not generated during class: I was required to [redacted] for my TDY [redacted] This eliminated my ability to do anything that was not directly related to class;
- Per the instructions of the [redacted] facilitators, I never considered trying to work on anything outside of my mission project for class. I followed their counsel implicitly and chose not to compromise or confuse the prolonged and expensive training I was receiving by shifting my focus away from class material. As noted, I excelled at fulfilling every class requirement and in no way compromised the training that I received;
- I stayed every day until I completed everything expected of me and had practiced and implemented every facet of the daily training to the best of my ability. Once this was completed, there was no reason for me to stay in the classroom and I never paid any attention to the time that I left. Of course, I was still located in a government mandated facility, operating under government mandated rules regarding what I was and was not allowed to do with my time; any semblance of my normal life was still 1500 miles away.
- Although the official [redacted] Policy Agreement form may specify differently (I would like a copy of my signed form, should it be available), the facilitators and students very overtly practiced a flexible interpretation of the policy. This was evidenced by statements like "We don't care what you do as long as you get everything done" as well as the many hours both students and facilitators engaged in for entirely non-work and non-class related activities. I particularly noted that the facilitators collaborated with

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

some students to organize lottery pools, in which both parties contributed money and sent someone to a local store to buy lottery tickets. It never occurred to me that completing all of my work every day, attending every lecture, and succeeding on every level in the class was compromised by leaving when I had finished everything humanly possible at the end of each day.

Ultimately, the entire three-month period of time I was TDY to [redacted] was characterized by my overwhelming success in the class paired with my strict adherence to the training I had received for timekeeping practices during extended, class-related TDY. Any claim that I exploited the situation for wittingly or willfully defrauding the government is untrue and stands in stark contrast to my demonstrated contributions and successes during that [redacted] timeframe.

- **Travel time to home to print receipts associated with TDY:** [redacted] claimed that on occasion, he traveled to his residence during the work day, with supervisory permission, to print receipts from an unclassified computer pertaining to a recently completed TDY. His supervisors, [redacted] and [redacted] stated they did not approve for [redacted] to travel to his residence during the work day to print travel related documentation. They stated that an unclassified computer account can be obtained at the ADF-C facility and that scanning devices are also available. Hours were not mitigated for this excuse.

It is true that there is an unclassified military network available at the ADF-C facility. However, **NOBODY TOLD ME ABOUT IT UNTIL WELL INTO 2012**. And once I was informed that it was possible to get an account, a wealth of other problems made it virtually impossible to utilize for anything useful, including gathering information necessary for TDY paperwork.

While I was aware that some employees had attributable, unclassified internet access (called [redacted] inside the ADF-C, the only people I ever saw using this resource we members of the US military. And when I occasionally asked them, they universally indicated that they thought it was for use by members of the military only. It required a separate account as well as some security certificates to be installed on the user's US military ID card (CAC card.) To this day, I have never seen a single NSA civilian using [redacted]

Since I was unaware that an account was possible for NSA civilian employees, and given the limited timeframe to collate and submit necessary TDY paperwork, I regularly went home to print receipts and access online websites to gather information required for the forms. I always made it a point to inform [redacted] or [redacted] that I was going home to get information for my TDY paperwork—I told them where I was going and why. At no point did any of them indicate that I would be required to take personal leave to complete this entirely work-related task.

Sometimes they would ask "Can't you do that from here?" I would respond by asking how to accomplish that ***while at work***. Let alone the fact that nobody told me that [redacted] accounts were available to NSA civilian employees, none of them ever provided any meaningful information or explanation as to how to get a [redacted] account, especially within the extremely limited timeframe required for turning in TDY paperwork (five days).

Once I confirmed that [redacted] accounts were available to NSA civilians, I asked about the process of getting such an account and their universal answers were always "I don't know" and "I hear it's really hard."

As a side note, [redacted] is not an NSA employee, as she frequently reminds people. She is an [redacted] and has access to numerous [redacted] including [redacted], as

(b) (6)

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

Release: 2018-11
NSA: 05584

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

a matter of requirement for her administrative duties; she had completely alternate means, resources, and requirements for obtaining and maintaining these accounts. This was likely a primary factor in her inability to provide meaningful assistance. In any case, she unable to provide any guidance other than "I don't know how to help you" and "I hear it's really hard." In fact, I proactively pursued obtaining an account and, to this day, am the only NSA civilian that I have seen use the [redacted] system. Allow me to share with you the process I went through to get this account:

[redacted]

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

I chose the option that allowed me to complete the task as quickly and effectively as possible.
If or felt differently, they ***never*** voiced any concerns or stipulations on how I performed this required task or how to annotate it on a timesheet. And again, these were the only three people that ever signed my timesheets during this period.

(b)(6)

- **Travel time for TDY**: The OIG credited claim of 10 and 9 hours, respectively, for TDY travel on 8 and 13 July 2012, because the OIG believed the amount of time taken for travel between Maryland and Colorado was reasonable for travel and unexpected delays.

- **Travel time to training facility**: claimed travel time from home to the training facility for classes he attended and In accordance with Agency policy PMM Chapter 351, Section 8-3.b.2., when an employee travels by automobile, time spent in transit between residence and place of business (within a 25-mile radius) may not be regarded as "time spent in travel status away from the official duty station." The estimated travel time from the employee's place of business to the point of destination must be regarded as the maximum limitations upon travel time which is compensable. According to supervisor, the facility is approximately 10 miles from the ADF-C.

This section does not seem to clearly indicate a quantifiable response to any of my mitigation. A declaration of mileage does not provide enough information about allowable travel times, nor does it address issues like traffic.
That said, I will again address the issue with more clarity than I previously have done so. I will again reference the guidance and training I received for my off-site class taken while working in (see above). At that time, I was told that I would be reimbursed for mileage to the off-site class, but **only for mileage that exceeded what would be my normal commute to work from my residence**. In accordance with this guidance and at my supervisor's request, during my 2008 class I turned in RTA forms to get reimbursed for the mileage that exceeded my normal commute from my residence to my normal duty station. He also noted that financially reimbursing for mileage was contingent upon available funds and not a guarantee.
This is the only guidance and formal training NSA has ever provided to me on this subject of traveling to and from off-site training: **that the government is clearly responsible in some measure for travel to a site that exceeds the normal daily commute from a place of residence to the normal duty station**. I have never had any reason to think differently.
The facility is on the opposite side of BAFB from my residence. In fact, while driving to the facility from home, I drive right by BAFB. Then the facility is another 10 miles beyond that point. In complete accordance with the guidance and training previously provided to me, I feel entirely justified in counting this time. If NSA feels differently, than perhaps they should take a pro-active stance to tell their employees. I felt I was already being generous by not bothering to ask about getting reimbursed for mileage above and beyond what my normal work commute required.

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

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

I would also note that the quoted policy above is for place of residence to place of business. I would like to see a formal policy on travel time between places of business.

- **3/9/12 Meeting outside of access control**: No proof of meeting. [redacted] was in [redacted] training on this date. The time discrepancy was because [redacted] claimed on his timesheet that he arrived earlier than he was inside of Access Control and also because of a two hour mid-day lunch gap. The OIG mitigated one hour in accordance with the [redacted] lunch break rule of 30 minutes combined with two 15-minute breaks. No other time mitigated.

- **4/11/12 Meeting outside of access control**: No proof of meeting. [redacted] was in [redacted] training on this date. The time discrepancy was because [redacted] claimed on his timesheet that he arrived earlier and stayed later than he was inside of Access Control and also because of a 3 hour mid-day/lunch gap. The OIG mitigated one hour in accordance with the [redacted] lunch break rule of 30 minutes combined with two 15-minute breaks. No other time mitigated.

- **Travel to BWI**: [redacted] said that on 12 April 2012 he spent approximately 3.5 hours travelling to Baltimore Washington International Airport during the work day (while in [redacted] training) to make changes to his travel itinerary for his return flight to Colorado, which was scheduled for 13 April 2012, and claimed the time as time worked. The time gap of approximately 3.25 hours was from 10:05 hours to 13:31 hours. On this day, [redacted] also arrived approximately one hour later and departed approximately 1.5 hours earlier than he claimed on his time sheet. Overall, [redacted] was inside of Access Control for 2.25 hours and claimed 8 hours on his timesheet resulting in six discrepant hours.
  The OIG did credit one hour for an extended lunch break in accordance with the [redacted] 30 minute lunch combined with two 15-minute break rule, resulting in a total of five discrepant hours for this day. No other time was mitigated.

  This is outrageous. In order to save the government money be cutting my extended TDY short by one day, I am being penalized.
  I was not aware that traveling home early was an option until 12 April 2012. I immediately began taking steps to arrange for this, which required that I change my flights, as well as ensure that my rental car and hotel accommodations were adequately rearranged with no penalties associated with last-minute changes. While some of this work was done at work on the phone with NSA's travel services, most of it had to be done in person since I did not have contact information readily available for the hotel and rental car companies. Here is the sequence of events that took place on that day as I was busy saving the government money and after the conclusion of formal training and lectures during class (as mentioned previously, I never compromised the purpose of the class and I distinctly remember leaving the class while several other students were watching an episode of Game of Thrones on one of the "non-attributable" internet terminals):
    - I left work to drive to the hotel and collect my two checked bags (it was my intent to check the two pieces of luggage I would not need for the next 24 hours);
    - When I arrived at the hotel, I spoke with the front desk employee to inform them that I would be checking out a day early and arranging for necessary paperwork and arrangements to be made;
    - I drove to BWI, found short-term parking, took my bags to the airline checking desk, and attempted to check me luggage. Unfortunately, I was unaware that you could not check bags that early—the airline only allowed baggage check-in within a set number of hours

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

on the same day as the flight. This was extremely frustrating, particularly since I thought I was being clever in taking care of this task early. I turned around and took my bags back to my rental car in short-term parking;

- I then drove to the rental car facility to talk to them about ending my rental contract one day early. Having had trouble with rental cars in the past during TDYs for the government, I have little confidence in trusting NSA's travel services organization to handle any alterations to the rental car contract. The facility was not on the airport premises, so I had to travel across town during the traffic-intensive lunch hour and handle the rental car contract change;
- Next I had to return to the hotel to put my baggage back in my room. Since I could not check them at the airport, a return trip to the hotel was necessary;
- Finally, I returned to class.

All of this traveling at bad travel times in one of the worst traffic-congested areas of the country took a long time. I did not waste time; I made it a point to travel from point-to-point as quickly as possible, but it is what it is: a time-consuming, frustrating experience. The alternative was to risk having contract problems with the airline, hotel, and rental car company by not pre-emptively addressing potential issues or to charge the government hundreds of extra dollars by staying an extra day for absolutely no reason.

I would be particularly interested to hear an explanation of what OIG would have recommended I do on 13 April 2012—the day that our class graduated in a mid-morning ceremony. I had made preparations for traveling home and minimizing the cost to government immediately after graduation. If I had opted to stay, what would I have been expected to do, exactly? If I had not made arrangements to leave a day early, I would have spent the rest of the day preparing for my departure anyway, particularly since the classroom was closed and there was no class in session after graduation. I executed a plan to save time and money for the government...and now I am being punished for that.

As a side note, I made it absolutely clear to facilitators that I was leaving a day early and would need time to work with the airline, the hotel, and the car rental company. They were fully supportive of this action, since all class-related activities had concluded except for graduation.

- **Fire Drill**: [redacted] claimed that the discrepant time on 16 May 2012 was due to a fire drill. On this date, [redacted] arrived later than he claimed on this timesheet and had two mid-day gaps of over 60 minutes each. [redacted] confirmed with ADF-C Physical Security Chief that a fire drill did not occur on this date. No time was mitigated.

As I made clear multiple times throughout the previous responses, I had to guess the dates that certain events took place. And I particularly noted the fire drills and vehicle inspection. In the case of fire drills, the fact is that ***there was at least one fire drill during the year***. That is simply a fact. I am utterly unsurprised that I did not get the right day—I had no clue that documenting specific details of an event that every single employee was required to comply with was going to be important. If I had sufficient time, I would gladly check with the ADF-C Physical Security Chief and ask on what days fire drills were held in 2012.

That brings me to a potentially concerning conflict of interest [redacted] utilized in responding

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

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

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

(b) (6)

to my mitigating data. [redacted] informed me at one time that her position at NSAC was what NSA refers to as a [redacted] Not only did [redacted] have unusually easy access to information (far easier than I did), but it is apparent from the report she filed that her response to my mitigation universally made no attempt to acknowledge that certain events **HAD TO HAVE TAKEN PLACE**. Perhaps the fire drill did not take place on 16 May 2012, but a fire drill definitely took place and in that situation, employees are outside of the access control systems.

If [redacted] was genuinely interested in mitigating this information (as opposed to carrying out a biased campaign against me), she would have either acknowledged that certain events (like fire drills) had to take place, even if I got the date wrong, or would at least provide the actual dates of fire drills, to which she clearly had much easier access.

During the course of this investigation, I have been at a severe disadvantage as [redacted] and the OIG have had months and months of time to build a case against me, while I have consistently been given much shorter periods of time to respond while also being expected to carry out my duties related to my important work role at NSAC. I would love to have months of time to chase down various people that could assist me in getting the dates, especially since I am being questioned about events that transpired ***years ago***; it would be even easier if I had a [redacted] that could assist with this process.

However, I have provided the most accurate data available and shortcoming like identifying the wrong day that a dire drill took place does not invalidate the fact that the ADF-C executed at least one fire drill during the spring/summer timeframe of 2012 and all employees, including myself, were outside the access control system. If it did not happen that day, than it happened on another day. Perhaps if [redacted] acted more as a supervisor assisting an employee she is administratively responsible for, and less as a biased accuser, than our combined efforts to reach a fair and equitable conclusion without mountains of wasted time and effort on the part of all parties involved.

- **POTUS visit:** [redacted] said that on 23 May and 8 August 2012 the President of the United States visited NSAC and on both dates he attempted to leave work early to avoid having to stay unusually late while the base shut down during the time the President's motorcade arrived and departed the base. He said that when he departed for the day on each of these dates, he was detained in his car in parking lot traffic due to the motorcade because the time estimates provided to employees for the base shutdowns was inaccurate. [redacted] said the time detained in his vehicle was justified as work time. On 23 May, [redacted] had a 1.75 hour lunch/mid-day break discrepancy and an early departure of .50 hours. On 8 August, [redacted] arrived later and departed earlier than he claimed on his timesheet for a total of 1.25 hours. [redacted] and [redacted] stated they did not approve time as worked for these days/times and specifically not for time he was detained in his car due to the President's motorcade. No time was mitigated.

I strongly disagree with a policy that confining employees to their vehicles for extended periods of time without any option to return to work or leave the ADF-C compund is the employee's fault.

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

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

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

- **Drug Testing**: [redacted] claimed that on 24 May 2012 he traveled to another building for a mandatory drug test and provided documentation showing he had been selected for random drug testing on this date. In an email to the OIG dated 12 May 2014, [redacted] NSAC HR, stated that [redacted] Buckley AFB [redacted] was the location where make-up drug testing occurred. This is the location [redacted] claimed to have taken a drug test. The OIG mitigated one hour for this day.

  There is no reason whatsoever to limit the mitigation to 1 hour. When I went to take the drug test, there were at least 7 people ahead of me in line. The sample data shows that I was outside the building for 1.25 hours. That is because walking the .5+ mile to the facility, waiting to take the drug test, actually taking the drug test, and walking back took one hour and fifteen minutes. There is no evidence whatsoever that I did anything other than exactly what NSA policy required when a summons for a random drug test is given.
  There is no reasonable explanation provided for limiting this mitigation to only one hour.

- **Vehicle inspection**: [redacted] claimed he was detained during the last week of May 2012, though he could not identify the exact date, for a vehicle inspection and claimed this time as worked. [redacted] verified with the Chief ADF-C Physical Security that [redacted] vehicle was not selected for inspection on any dates in late May 2012.

  Again, I had to guess the day that I was detained for a vehicle inspection. It is not the kind of event where paperwork is provided to the detained employee. I absolutely, unequivocally know that I was detained for a vehicle inspection because both of the young USAF airmen that were manning the south gate into the ADF-C compound were overly effusive in their excitement to inspect my vehicle. On the day that I was inspected, I was driving my [redacted] and both airman detained me long enough to conduct a full inspection as well as ask a multitude of questions about the car itself. When it comes to security measures implemented by the National Security Agency and its partner organizations, I AM IN NO POSITION TO DICTATE ANYTHING AT ALL. I am required to comply with whatever they tell me to do, and if the airmen felt it was appropriate to detain me for a vehicle inspection by saying something to the effect of "I saw this car and knew we were going to be doing a random vehicle inspection", I comply; no questions asked; no complaints.

  (b) (6)

  If ADF-C security keeps reliable records, than it should be on file exactly when my inspection took place. Just because it was not in late May 2012 does not mean it did not happen. A responsible investigative technique would be to query the ADF-C Security personnel for the entire time period under question. Again, had I more time and better contacts in that office, I could pursue that kind of information.

- **6/15/12**: Off-site pre-test for [redacted] class: One hour credited; course paperwork provided to OIG.

- **CAC card**: [redacted] claimed he was out of access control for 2.75 hours when he traveled to the [redacted] on 18 July 2012 or 7 August 2012 to renew his CAC card. [redacted] verified through the Chief, ADF-C Physical Security, that the [redacted] had no record that [redacted] was present in the building for services on these dates. No time mitigated.

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

CAC cards have an expiration date and have to be renewed. I renewed my CAC card in summer 2012. As previously stated, I had to estimate the date; again, due to the incredible amount of time that passed between when it occurred and when I was asked to recall the events, I'm unsurprised that the date may have been wrong.

However, the fact remains that if I had not renewed my CAC card prior to its expiration in August 2012, THAN I WOULD NOT HAVE BEEN ABLE TO GET ON BAFB, LET ALONE INTO THE ADF-C FACILITY. It is ridiculous to claim that I never went to [redacted] to get a new CAC card (and to get [redacted] security certificates copied onto the CAC card)—unlike every other NSA facility that I know of, the [redacted] you MUST use a CAC card and if it is expired, than there is no way I could have physically gotten to work. Whatever system the US military uses to track CAC card events will clearly show that I had renewed my CAC card and returned to the office for the [redacted] security certificate installation.

[redacted] again proved critically helpful by helping me know where to go and what to do in getting my CAC card renewed and security certificates generated and installed on the card. Again, she has not been contacted for confirmation by the OIG.

- **MBA**: [redacted] claimed that on 27 July 2012 he assisted with a morale building activity (MBA) and that [redacted] had approved that he could claim time as worked for this activity. [redacted] said she did not approve for [redacted] to claim hours as worked when he helped with the office picnic morale building event. She said he should have used MBA hours, took annual leave, or credit hours. No time was mitigated.

(b) (6)

[redacted] and [redacted] asked me to assist with the setup for NSA's summer picnic on 27 July 2012. [redacted] ***did not*** say "Please come and help and by the way you have to use personal leave to help set up the official work picnic." No additional criteria were given. A superior asked me to come help and I obliged.

Of course, *if* [redacted] or [redacted] had specified that traveling to the off-site park to help setup for the hundreds of co-workers attending the picnic would only be at the expense of my personal leave, I would have politely declined.

Requiring employees to take annual leave or credit hours to help prepare for an officially sanctioned event should have been specified ahead of time. Along the same logical line of thinking, the time [redacted] has spent preparing for the [redacted] many in-house potluck meals and farewell parties should have been taken as annual leave or credit time.

In the future, I will make it a point to never help build morale at NSA again.

Again, [redacted] confirmed to me in September 2014 that she remembered the event, but has never been contacted by OIG regarding this or any aspect of this investigation.

- **9/6/12 Off-site ADET work**: [redacted] provided supporting documentation; one hour credited.

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

- **9/11/12 9-11 ceremony**: One hour credited; benefit of doubt.
- **9/24-27 TDY to Fort Meade**: 32 hours credited based on Access Control records.
- **11/12/12 Buckley AFB**: [redacted] claimed he went to another building during his mid-day break to renew his PKI certificates and obtain a [redacted] account. The OIG credited one hour for this activity. However, there was still a .50 hour discrepancy at the end of day.

It was necessary to return to the building multiple time. On at least two occasions, the line at the CAC office was so long, that I did not feel comfortable simply standing around for hours at a time waiting. In these cases, I went to [redacted] assessed that the wait time was an unnecessary waste, and opted to come back later.

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

Part 5 - Conclusion

I want to close my formal response to the 'OIG Summary of Mitigated Data' by summarizing the main points of my argument:

- Prior to December 2012, my timekeeping practices were careless, but an unwitting by-product of the only training NSA ever provided to me.
- The issue of sloppy timekeeping should have been addressed, and entirely resolved, by my immediate supervisor, who held administrative responsibility and authority to bring any concerns to my attention and working out whatever disciplinary action was warranted.
- By completely ignoring every possible intermediate disciplinary step and taking this issue straight to the IG, [redacted] failed to execute her administrative duties over the 16-month period of time she was my supervisor. In fact, the time and effort that has gone into this investigation far exceeds the amount of time in question.
- [redacted] was not in a position to know where I was at all times; it was neither her professional responsibility nor physically possible. The nature of the facility and peripheral services necessary to conduct business at the ADF-C requires frequent travel outside access control systems, and there is no evidence or claim of what I might have been doing other than work.

  (b)(3)-P.L. 86-36
- Given the extended period of time between the events in question and the time we are being asked to recall events, it is impossible to remember the events of every day exactly, especially for someone else.
- The fact that I sent high-side, classified emails from inside a SKIF during periods of time when I was supposedly not present is entirely unaddressed by the 'OIS Summary of Mitigated Data', yet powerful evidence that the access control data is unreliable as the sole indicator of whether I was working or not.
- Many of my coworkers at the time have never been contacted during the course of this investigation to corroborate not only my dedicated work ethic and accomplishments, but to confirm the active bias against me that influenced the accuser's actions.

[redacted] (cell); [redacted] (work-UNCLASS)
(cell)
(cell)
[redacted] (cell)

(b)(6)

I want to resolve this issue as quickly and painlessly as possible. My work for NSA-Colorado is important and I have demonstrated a high level of accomplishment, dedication, and achievement. I stand by my previous statements that I am more than willing to make amends for my previous habit of sloppy timekeeping, but strongly deny that any accusation that I knowingly or wittingly defrauded the government.

Please contact me with any additional questions or concerns.

Addendum A: Sent Email Data

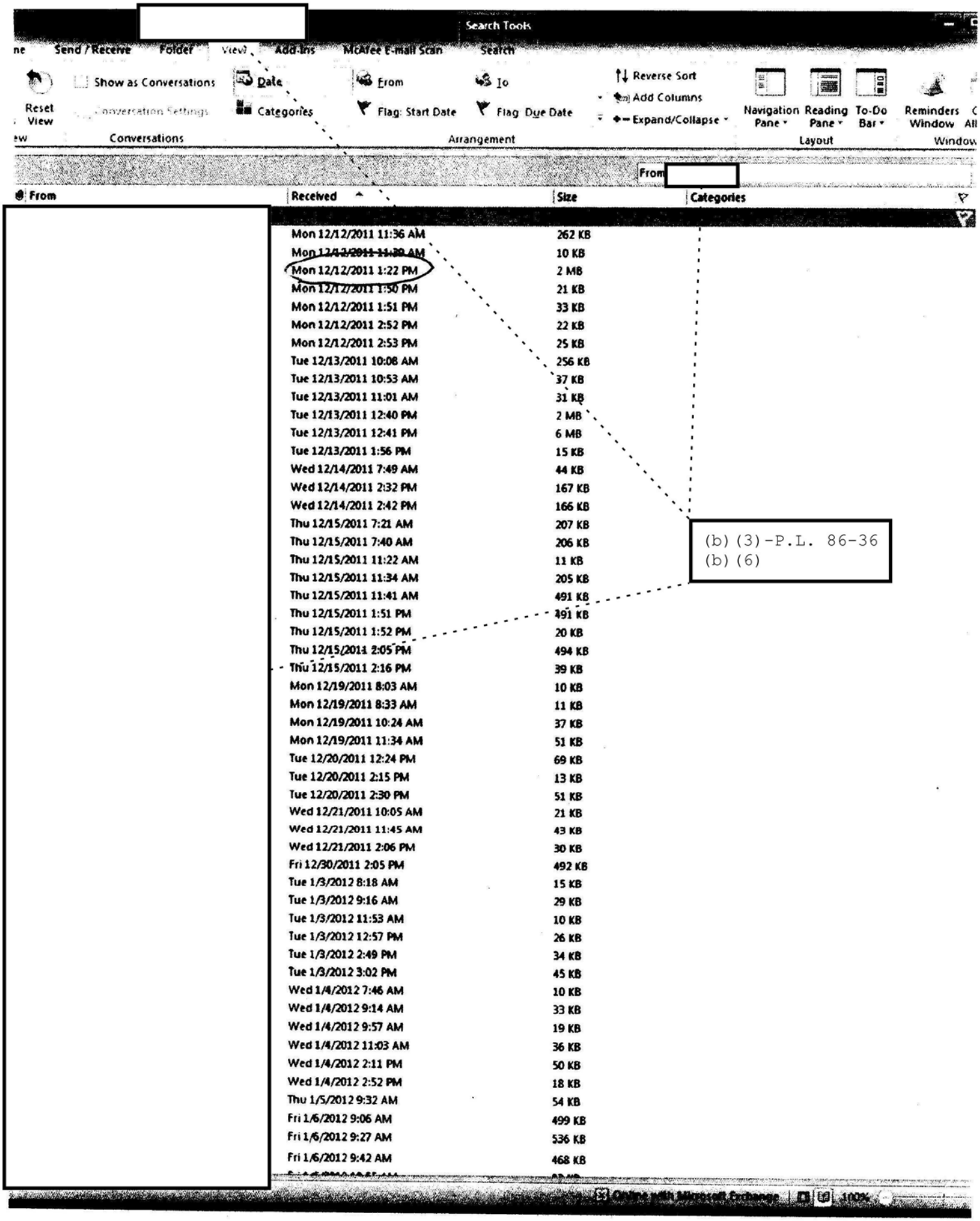
This document contains a simplified list of every email that I sent during the 12-month data sample. I have highlighted an example on the first day of an email that I sent during a time I was supposedly gone.

Unfortunately, given the fact that I have had to craft this and previous responses while also conducting my normal duties, time has not permitted me to conduct a thorough audit of the entire 11.5 month time period. I would estimate this task to take 3-4 months if conducted in concert with my normal duties, and thus far I have not been given anywhere near that length of time to respond.

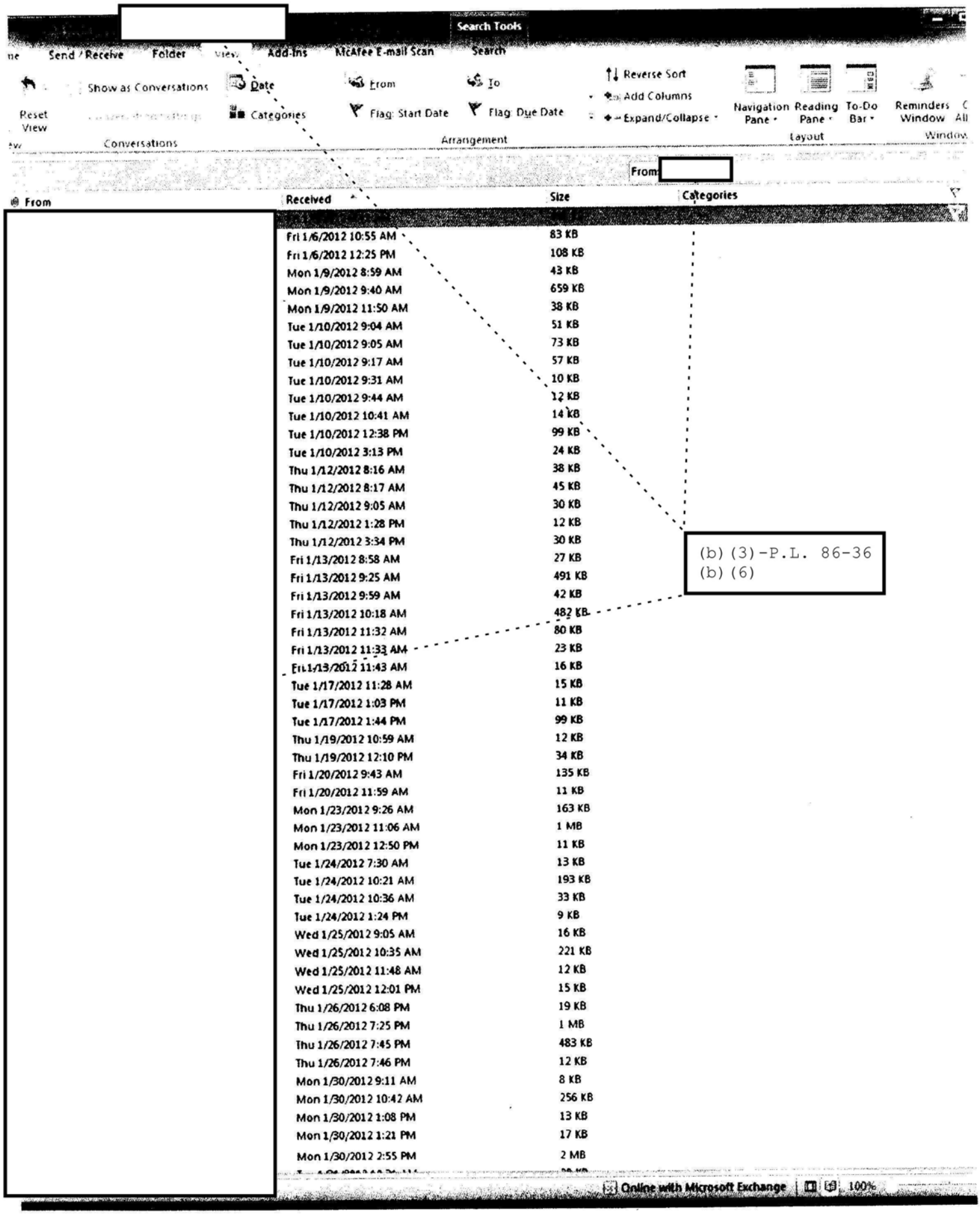
This list was compiled from data in current and archived email records I have maintained throughout my career. It is not a 100% complete list, as I do not save every single email I send or receive. Late last year, all NSAC computers were upgraded to a new version of Microsoft Office that permitted a significantly easier query and sort system for organizing information stored in Outlook data files. This list contains the name of the sender (myself) as well as date/time information.

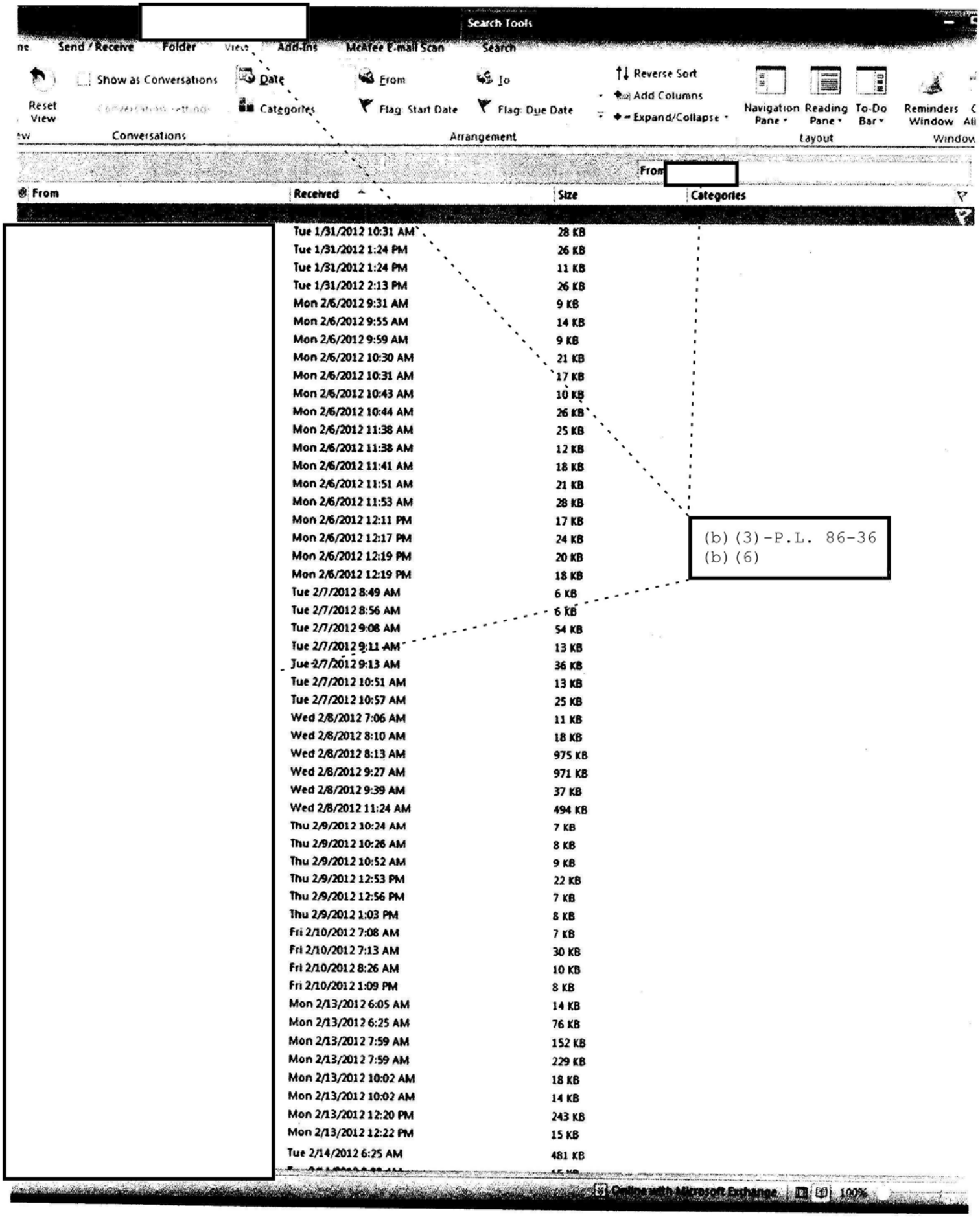
I would like to note that the newer version of Outlook made this process not only easier, but more reliable. Two of the previous dates that I had highlighted were, in fact, emails from an incorrect year—a by-product of my own mistake as well as the previous version's difficult data query program.

Release: 2018-11
NSA: 05594

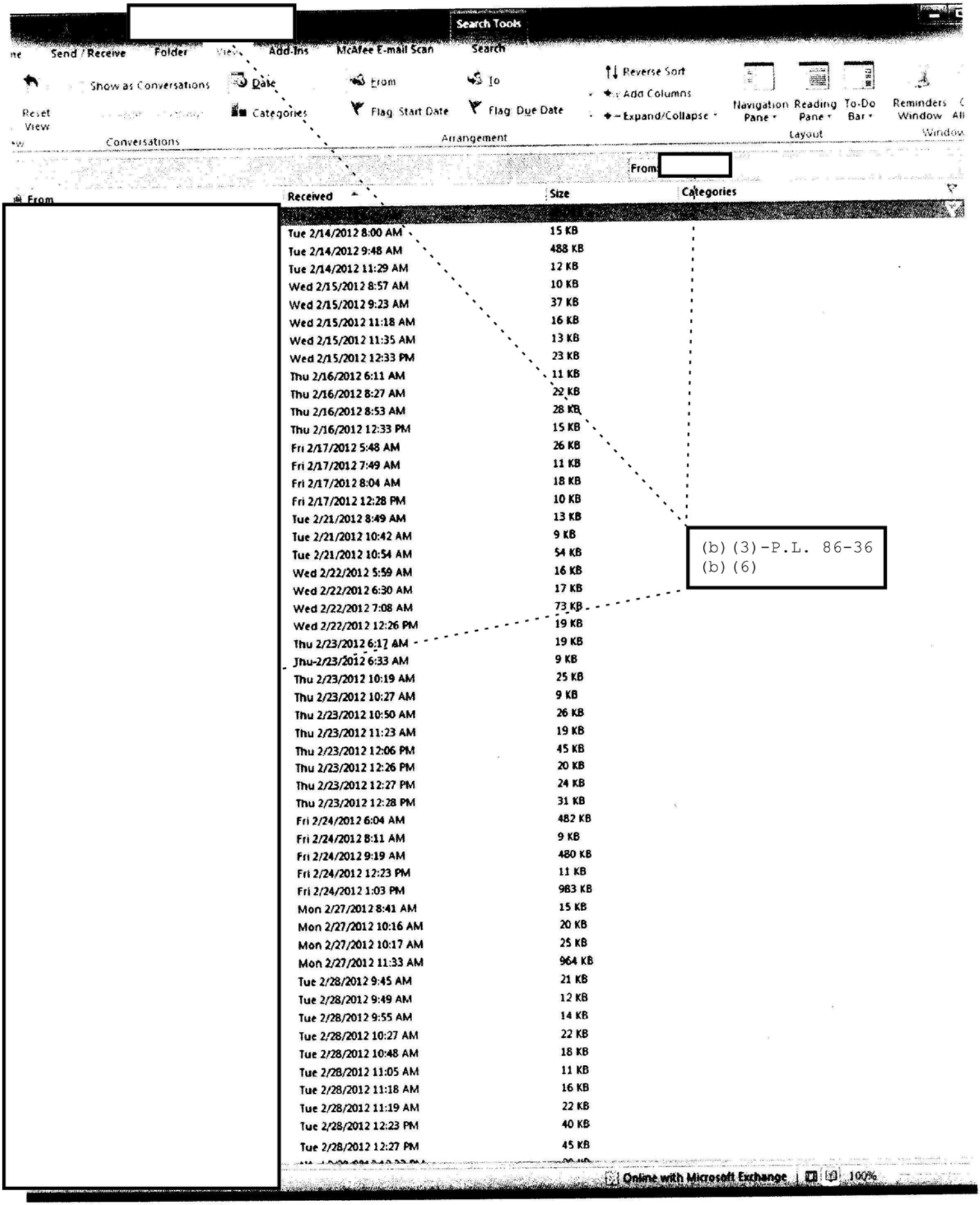

Search Tools
Send / Receive
Folder
View
Add-Ins
McAfee E-mail Scan
Search
Show as Conversations
Reset View
Conversation Settings
Conversations
Date
Categories
From
To
Flag: Start Date
Flag Due Date
Reverse Sort
Add Columns
Expand/Collapse
Arrangement
Navigation Pane
Reading Pane
To-Do Bar
Reminders Window
Layout
From
From
Received
Size
Categories
Mon 12/12/2011 11:36 AM 262 KB
Mon 12/12/2011 11:39 AM 10 KB
Mon 12/12/2011 1:22 PM 2 MB
Mon 12/12/2011 1:50 PM 21 KB
Mon 12/12/2011 1:51 PM 33 KB
Mon 12/12/2011 2:52 PM 22 KB
Mon 12/12/2011 2:53 PM 25 KB
Tue 12/13/2011 10:08 AM 256 KB
Tue 12/13/2011 10:53 AM 37 KB
Tue 12/13/2011 11:01 AM 31 KB
Tue 12/13/2011 12:40 PM 2 MB
Tue 12/13/2011 12:41 PM 6 MB
Tue 12/13/2011 1:56 PM 15 KB
Wed 12/14/2011 7:49 AM 44 KB
Wed 12/14/2011 2:32 PM 167 KB
Wed 12/14/2011 2:42 PM 166 KB
Thu 12/15/2011 7:21 AM 207 KB
Thu 12/15/2011 7:40 AM 206 KB
Thu 12/15/2011 11:22 AM 11 KB
Thu 12/15/2011 11:34 AM 205 KB
Thu 12/15/2011 11:41 AM 491 KB
Thu 12/15/2011 1:51 PM 491 KB
Thu 12/15/2011 1:52 PM 20 KB
Thu 12/15/2011 2:05 PM 494 KB
Thu 12/15/2011 2:16 PM 39 KB
Mon 12/19/2011 8:03 AM 10 KB
Mon 12/19/2011 8:33 AM 11 KB
Mon 12/19/2011 10:24 AM 37 KB
Mon 12/19/2011 11:34 AM 51 KB
Tue 12/20/2011 12:24 PM 69 KB
Tue 12/20/2011 2:15 PM 13 KB
Tue 12/20/2011 2:30 PM 51 KB
Wed 12/21/2011 10:05 AM 21 KB
Wed 12/21/2011 11:45 AM 43 KB
Wed 12/21/2011 2:06 PM 30 KB
Fri 12/30/2011 2:05 PM 492 KB
Tue 1/3/2012 8:18 AM 15 KB
Tue 1/3/2012 9:16 AM 29 KB
Tue 1/3/2012 11:53 AM 10 KB
Tue 1/3/2012 12:57 PM 26 KB
Tue 1/3/2012 2:49 PM 34 KB
Tue 1/3/2012 3:02 PM 45 KB
Wed 1/4/2012 7:46 AM 10 KB
Wed 1/4/2012 9:14 AM 33 KB
Wed 1/4/2012 9:57 AM 19 KB
Wed 1/4/2012 11:03 AM 36 KB
Wed 1/4/2012 2:11 PM 50 KB
Wed 1/4/2012 2:52 PM 18 KB
Thu 1/5/2012 9:32 AM 54 KB
Fri 1/6/2012 9:06 AM 499 KB
Fri 1/6/2012 9:27 AM 536 KB
Fri 1/6/2012 9:42 AM 468 KB
(b)(3)-P.L. 86-36
(b)(6)

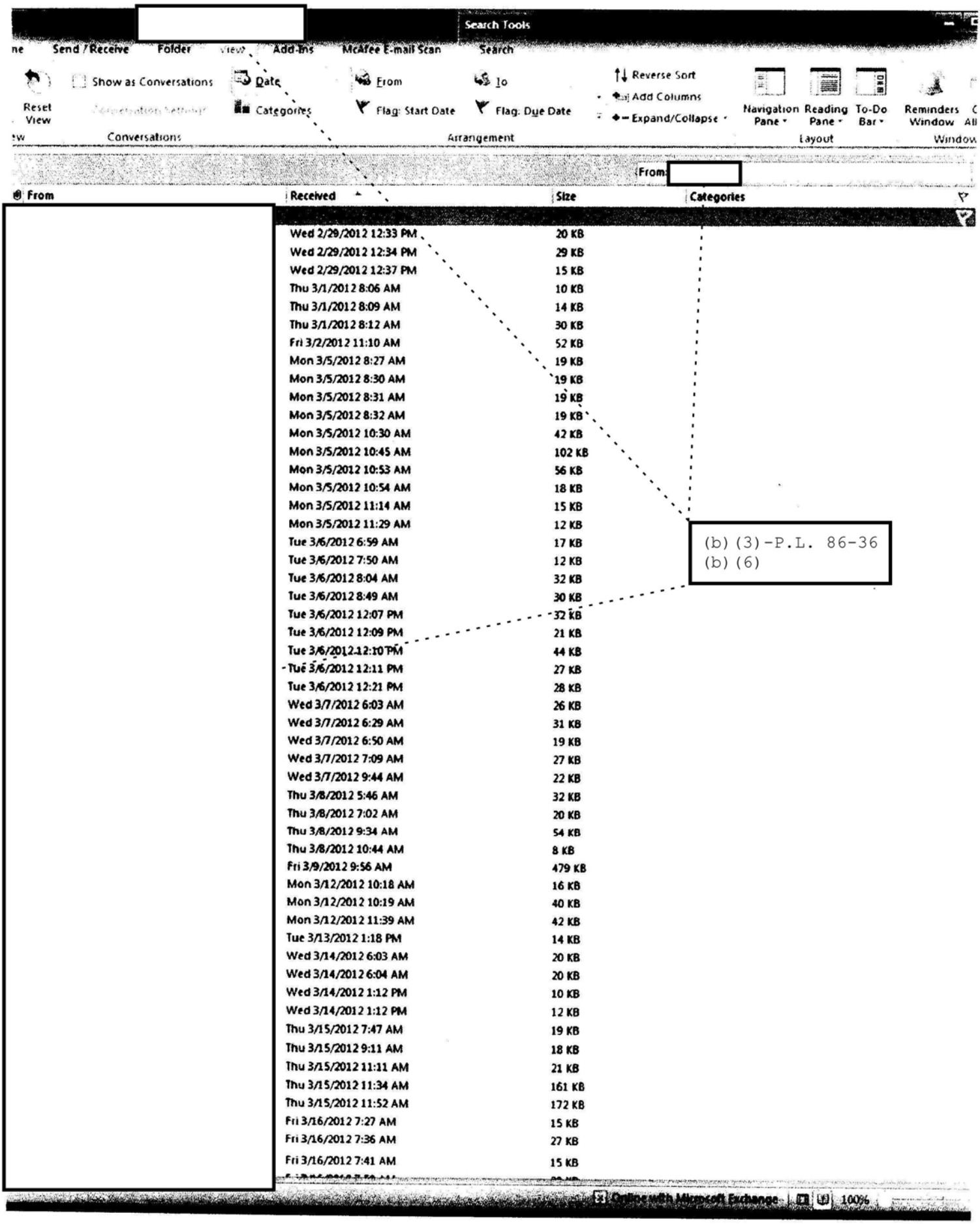
Doc ID: 6640371



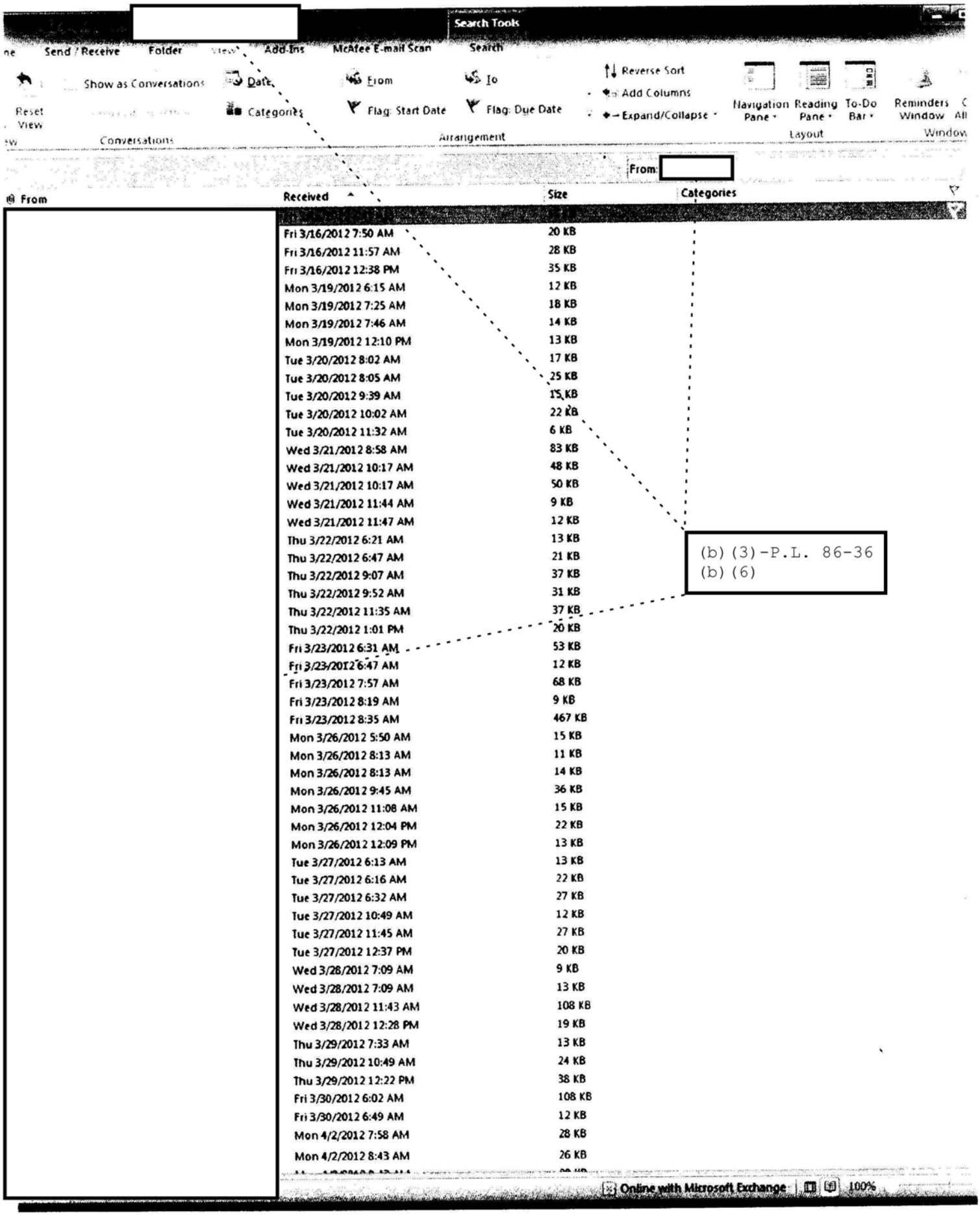

Search Tools
Send / Receive
Folder
View
Add-Ins
McAfee E-mail Scan
Search
Show as Conversations
Reset View
Date
From
To
Categories
Flag: Start Date
Flag: Due Date
Reverse Sort
Add Columns
Expand/Collapse
Navigation Pane
Reading Pane
To-Do Bar
Reminders Window
Conversations
Arrangement
Layout
Window
From
Received
Size
Categories
Tue 1/31/2012 10:31 AM 28 KB
Tue 1/31/2012 1:24 PM 26 KB
Tue 1/31/2012 1:24 PM 11 KB
Tue 1/31/2012 2:13 PM 26 KB
Mon 2/6/2012 9:31 AM 9 KB
Mon 2/6/2012 9:55 AM 14 KB
Mon 2/6/2012 9:59 AM 9 KB
Mon 2/6/2012 10:30 AM 21 KB
Mon 2/6/2012 10:31 AM 17 KB
Mon 2/6/2012 10:43 AM 10 KB
Mon 2/6/2012 10:44 AM 26 KB
Mon 2/6/2012 11:38 AM 25 KB
Mon 2/6/2012 11:38 AM 12 KB
Mon 2/6/2012 11:41 AM 18 KB
Mon 2/6/2012 11:51 AM 21 KB
Mon 2/6/2012 11:53 AM 28 KB
Mon 2/6/2012 12:11 PM 17 KB
Mon 2/6/2012 12:17 PM 24 KB
Mon 2/6/2012 12:19 PM 20 KB
Mon 2/6/2012 12:19 PM 18 KB
Tue 2/7/2012 8:49 AM 6 KB
Tue 2/7/2012 8:56 AM 6 KB
Tue 2/7/2012 9:08 AM 54 KB
Tue 2/7/2012 9:11 AM 13 KB
Tue 2/7/2012 9:13 AM 36 KB
Tue 2/7/2012 10:51 AM 13 KB
Tue 2/7/2012 10:57 AM 25 KB
Wed 2/8/2012 7:06 AM 11 KB
Wed 2/8/2012 8:10 AM 18 KB
Wed 2/8/2012 8:13 AM 975 KB
Wed 2/8/2012 9:27 AM 971 KB
Wed 2/8/2012 9:39 AM 37 KB
Wed 2/8/2012 11:24 AM 494 KB
Thu 2/9/2012 10:24 AM 7 KB
Thu 2/9/2012 10:26 AM 8 KB
Thu 2/9/2012 10:52 AM 9 KB
Thu 2/9/2012 12:53 PM 22 KB
Thu 2/9/2012 12:56 PM 7 KB
Thu 2/9/2012 1:03 PM 8 KB
Fri 2/10/2012 7:08 AM 7 KB
Fri 2/10/2012 7:13 AM 30 KB
Fri 2/10/2012 8:26 AM 10 KB
Fri 2/10/2012 1:09 PM 8 KB
Mon 2/13/2012 6:05 AM 14 KB
Mon 2/13/2012 6:25 AM 76 KB
Mon 2/13/2012 7:59 AM 152 KB
Mon 2/13/2012 7:59 AM 229 KB
Mon 2/13/2012 10:02 AM 18 KB
Mon 2/13/2012 10:02 AM 14 KB
Mon 2/13/2012 12:20 PM 243 KB
Mon 2/13/2012 12:22 PM 15 KB
Tue 2/14/2012 6:25 AM 481 KB
(b)(3)-P.L. 86-36
(b)(6)
Online with Microsoft Exchange
100%

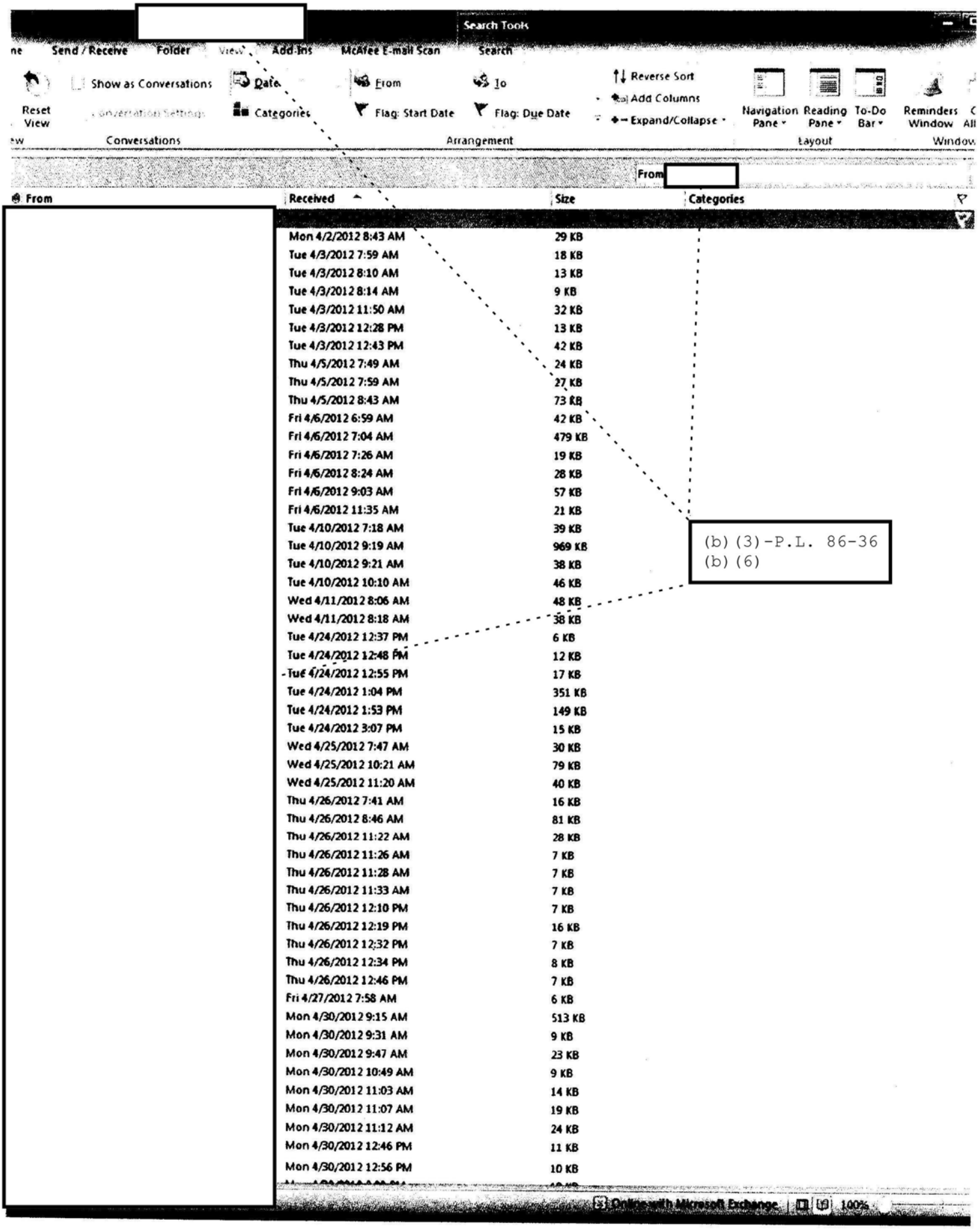
Doc ID: 6640371



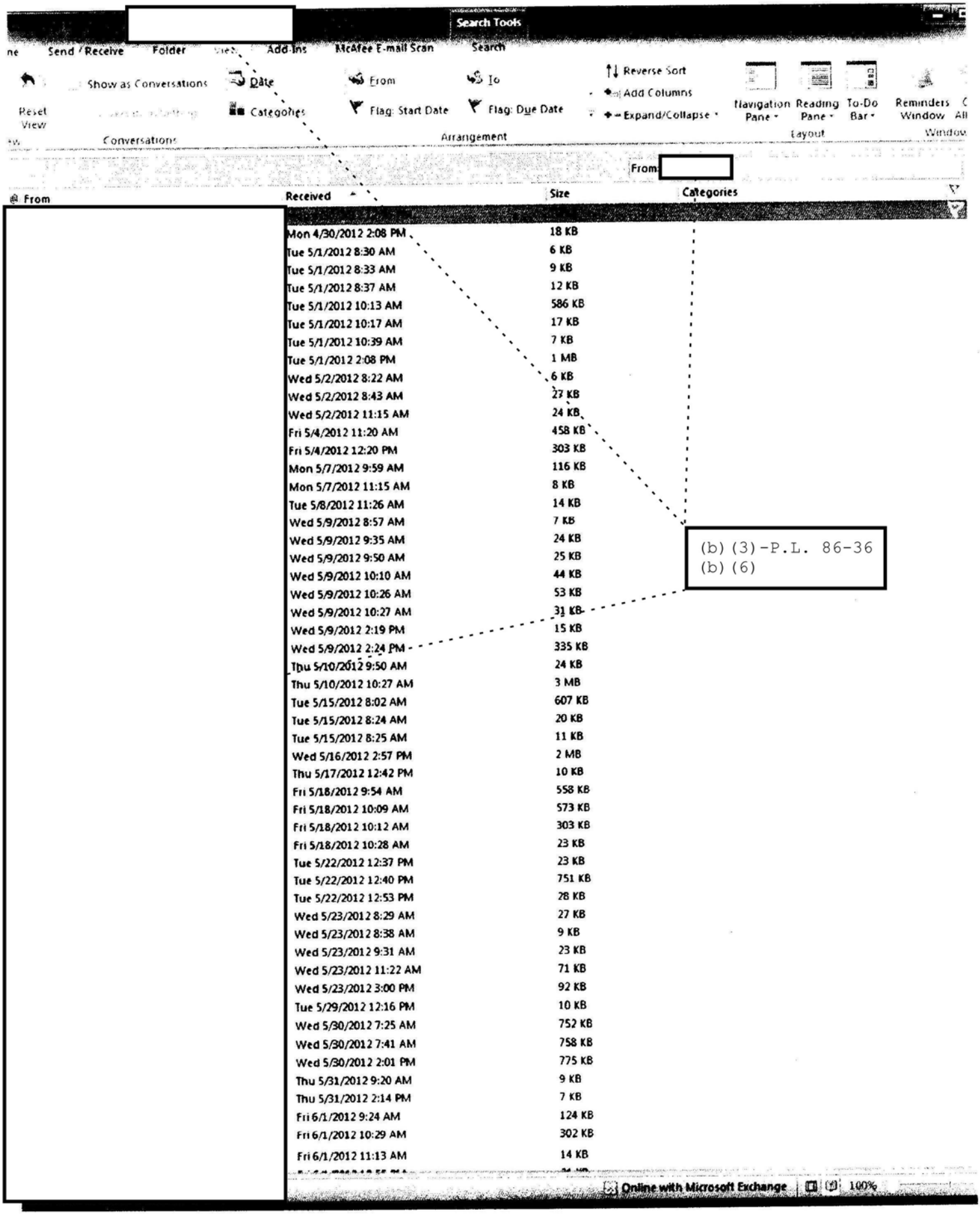

Search Tools
Send / Receive
Folder
View
Add-Ins
McAfee E-mail Scan
Search
Show as Conversations
Reset View
Date
Categories
From
To
Flag: Start Date
Flag: Due Date
Reverse Sort
Add Columns
Expand/Collapse
Navigation Pane
Reading Pane
To-Do Bar
Reminders Window
Conversations
Arrangement
Layout
From:
From
Received
Size
Categories
Wed 2/29/2012 12:33 PM 20 KB
Wed 2/29/2012 12:34 PM 29 KB
Wed 2/29/2012 12:37 PM 15 KB
Thu 3/1/2012 8:06 AM 10 KB
Thu 3/1/2012 8:09 AM 14 KB
Thu 3/1/2012 8:12 AM 30 KB
Fri 3/2/2012 11:10 AM 52 KB
Mon 3/5/2012 8:27 AM 19 KB
Mon 3/5/2012 8:30 AM 19 KB
Mon 3/5/2012 8:31 AM 19 KB
Mon 3/5/2012 8:32 AM 19 KB
Mon 3/5/2012 10:30 AM 42 KB
Mon 3/5/2012 10:45 AM 102 KB
Mon 3/5/2012 10:53 AM 56 KB
Mon 3/5/2012 10:54 AM 18 KB
Mon 3/5/2012 11:14 AM 15 KB
Mon 3/5/2012 11:29 AM 12 KB
Tue 3/6/2012 6:59 AM 17 KB
Tue 3/6/2012 7:50 AM 12 KB
Tue 3/6/2012 8:04 AM 32 KB
Tue 3/6/2012 8:49 AM 30 KB
Tue 3/6/2012 12:07 PM 32 KB
Tue 3/6/2012 12:09 PM 21 KB
Tue 3/6/2012 12:10 PM 44 KB
Tue 3/6/2012 12:11 PM 27 KB
Tue 3/6/2012 12:21 PM 28 KB
Wed 3/7/2012 6:03 AM 26 KB
Wed 3/7/2012 6:29 AM 31 KB
Wed 3/7/2012 6:50 AM 19 KB
Wed 3/7/2012 7:09 AM 27 KB
Wed 3/7/2012 9:44 AM 22 KB
Thu 3/8/2012 5:46 AM 32 KB
Thu 3/8/2012 7:02 AM 20 KB
Thu 3/8/2012 9:34 AM 54 KB
Thu 3/8/2012 10:44 AM 8 KB
Fri 3/9/2012 9:56 AM 479 KB
Mon 3/12/2012 10:18 AM 16 KB
Mon 3/12/2012 10:19 AM 40 KB
Mon 3/12/2012 11:39 AM 42 KB
Tue 3/13/2012 1:18 PM 14 KB
Wed 3/14/2012 6:03 AM 20 KB
Wed 3/14/2012 6:04 AM 20 KB
Wed 3/14/2012 1:12 PM 10 KB
Wed 3/14/2012 1:12 PM 12 KB
Thu 3/15/2012 7:47 AM 19 KB
Thu 3/15/2012 9:11 AM 18 KB
Thu 3/15/2012 11:11 AM 21 KB
Thu 3/15/2012 11:34 AM 161 KB
Thu 3/15/2012 11:52 AM 172 KB
Fri 3/16/2012 7:27 AM 15 KB
Fri 3/16/2012 7:36 AM 27 KB
Fri 3/16/2012 7:41 AM 15 KB
(b)(3)-P.L. 86-36
(b)(6)
Online with Microsoft Exchange
100%

Doc ID: 6640371

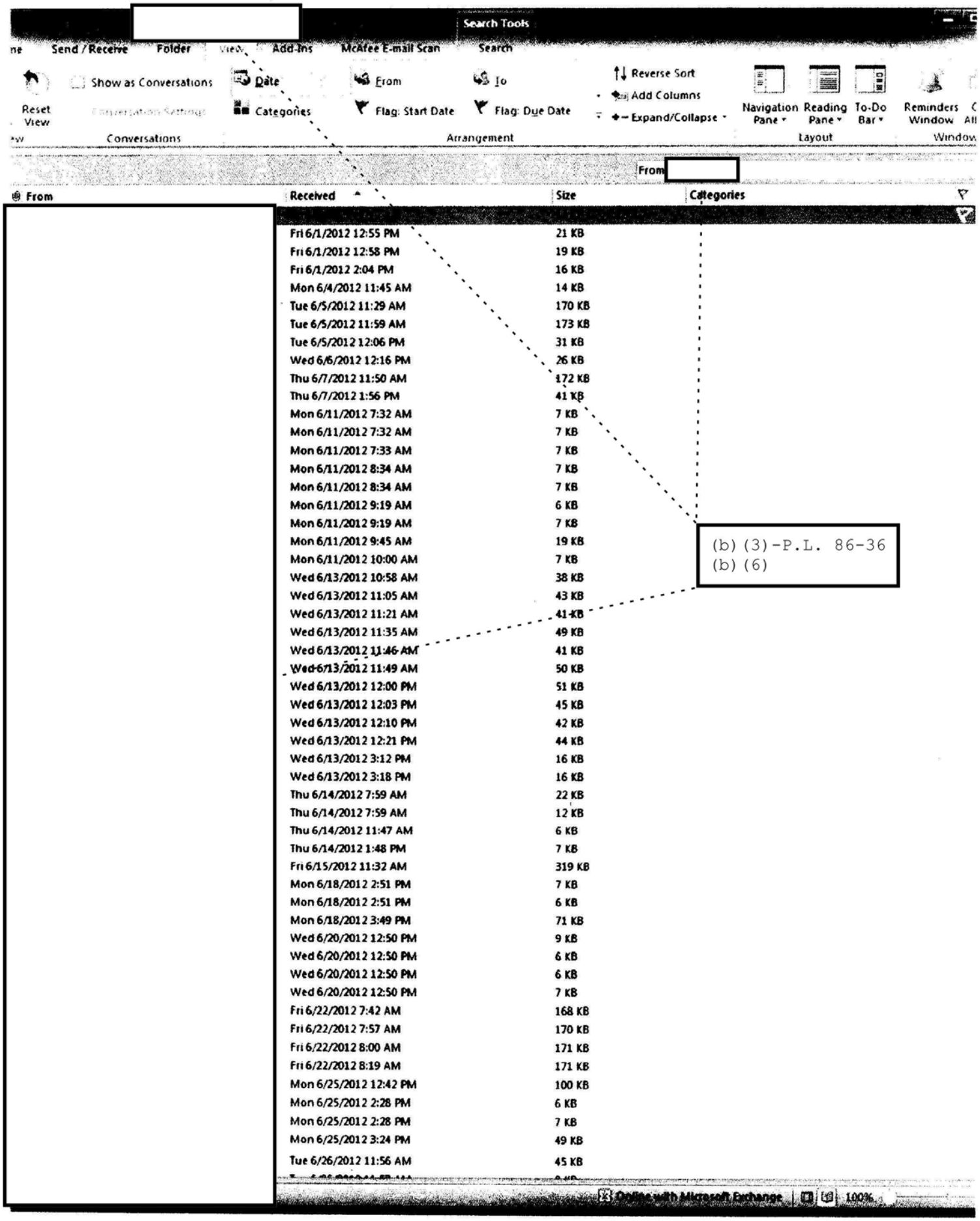



Search Tools
Send / Receive
Folder
View
Add-Ins
McAfee E-mail Scan
Search
Show as Conversations
Date
From
To
Reverse Sort
Add Columns
Expand/Collapse
Reset View
Categories
Flag: Start Date
Flag: Due Date
Navigation Pane
Reading Pane
To-Do Bar
Reminders Window
Conversations
Arrangement
Layout
From
From
Received
Size
Categories
Mon 4/2/2012 8:43 AM 29 KB
Tue 4/3/2012 7:59 AM 18 KB
Tue 4/3/2012 8:10 AM 13 KB
Tue 4/3/2012 8:14 AM 9 KB
Tue 4/3/2012 11:50 AM 32 KB
Tue 4/3/2012 12:28 PM 13 KB
Tue 4/3/2012 12:43 PM 42 KB
Thu 4/5/2012 7:49 AM 24 KB
Thu 4/5/2012 7:59 AM 27 KB
Thu 4/5/2012 8:43 AM 73 KB
Fri 4/6/2012 6:59 AM 42 KB
Fri 4/6/2012 7:04 AM 479 KB
Fri 4/6/2012 7:26 AM 19 KB
Fri 4/6/2012 8:24 AM 28 KB
Fri 4/6/2012 9:03 AM 57 KB
Fri 4/6/2012 11:35 AM 21 KB
Tue 4/10/2012 7:18 AM 39 KB
Tue 4/10/2012 9:19 AM 969 KB
Tue 4/10/2012 9:21 AM 38 KB
Tue 4/10/2012 10:10 AM 46 KB
Wed 4/11/2012 8:06 AM 48 KB
Wed 4/11/2012 8:18 AM 38 KB
Tue 4/24/2012 12:37 PM 6 KB
Tue 4/24/2012 12:48 PM 12 KB
Tue 4/24/2012 12:55 PM 17 KB
Tue 4/24/2012 1:04 PM 351 KB
Tue 4/24/2012 1:53 PM 149 KB
Tue 4/24/2012 3:07 PM 15 KB
Wed 4/25/2012 7:47 AM 30 KB
Wed 4/25/2012 10:21 AM 79 KB
Wed 4/25/2012 11:20 AM 40 KB
Thu 4/26/2012 7:41 AM 16 KB
Thu 4/26/2012 8:46 AM 81 KB
Thu 4/26/2012 11:22 AM 28 KB
Thu 4/26/2012 11:26 AM 7 KB
Thu 4/26/2012 11:28 AM 7 KB
Thu 4/26/2012 11:33 AM 7 KB
Thu 4/26/2012 12:10 PM 7 KB
Thu 4/26/2012 12:19 PM 16 KB
Thu 4/26/2012 12:32 PM 7 KB
Thu 4/26/2012 12:34 PM 8 KB
Thu 4/26/2012 12:46 PM 7 KB
Fri 4/27/2012 7:58 AM 6 KB
Mon 4/30/2012 9:15 AM 513 KB
Mon 4/30/2012 9:31 AM 9 KB
Mon 4/30/2012 9:47 AM 23 KB
Mon 4/30/2012 10:49 AM 9 KB
Mon 4/30/2012 11:03 AM 14 KB
Mon 4/30/2012 11:07 AM 19 KB
Mon 4/30/2012 11:12 AM 24 KB
Mon 4/30/2012 12:46 PM 11 KB
Mon 4/30/2012 12:56 PM 10 KB
(b)(3)-P.L. 86-36
(b)(6)
100%

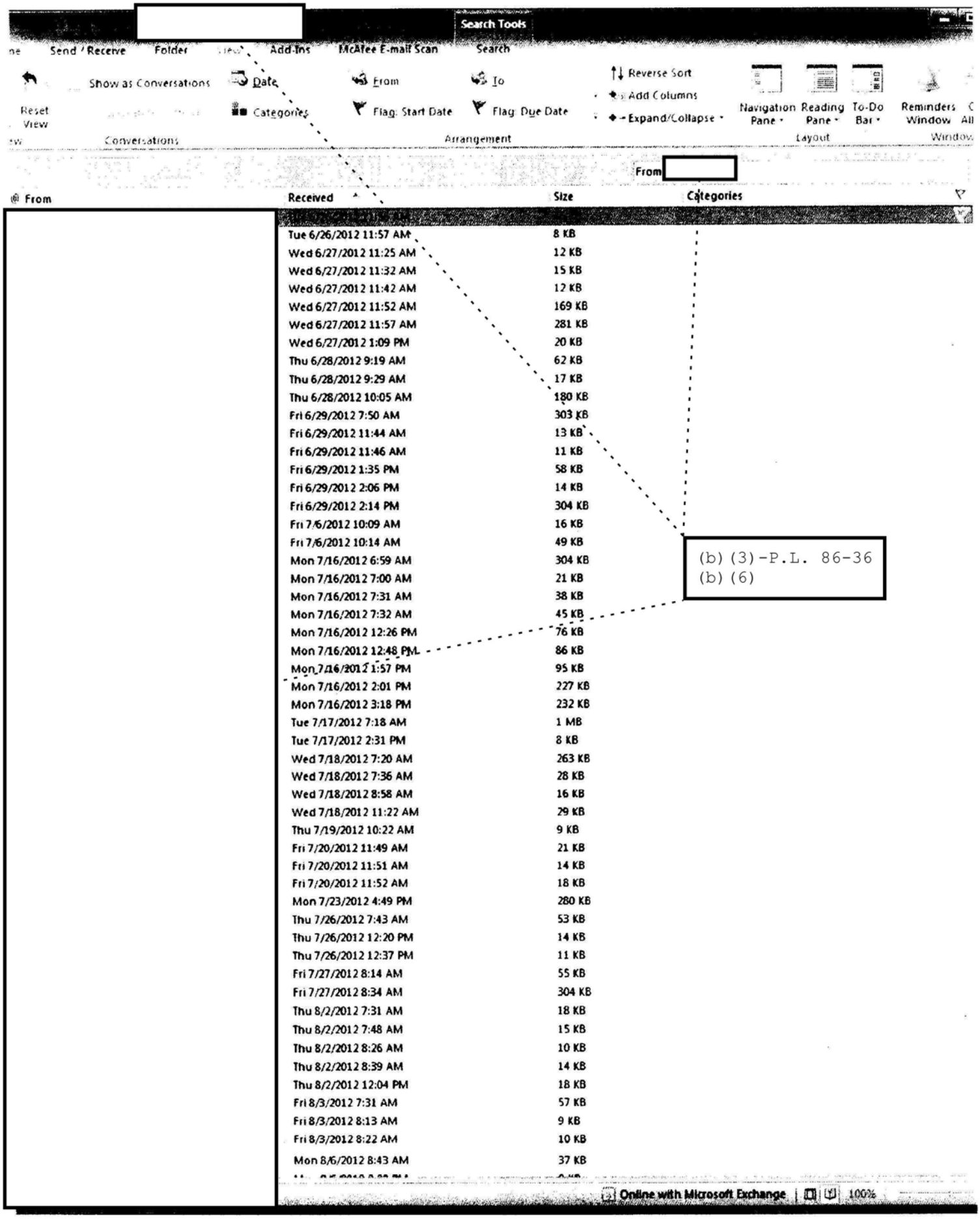
Doc ID: 6640371

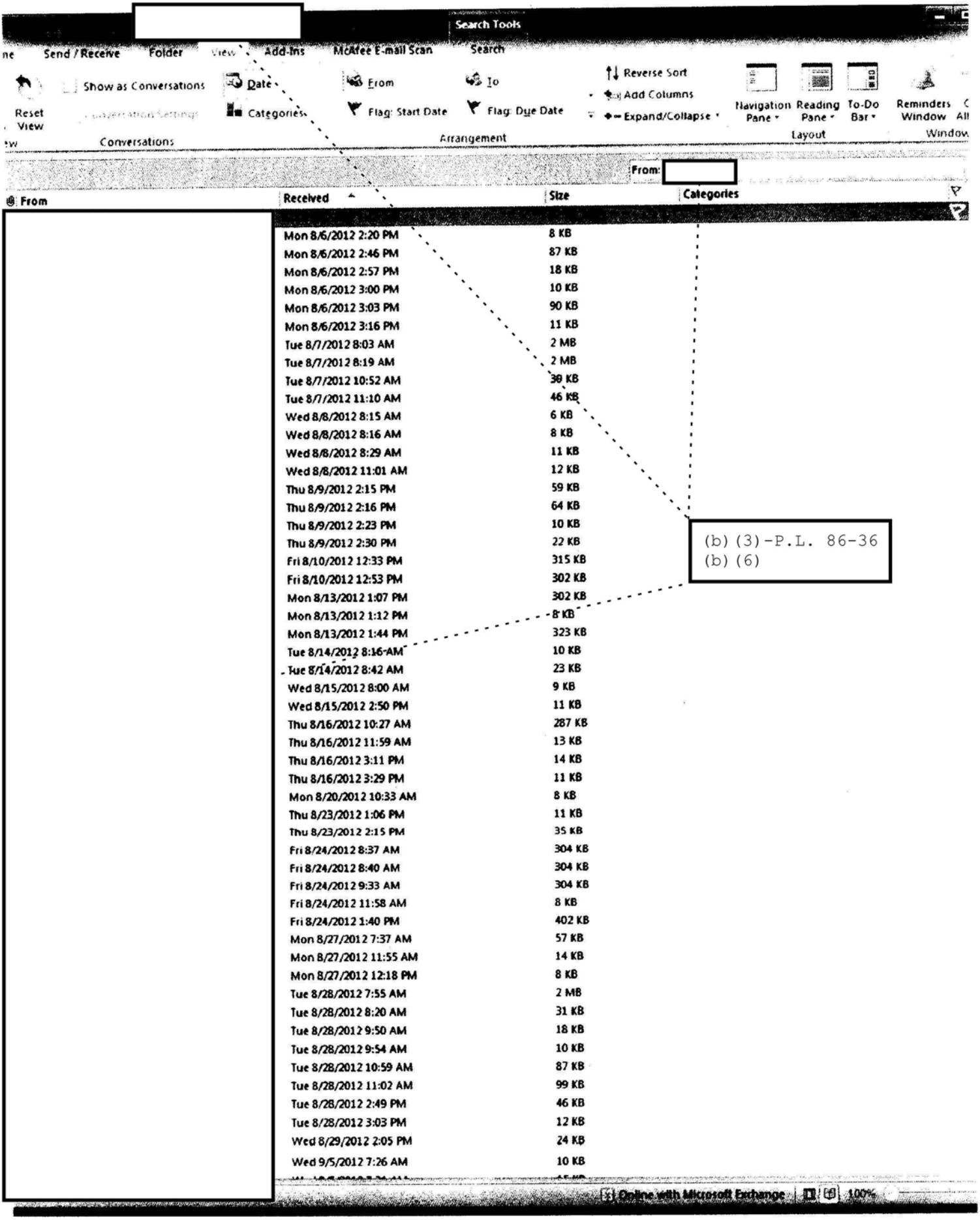


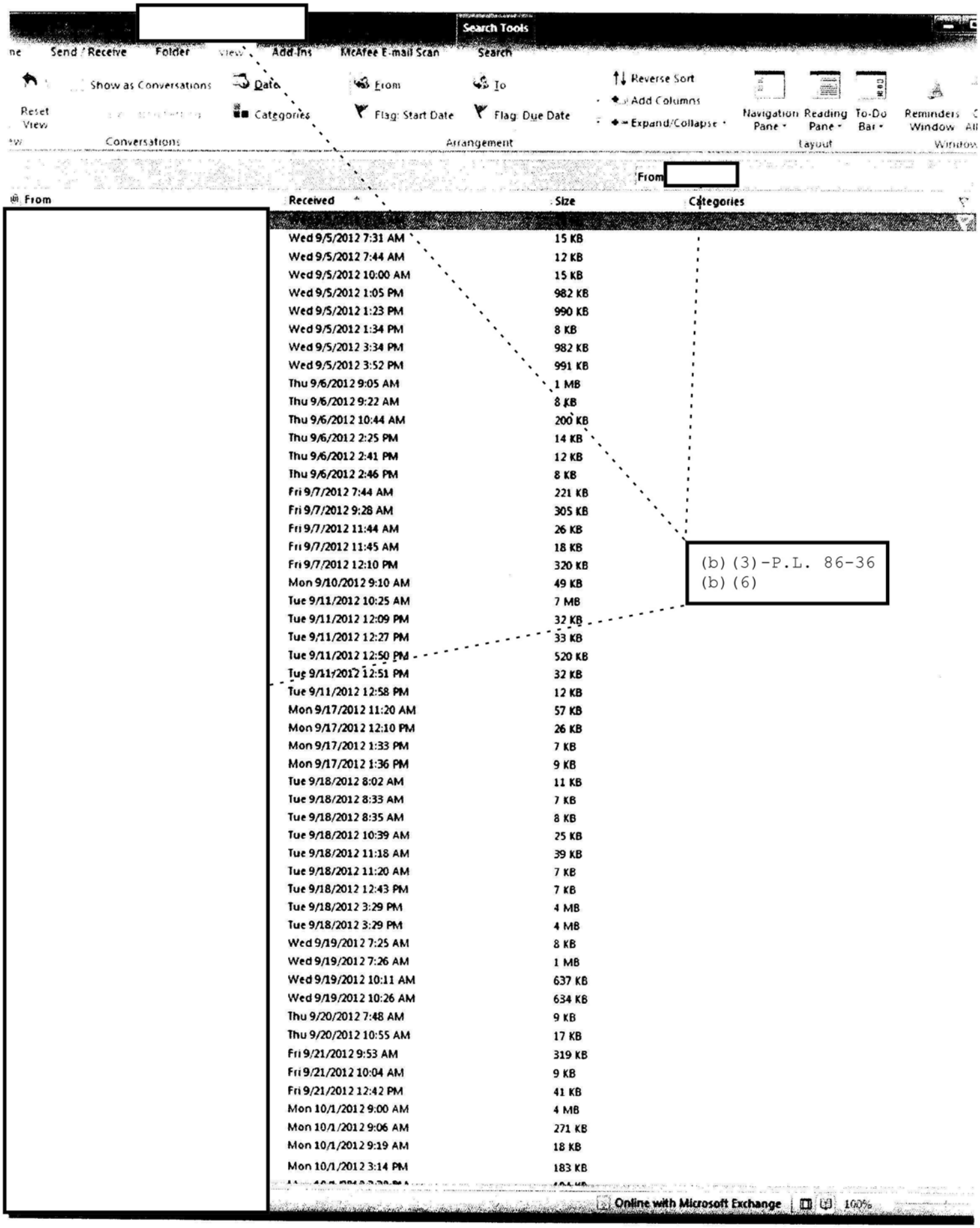
Release: 2018-11
NSA: 05602


Search Tools
Send / Receive
Folder
View
Add-Ins
McAfee E-mail Scan
Search
Show as Conversations
Reset View
Date
Categories
From
To
Flag: Start Date
Flag: Due Date
Reverse Sort
Add Columns
Expand/Collapse
Navigation Pane
Reading Pane
To-Do Bar
Reminders Window
Conversations
Arrangement
Layout
From
From
Received
Size
Categories
Fri 6/1/2012 12:55 PM 21 KB
Fri 6/1/2012 12:58 PM 19 KB
Fri 6/1/2012 2:04 PM 16 KB
Mon 6/4/2012 11:45 AM 14 KB
Tue 6/5/2012 11:29 AM 170 KB
Tue 6/5/2012 11:59 AM 173 KB
Tue 6/5/2012 12:06 PM 31 KB
Wed 6/6/2012 12:16 PM 26 KB
Thu 6/7/2012 11:50 AM 172 KB
Thu 6/7/2012 1:56 PM 41 KB
Mon 6/11/2012 7:32 AM 7 KB
Mon 6/11/2012 7:32 AM 7 KB
Mon 6/11/2012 7:33 AM 7 KB
Mon 6/11/2012 8:34 AM 7 KB
Mon 6/11/2012 8:34 AM 7 KB
Mon 6/11/2012 9:19 AM 6 KB
Mon 6/11/2012 9:19 AM 7 KB
Mon 6/11/2012 9:45 AM 19 KB
Mon 6/11/2012 10:00 AM 7 KB
Wed 6/13/2012 10:58 AM 38 KB
Wed 6/13/2012 11:05 AM 43 KB
Wed 6/13/2012 11:21 AM 41 KB
Wed 6/13/2012 11:35 AM 49 KB
Wed 6/13/2012 11:46 AM 41 KB
Wed 6/13/2012 11:49 AM 50 KB
Wed 6/13/2012 12:00 PM 51 KB
Wed 6/13/2012 12:03 PM 45 KB
Wed 6/13/2012 12:10 PM 42 KB
Wed 6/13/2012 12:21 PM 44 KB
Wed 6/13/2012 3:12 PM 16 KB
Wed 6/13/2012 3:18 PM 16 KB
Thu 6/14/2012 7:59 AM 22 KB
Thu 6/14/2012 7:59 AM 12 KB
Thu 6/14/2012 11:47 AM 6 KB
Thu 6/14/2012 1:48 PM 7 KB
Fri 6/15/2012 11:32 AM 319 KB
Mon 6/18/2012 2:51 PM 7 KB
Mon 6/18/2012 2:51 PM 6 KB
Mon 6/18/2012 3:49 PM 71 KB
Wed 6/20/2012 12:50 PM 9 KB
Wed 6/20/2012 12:50 PM 6 KB
Wed 6/20/2012 12:50 PM 6 KB
Wed 6/20/2012 12:50 PM 7 KB
Fri 6/22/2012 7:42 AM 168 KB
Fri 6/22/2012 7:57 AM 170 KB
Fri 6/22/2012 8:00 AM 171 KB
Fri 6/22/2012 8:19 AM 171 KB
Mon 6/25/2012 12:42 PM 100 KB
Mon 6/25/2012 2:28 PM 6 KB
Mon 6/25/2012 2:28 PM 7 KB
Mon 6/25/2012 3:24 PM 49 KB
Tue 6/26/2012 11:56 AM 45 KB
(b)(3)-P.L. 86-36
(b)(6)
Online with Microsoft Exchange
100%

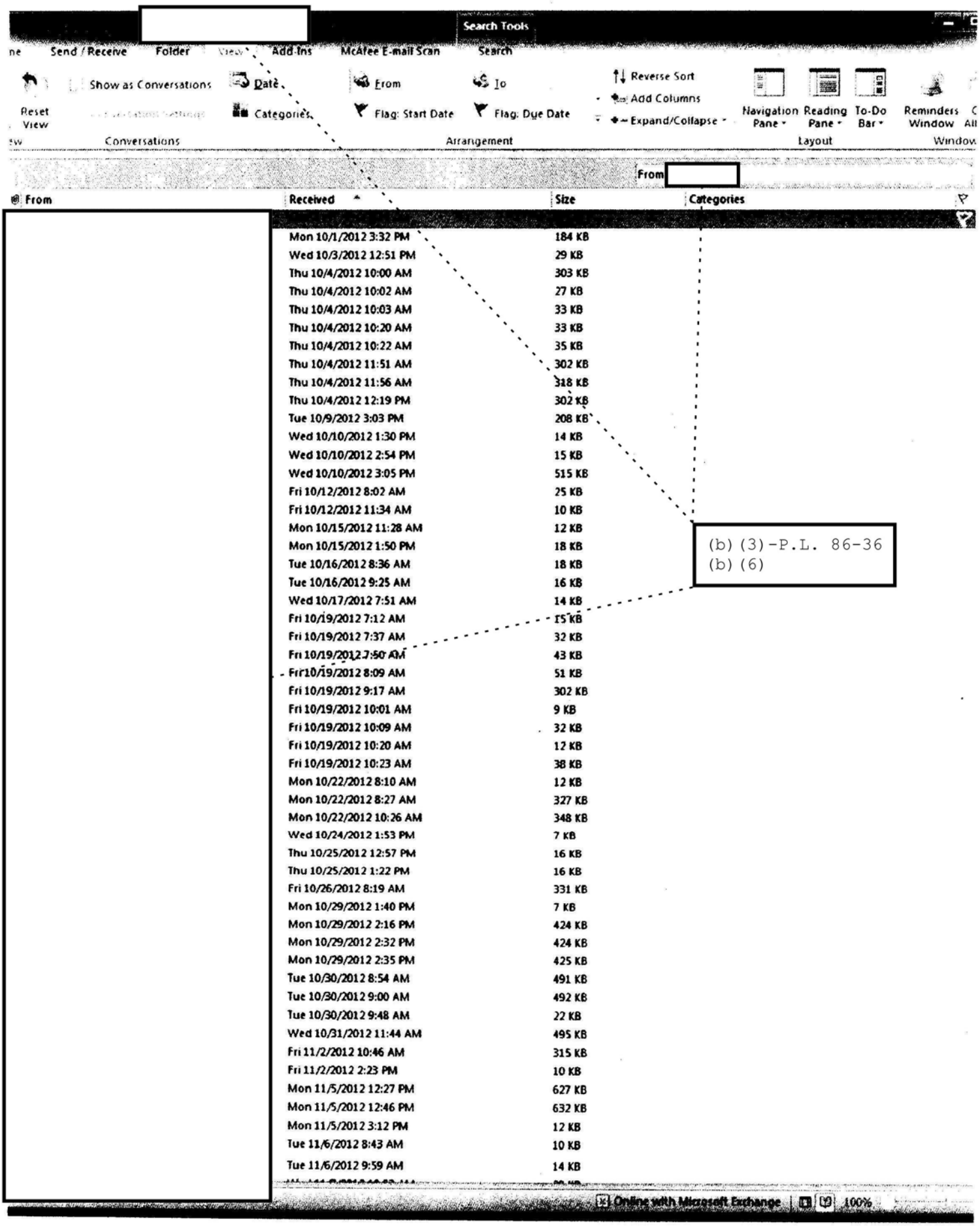
Doc ID: 6640371



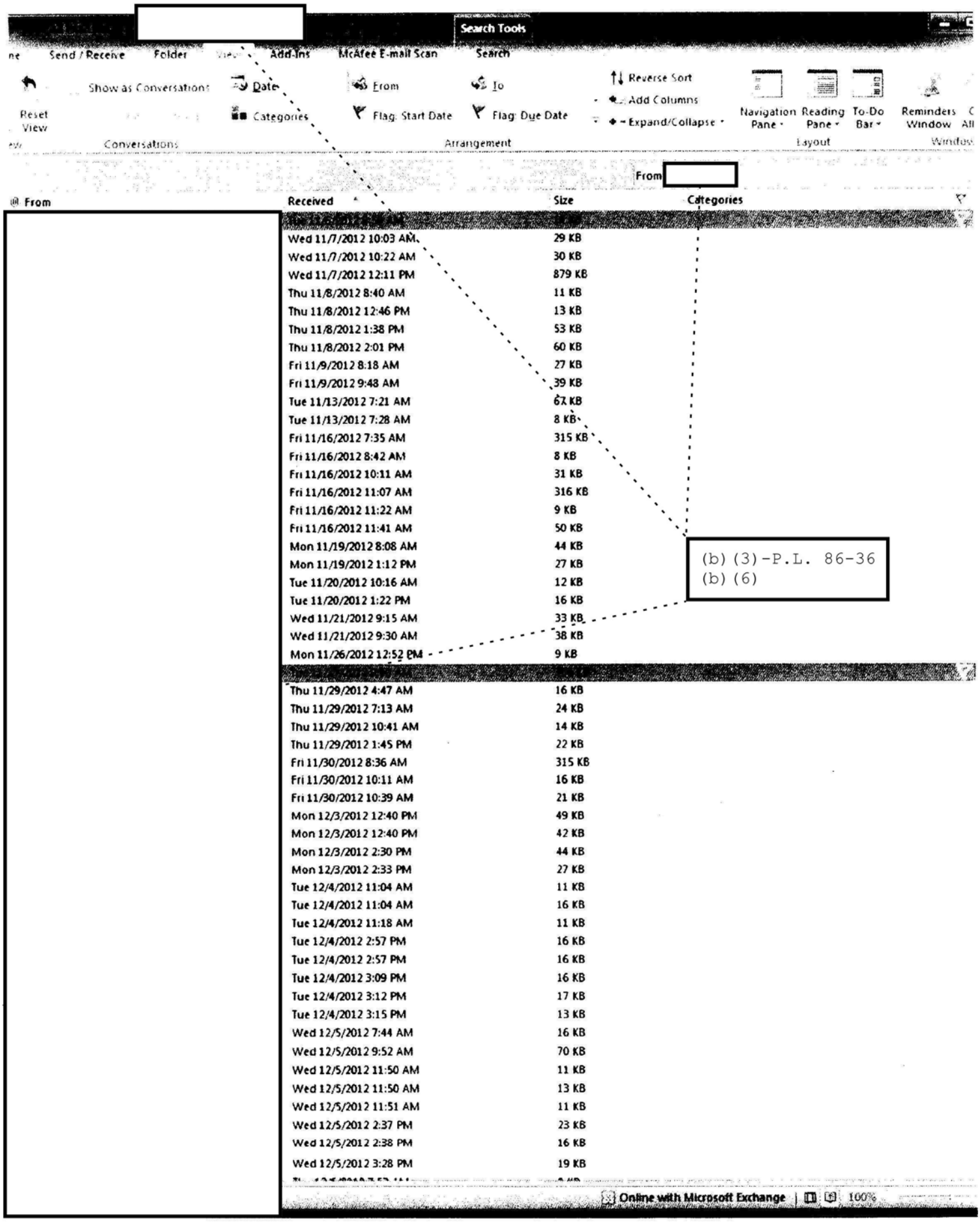

Search Tools
Send / Receive
Folder
View
Add-Ins
McAfee E-mail Scan
Search
Show as Conversations
Reset View
Date
Categories
From
To
Flag: Start Date
Flag: Due Date
Reverse Sort
Add Columns
Expand/Collapse
Navigation Pane
Reading Pane
To-Do Bar
Reminders Window
Conversations
Arrangement
Layout
Window
From:
From
Received
Size
Categories
Mon 8/6/2012 2:20 PM 8 KB
Mon 8/6/2012 2:46 PM 87 KB
Mon 8/6/2012 2:57 PM 18 KB
Mon 8/6/2012 3:00 PM 10 KB
Mon 8/6/2012 3:03 PM 90 KB
Mon 8/6/2012 3:16 PM 11 KB
Tue 8/7/2012 8:03 AM 2 MB
Tue 8/7/2012 8:19 AM 2 MB
Tue 8/7/2012 10:52 AM 30 KB
Tue 8/7/2012 11:10 AM 46 KB
Wed 8/8/2012 8:15 AM 6 KB
Wed 8/8/2012 8:16 AM 8 KB
Wed 8/8/2012 8:29 AM 11 KB
Wed 8/8/2012 11:01 AM 12 KB
Thu 8/9/2012 2:15 PM 59 KB
Thu 8/9/2012 2:16 PM 64 KB
Thu 8/9/2012 2:23 PM 10 KB
Thu 8/9/2012 2:30 PM 22 KB
Fri 8/10/2012 12:33 PM 315 KB
Fri 8/10/2012 12:53 PM 302 KB
Mon 8/13/2012 1:07 PM 302 KB
Mon 8/13/2012 1:12 PM 8 KB
Mon 8/13/2012 1:44 PM 323 KB
Tue 8/14/2012 8:16 AM 10 KB
Tue 8/14/2012 8:42 AM 23 KB
Wed 8/15/2012 8:00 AM 9 KB
Wed 8/15/2012 2:50 PM 11 KB
Thu 8/16/2012 10:27 AM 287 KB
Thu 8/16/2012 11:59 AM 13 KB
Thu 8/16/2012 3:11 PM 14 KB
Thu 8/16/2012 3:29 PM 11 KB
Mon 8/20/2012 10:33 AM 8 KB
Thu 8/23/2012 1:06 PM 11 KB
Thu 8/23/2012 2:15 PM 35 KB
Fri 8/24/2012 8:37 AM 304 KB
Fri 8/24/2012 8:40 AM 304 KB
Fri 8/24/2012 9:33 AM 304 KB
Fri 8/24/2012 11:58 AM 8 KB
Fri 8/24/2012 1:40 PM 402 KB
Mon 8/27/2012 7:37 AM 57 KB
Mon 8/27/2012 11:55 AM 14 KB
Mon 8/27/2012 12:18 PM 8 KB
Tue 8/28/2012 7:55 AM 2 MB
Tue 8/28/2012 8:20 AM 31 KB
Tue 8/28/2012 9:50 AM 18 KB
Tue 8/28/2012 9:54 AM 10 KB
Tue 8/28/2012 10:59 AM 87 KB
Tue 8/28/2012 11:02 AM 99 KB
Tue 8/28/2012 2:49 PM 46 KB
Tue 8/28/2012 3:03 PM 12 KB
Wed 8/29/2012 2:05 PM 24 KB
Wed 9/5/2012 7:26 AM 10 KB
(b)(3)-P.L. 86-36
(b)(6)
Online with Microsoft Exchange
100%


Search Tools
Send / Receive
Folder
View
Add-Ins
McAfee E-mail Scan
Search
Show as Conversations
Date
From
To
Reverse Sort
Add Columns
Expand/Collapse
Reset View
Categories
Flag: Start Date
Flag: Due Date
Navigation Pane
Reading Pane
To-Do Bar
Reminders Window
Conversations
Arrangement
Layout
From
From
Received
Size
Categories
Wed 9/5/2012 7:31 AM 15 KB
Wed 9/5/2012 7:44 AM 12 KB
Wed 9/5/2012 10:00 AM 15 KB
Wed 9/5/2012 1:05 PM 982 KB
Wed 9/5/2012 1:23 PM 990 KB
Wed 9/5/2012 1:34 PM 8 KB
Wed 9/5/2012 3:34 PM 982 KB
Wed 9/5/2012 3:52 PM 991 KB
Thu 9/6/2012 9:05 AM 1 MB
Thu 9/6/2012 9:22 AM 8 KB
Thu 9/6/2012 10:44 AM 200 KB
Thu 9/6/2012 2:25 PM 14 KB
Thu 9/6/2012 2:41 PM 12 KB
Thu 9/6/2012 2:46 PM 8 KB
Fri 9/7/2012 7:44 AM 221 KB
Fri 9/7/2012 9:28 AM 305 KB
Fri 9/7/2012 11:44 AM 26 KB
Fri 9/7/2012 11:45 AM 18 KB
Fri 9/7/2012 12:10 PM 320 KB
Mon 9/10/2012 9:10 AM 49 KB
Tue 9/11/2012 10:25 AM 7 MB
Tue 9/11/2012 12:09 PM 32 KB
Tue 9/11/2012 12:27 PM 33 KB
Tue 9/11/2012 12:50 PM 520 KB
Tue 9/11/2012 12:51 PM 32 KB
Tue 9/11/2012 12:58 PM 12 KB
Mon 9/17/2012 11:20 AM 57 KB
Mon 9/17/2012 12:10 PM 26 KB
Mon 9/17/2012 1:33 PM 7 KB
Mon 9/17/2012 1:36 PM 9 KB
Tue 9/18/2012 8:02 AM 11 KB
Tue 9/18/2012 8:33 AM 7 KB
Tue 9/18/2012 8:35 AM 8 KB
Tue 9/18/2012 10:39 AM 25 KB
Tue 9/18/2012 11:18 AM 39 KB
Tue 9/18/2012 11:20 AM 7 KB
Tue 9/18/2012 12:43 PM 7 KB
Tue 9/18/2012 3:29 PM 4 MB
Tue 9/18/2012 3:29 PM 4 MB
Wed 9/19/2012 7:25 AM 8 KB
Wed 9/19/2012 7:26 AM 1 MB
Wed 9/19/2012 10:11 AM 637 KB
Wed 9/19/2012 10:26 AM 634 KB
Thu 9/20/2012 7:48 AM 9 KB
Thu 9/20/2012 10:55 AM 17 KB
Fri 9/21/2012 9:53 AM 319 KB
Fri 9/21/2012 10:04 AM 9 KB
Fri 9/21/2012 12:42 PM 41 KB
Mon 10/1/2012 9:00 AM 4 MB
Mon 10/1/2012 9:06 AM 271 KB
Mon 10/1/2012 9:19 AM 18 KB
Mon 10/1/2012 3:14 PM 183 KB
(b)(3)-P.L. 86-36
(b)(6)
Online with Microsoft Exchange
100%

Doc ID: 6640371



Doc ID: 6640371



~~TOP SECRET//SI//REL TO USA, FVEY~~

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

Addendum B: Major Accomplishments During 12-Month Sample Period [Classified version]

(U//~~FOUO~~) As noted in section 1 of the formal response paper, I was assigned to two different projects, neither of which was under the operational control of [redacted] although the second project was rooted in a [redacted] project that I was assigned almost immediately after my arrival.

~~(S//REL)~~ Project 1: [redacted]

~~(S//SI//REL)~~ [redacted]

(U//~~FOUO~~) All of these steps gradually increased in the percentage of my overall available time throughout the year; the initial time commitment was relatively minor, but grew to take up a significant portion of my work time.

(U//~~FOUO~~) Regarding every aspect of this project, [redacted] had no responsibility or insight into the project. I kept her informed by answering occasional questions she had and copying her on emails, but she was excluded from any operational authority over me with respect to my work on this project—it was dictated by [redacted] steps above her in the leadership chain of command.

~~(S//REL)~~ My success with respect to this project has been overwhelming. Looking solely at the time-frame under investigation, all 5 of the above steps were completed, except for #3, which was underway at the conclusion of the 12-month sample period. Being the central figure [redacted] (a notoriously difficult organization to work with) was nothing short of an immense accomplishment, and would not have been possible if I was "not at work".

(b)(1)
(b)(3)-50 USC 3024(i)
(b)(3)-P.L. 86-36

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

Classified By: [redacted]
Derived From: NSA/CSSM 1-52
Dated: 20070108
Declassify On: ~~20390901~~

~~TOP SECRET//SI//REL TO USA, FVEY~~

~~(S//SI//REL)~~ In addition, several of the above steps involved a great deal of coming and going in and out of the ADF-C main buildings, particularly to escort visitors, including multiple visits from NSA Project Security Officers, [redacted] I did not keep specific records of these movements, since my job regularly includes movement across various buildings and facilities. Additionally, [redacted] would have had little-to-no insight into my movement with respect to any aspect of this project. [redacted] was my operational director for this project.

(b) (1)
(b) (3)-P.L. 86-36

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

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

Classified By: [redacted]
Derived From: NSA/CSSM 1-52
Dated: 20070108
Declassify On: ~~20390901~~

Release: 2018-11
NSA: 05610

(b) (1)
(b) (3)-50 USC 3024(i)
(b) (3)-P.L. 86-36

~~TOP SECRET//SI//REL TO USA, FVEY~~

~~(S//SI//REL)~~ Project 2:

~~(S//REL)~~ Shortly after my arrival, I was informed that I would be working with another member of the

~~(S//SI//REL)~~

~~(TS//SI//REL)~~

~~(S//SI//REL)~~ My contribution to this project was extensive and broadly recognized.

~~(S//SI//REL)~~ In addition, my work on the project led me to be nominated from outside my division leadership chain for special recognition

~~(TS//SI//REL)~~

(U//~~FOUO~~) Quite simply, the amount of work and demonstrated advances with respect to this project would have been impossible if I was skipped 15-20% of my work time. And as previously detailed, aside from the initial few months of this project, had no operational control over my actions or movements. And in fact, her continued interference required to remind her of her lack of authority and, in my opinion, contributed greatly to the bias she has demonstrated against me ever since

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

(b) (1)
(b) (3)-P.L. 86-36

Classified By:
Derived From: NSA/CSSM 1-52
Dated: 20070108
Declassify On: ~~20390901~~

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

~~TOP SECRET//SI//REL TO USA, FVEY~~

13 DEC 2012

[redacted]
Buckley AFB, 80011

(b)(6)

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

LETTER OF COMPLAINT REGARDING FALSE/ERRONEOUS IG ACCUSATION

(U//~~FOUO~~) This letter serves three purposes:

1) Documentation supporting the observed exemplary work ethic and unquestionable competence exhibited by [redacted] in the [redacted]
2) Documentation highlighting observed and self-admitted incompetence of [redacted] as the [redacted] Chief.
3) Documentation outlining [redacted] accusations against [redacted] as an inappropriate, unauthorized, retaliatory action against [redacted] because he legally and rightfully contested his annual ACE grading.

(U//~~FOUO~~) I have known [redacted] since his first day in the [redacted] Having come to NSA-C from being a Supervisor in [redacted] at NSA-W, I am continually impressed by [redacted] subject matter expertise. His ability to absorb the [redacted] mission and become an integral member of our office has been exemplary; no one in the [redacted] would contest that.

(U//~~FOUO~~) [redacted] has accused [redacted] of time card fraud. This accusation is false and absurd. [redacted] holds himself to high personal standards and would not defraud the government. [redacted] is neither a liar nor a thief and I am appalled by [redacted] accusation.

(U//~~FOUO~~) [redacted] was the [redacted] Chief from the time I came to the [redacted] [redacted] until the last week of August 2012. During this time, it was observed, known, and accepted by all [redacted] analysts that [redacted] was an incompetent personnel manager.

(U//~~FOUO~~) [redacted] announced several times in different ways and in front of [redacted] personnel that [redacted] also displayed a level of technical ability far below the [redacted] analysts. This lack of technical understanding often hindered mission in different ways. The point of mentioning this is that every [redacted] analyst had at some point disputed [redacted] managing with her.

(U//~~FOUO~~) BACKGROUND OF ACCUSATION

(U//~~FOUO~~) The [redacted] hosted visitors in August 2012. [redacted] did not communicate this visit adequately to [redacted] analysts; in fact, I did not know they were coming until the week prior. [redacted] had intended these visitors to sit side-by-side with [redacted] analysts, including [redacted]

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

Release: 2018-11
NSA: 05612

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

(U//~~FOUO~~) [redacted] ACE was due on Monday following the visit so he was trying to balance spending time working with the visitors and completing his ACE. [redacted] questioned [redacted] and he reasonably explained his actions and indicated there were other [redacted] analysts that would gain more benefit with the visitors. [redacted] and [redacted] disputed each other's ideals until [redacted] unreasonably harassed [redacted] and informed him he would have to come in on the weekend to complete his ACE.

(U//~~FOUO~~) That Friday, [redacted] left work approximately 15 minutes before his time card said he was going to leave due to the fact that the visitors had left. This issue was addressed the following week and was believed to be resolved.

(U//~~FOUO~~) When [redacted] received his ACE grading, he was not satisfied and exercised his right to contest the marks. [redacted] had been informed by [redacted] earlier in the year that he was an exemplary [redacted] employee and that she wished she had more employees like him, so [redacted] was naturally confused by his grading. It is apparent that because of their dispute, [redacted] unfairly graded [redacted], [redacted] and the Division Chief decided to raise his grading by .1 (one tenth). He was still not satisfied, having plenty of justification to rate higher marks, and continued to dispute the grading.

(U//~~FOUO~~) Once [redacted] learned that [redacted] dispute would be addressed by [redacted], she perceivably realized this made her look bad as a manager and filed an IG complaint against [redacted] for time card fraud, over three months after the alleged incident.

(U//~~FOUO~~) It is obvious to those involved that [redacted] accusation is a retaliatory action against [redacted] for contesting his ACE grading. Retaliating against an employee for contesting their ACE grading is prohibited.

(U//~~FOUO~~) POINT OF CONTACT

(U//~~FOUO~~) If anyone would like to discuss this testimony in person, I would be more than happy to entertain meetings.

Respectfully Submitted,

[redacted]

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

(b)(6)

Release: 2018-11
NSA: 05613