NATIONAL SECURITY AGENCY/CENTRAL SECURITY SERVICE



INSPECTOR GENERAL

REPORT OF INVESTIGATION

25 July 2014

IV-14-0058

False Statements

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

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(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

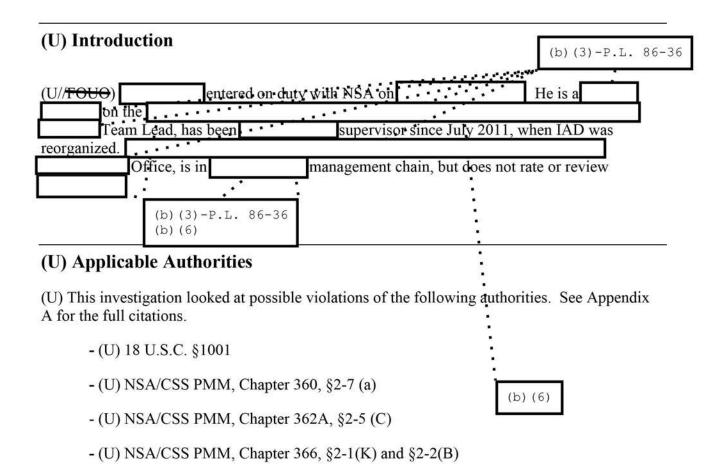
(U) Intelligence oversight is designed to insure that Agency intelligence functions comply with federal law, executive orders, and DoD and NSA policies. The IO mission is grounded in Executive Order 12333, which establishes broad principles under which IC components must accomplish their missions.

(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.

I. (U) SUMMARY (b) (b)	(3)-P.L. 86-36 (6)
(U// FOUO) On 24 September 2013, the NSA/CSS Office of Inspector Ge	neral (OIG) received ar
allegation that had falsified his time	esheets.
(U// FOUO) An initial review of timesheets and access con	
day period revealed that arrived later than claimed and depart	rted earlier than
claimed on numerous occasions. Additionally, • frequently claimesheets that he earned more than 24-credit hours. NSA/CSS Personnel	Almed on his
(PMM) Chapter 362A, §2-5 (C), states that full-time employees may earn	
maximum balance of 24 credit hours. Credit hours earned in excess of 24	will be forfeited.
DCPS (the Agency's payroll system) is programmed to prevent employees	s from exceeding 24
credit hours. DCPS shows that forfeited any hours he claim	ed in excess of 24.
(II//FOLIO)	1 1 1 11 11 11 11 11 11 11 11 11 11 11
(U// FOUO) testified that he was working long hours on a high which resulted in his exceeding the maximum number of credit hours he was a sum of the sum	
As a result, his supervisor, authorized	
hours in an "off the books" record. • used those "off the book	
arriving later or departing earlier than he claimed on his timesheets. As a	ı result,
made false entries on his timesheets.	
(U// FOUO) Although testified that he authorized	to keep the "off
the books" record and make false entries on his timesheet, the evidence sh	
nonetheless knew that his actions were a violation of policy. The prepond	derance of the evidence
supports the conclusion that, between March 2013 and September 2013,	
made or presented false or fraudulent statements on his timesheets in viola	
360, §2-7 (a); NSA/CSS PMM, Chapter 366, §2-1(K) and §2-2(B). Addit	
by a preponderance of the evidence, also violated criminal so	tatute 18 U.S.C. 91001.
(U//FOUO) A copy of the NSA/CSS OIG report will be forwarded to Emp	ployee Relations for
information and appropriate action. A summary of the findings will also l	be forwarded to the
Associate Directorate for Security and Counterintelligence (ADS&ČI).	
	(b)(3)-P.L. 86-36

II. (U) BACKGROUND



III. (U) FINDINGS

(U//FOUO) ALLEGATION: Did knowingly make or present false or fraudulent statements on his timesheets between March 2013 – September 2013, in violation of NSA/CSS Personnel Management Manual (PMM); Chapter 360, §2-7 (a); NSA/CSS PMM, Chapter 366, §2-1(K) and §2-2(B); 18 U.S.C. §1001?•
(U// FOUO) CONCLUSION: Substantiated.
(U) Documentary Evidence
(U/ FOUO) Timesheets
through 20 September 2013.
• 25.5 credit hours in the pay period ending 21 September 2013 (U//FOUO) In the 52 days we reviewed, claimed to work, on average, 11.1 hours per day on days he came to work.
(U// FOUO) was assigned to AWS 4 and AWS 5 over the period. Both are flexible schedules that allow employees to earn credit hours after 80 duty hours/pay period with
supervisory approval. (U/ FOUO) Payroll Records
(U// FOUO) The OIG obtained and reviewed DCPS (payroll) records from 24 June 2013 through 20 September 2013. In accordance with NSA/CSS PMM, Chapter 362A, §2.5.C, forfeited hours he earned in excess of 24.
(U/ /FOUO) Timesheets, DCPS, and Access Control Record Comparison
(U// FOUO) The OIG compared timesheets and access control records for 24 June 2013 through 20 September 2013. On 24 occasions, arrived one or more hours later than he reported on his timesheet and on 12 occasions, departed one or more hours earlier than reported on his timesheet.

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(U//FOUO) However, when we reviewed payroll records, the OIG found that was not overpaid. This was likely due to the fact that forfeited so many credit hours and did not have time to take them "off the books" before he was directed to stop.
(U// FOUO) "Off the Books" Record Template :
(U// FOUO) On 18 April 2014, provided a copy of a template form he used to record his "off the books" credit time (Appendix B). He was unable to locate any of the records that he had filled in by hand.
(U// FOUO) The template is dated 1 July 2013 and titled; "Personal Credit Hours accounting." wrote as his objective, "Keep track of credit hours when you go over 24 hours per pay period that you are unable to burn."
(U) Testimonial Evidence (b) (3) -P.L. 86-36 (b) (6)
(U// FOUO)
(U// FOUO) was interviewed on 13 March 2014, and provided the following sworn testimony.
office has been very flexible with work schedules. For the past two years, excepting the last six months (October 2013-March 2014); worked 12-14 hour days. He worked from 0700 until he got tired and had to go home. He worked such long hours because he was the only person running his high visibility project. He felt a moral obligation to "get it right."
(U//FOUO) When worked more than 30 hours in a pay period, he earned credit hours. In approximately September 2012, indeed that he was losing credit hours because he had exceeded the 24 hour maximum. He asked his supervisor, what to do and eplied that they had to do what was necessary to continue the project. Therefore, to solve the problem, he instructed to keep track of all of his lost hours in a separate record. He further instructed to mark on his timesheet that he was present when he was not to "use" the credit hours he was losing. "In essence, I had credit time off the books." explained, "If I came in at 8, then I would put down I came in at 7 and that's how I would use an hour of it. So you are going to see time fraud all over the place." Similarly sometimes left an hour earlier than what he wrote on his timesheet. [IIII Solve Predicted one would see "small discrepancies all over the place" when looking at his timesheets and access control records.
was asked why, during one pay period, he claimed to earn 39 credit hours, even though the maximum was 24 and he was keeping this "off the books" record. explained that even though he knew that hours in excess of 24 would be cut off by

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payroll, he had to keep an accurate record of the time he had worked. He did not want to lie on his timesheet. However, he did acknowledge that he was putting inaccurate information on his timesheet when it came to the hours he took off.	
(U// FOUO) explained that if, hypothetically, he earned 30 credit hours in a pay period (assuming a previous balance of zero), he would put all 30 on his timesheet, then take the six he knew would be truncated (for exceeding the 24 maximum) and record them on his "off the books" record. If he then came in the office at 0800, he would write 0700 on his timesheet and remove an hour from his "off the books" record to put it back "on the books." His goal was to get all of those hours back on the record.	
(U// FOUO) knew he could only earn a maximum of 24 credit hours, but he couldn't afford to take a whole day off to "burn" what he had earned. If he did, a meeting would not happen, the project would suffer, and he would get further behind. At "its height," had accumulated 180 hours of "off the books" credit time that he did not get paid	
for. (b) (3)-P.L. 86-36	6
(U//FOUC) expressed concern to that they were violating a policy by keeping the record. reiterated that they had to do what was necessary for the project. At one point, inquired about obtaining compensatory time in lieu of credit time, but said that leadership would never approve it: (U//FOUC) and never discussed an end date for the "off the books" record keeping. assumed he would keep the record until they hired more people to help him with the project: never said it was a "one-time thing." In fact, many	
months after their initial conversation, saw hand-written record and expressed concern about how many hours had accumulated. He did not appear shocked that was still keeping the record; rather he was concerned about welfare. However, never told to cease keeping the record.	
(U//FOUC) The "off the books" record of credit time came to fight when someone from the sent a letter to supervisors about his poor performance in class. Because he was struggling in class, had spent almost an entire weekend at work studying. Excepting a few gaps when he went home to eat or nap, he was within access control for nearly 48 hours straight. saw his timesheet and inquired who had given him permission to claim those hours. explained that he was accustomed to earning credit hours and had 180 "off the books." told him to stop his "off the books" accounting and informed him that all accumulated hours were lost.	
(b) (3) -P.L. 86-36 (b) (6)	
1 (U// FOUO) was enrolled in the	
from	
0.3.263	

(b) (6)

	(3)-P.L. 86-36 (6)	UNCLASSIFIED// FOR OFFICIAL USE UNLT	IV-14-0058
30, 47	i	.	
		estimated that between 1/3 to 1/2 of the discrepanci	es between his
		and other locations. The remaining dis	
		ff." He emphasized that everything he did was sanctioned to mesheets were not strictly accurate, they were accurate "in	
	things." He kept t	rack of liow many hours he worked and never attempted to	defraud the
	government.	loves his job.	•
	(U// FQUO)		
	(U// FQUO) On 10		m Ļead,
[<u> </u>	was interviewed and provided the following s	worn testimony.
	(U// FOUO)	rated performance highly. From a	
		the job done. He recommended for promotion resulted; remained a	n for the last two
	(U// FQUO)		(b) (6)
	who were very into	development project supported a DoD-wide board erested in the results. His duties often took him out of FAN	X for meetings.
	He had a weekly n	neeting with contractors, sometimes in contractor spaces. to meet with customers to ga	also
	and plan strategy.	These meetings were not regularly scheduled.	
	(U// FQUO) Due to	o cut-backs in contractor support, the project was understaff	fed.
ı		s to get the job done. However, his time management skills ovided a lot of flexibility to as long as he may	were not "perfect."
	assigned tasks,	was satisfied. estimated that	
		hours a day, though would not be surprised least once a week.	
	(U// FQUO) At one	<u> </u>	(b) (3) -P.L. 86-36
	had to do.	asked how he would accomplish it al	l and if he was
	about to "max-out credit hours.	"his credit time explained that he was not allowed to earn more	
	in a pay period.	wanted to be compensated for t	he hours he had
	 docu 	ot want him to lose credit time. Consequently, ment the extra hours in a separate record and "take a couple	
	there over a per format of the record	iod of time." Although they did not discuss the method of a expected that at the beginning or end of	
	woul	d use a couple of "off the books" credit hours and arrive la	ter or leave earlier
	than he wrote on h	understood that	would be writing
	²(U// FOUO) Initial	ly, thought that the conversation took place in	
	December 2012/Jan		perhaps the

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	(b)(3)-P.L. 86-36(b)(6)	IV-14-0058
down hours on his timesheet that were not true. He be marking himself as present on his timesheet where	further understood that he was not actually pre	would ent.
(U//FOUO) intended for it to be a "o 2013³ that was continuing to keep a rec "off the books."⁴ In August, while enrolled in claiming approximately 20 hours labor in a single da time, showed his "off to saw it, he told explicitly told in their initial conversati meant to only occur only once; he just assumed aware that it was a violation of policy to authorize	subministry, which alarmed when books" record. When address on that taking the hours understood.	rs and taking them tted a timesheet At that hitted that he never
explain the rules. They explained the limits on credi	tently held a meeting with time and how employed could not be compensate	es cannot offer
or overtime for He did not do so because contractor funding was unavailable requisite skills and time to assist.	Obtaining help for	me consuming to was not bers lacked the
(U// FOUO)		(b)(3)-P.L. 86-36
(U// FOUO) On 7 March 2014 was interviewed and	Deputy Chief, provided the following s	sworn testimony.
(U//FOUO) In late September, the instructors leading him that had not passed the class. The consistently arrived late and had taken excessive bre Memorandum of Counseling in consultation with an verbally counseled and was also present.	instructors told him that aks. As a result,	drafted a eptember 2013,
³ (U// TOUO) Initially, testified that he di	scovered in February <u>2013</u>	that
was continuing to keep the "off the books" record. In a s that he may have been confused, because after the initial never discussed it again until August 2013. 4 (U//FOUO) When it was pointed out to which claimed to earn 39 credit hours, at it. 5 (U//FOUO) provided a copy of the MFR w	ubsequent interview, discussion about the "off that that he signed a timecard admitted that he	testified he books" record, they

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	17-14-0030
(b) (3)-P.L. 86-36	
a deal" with the allowable 24. was k spreadsheet and then using them at a labooks" record as far back as March 20. However, he opted not to credit hours he claimed during training investigation. (U//FOUO) Later, "information admitted that labologized. He did not realize he had was collecting these exceed told him not to do it again worked in excess of 24 were lost. (U//FOUO) Technically, compensatory time or over the solution of the second seco	se them before he hit the ceiling of 24. So, he "worked out he could continue to accumulate credit hours in excess of keeping a record of these excess credit hours in a later date. He said he had been keeping this "off the 013. This immediately "sent up a red flag" for to ask any questions about it, or about the 12 any questions about the 13 about the 14 worked any regulations. He admitted he knew the sess hours and agreed that it had been going on since March and informed him that any credit hours that could have requested senior leadership grant wertime. However, he did not make such a request and the would have been approved. "The project was
working on was not one that we would	d have authorized overtime for.
	(b) (3)-P.L. 86-36
(U) Analysis and Conclusions	
making or presenting a false or fraudu §2-2(B) prohibits "deliberate misrepre any Agency document." 18 U.S.C. §1 "falsify, conceal, or cover up by any tr "knowingly" as acting with knowledge the statement is true, or making a conspreponderance of the evidence shows and knew they were false (U//FOUO) Between March 2013 and inaccurate timesheets.	se. ad September 2013,submitted false and admitted in his testimony that he marked on his timesheet and departed an hour earlier or arrived an hour later than
what he wrote on his timesheet. An arrecords confirms the fact that	
6 (U// FOUC) The three witnesses intervie "off the books" record. To give the subject offered by a witness, and therefore the she	ect the benefit of the doubt, the OIG selected the most recent date

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(b) (6)				17-14-0030
claimed on numerou	is occasions. ⁷ : By takin	g these actions	also violate	ed NSA/CSS
PMM, Chapter 360,	§2.7 (a); which require	es employees to ensu		
their time and attend	lance is recorded accura	ately.		
(U// FOUO) Althoug	h smat	wisor,	authorized	to
	oks" record and make f			knew his
actions were a violat	tion of policy.	• stated in his tes	stimony that he knew	v that credit
hours in excess of 2	4 would be cut off by p			
	he books" record, he fundly, he claimed that h			re not hat he was
	ough his actions. Howe			
	erson who approved the			
	strated that he acted wi			ly selecting
	ich falsehoods to inclu the credit time he accru			
recorded accurately	the credit time he accre	ied but not the credit	time that he used.	
(U// FOUO)	maintained that h	e kept careful track o	of how many hours h	re worked
and how many he us	sed and never attempted	to defraud the gove	rnment. Because	
directed to stop the p	edit hours and did not l	have time to take the was not overpaid. N		
did falsify his timesl		was not overpaid. IN	• Old	Tound that he
			••	
	ponderance of the evide	ence supports the cor	nclusion that, from N	March 2013
through September 2	nesheets. His actions v	wingly made or pres	ented talse or fraudi ersonnel•Managemer	nent nt Manual
	0, §2-7 (a); NSA/CSS I			
	ncluded that by a prepo	nderance of the evid	ence, a	ilso violated
criminal statute 18 U	J.S.C. §1001.			
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%® %**	<u>.</u>			
	gh some of the late arriva			
off-cam	npus business meetings, t	he timesheets corrobor viewed in a separate in		timony.
10/11000	actions were re	viewed in a separate ii	uv cougation.	

IV. (U) RESPONSE TO TENTATIVE CONCLUSION

(U// FOUO) On 21 July 2014, responded to the tentative conclusions reached in the
investigation. In his response, elaborated on the conditions that resulted in his
taking credit time "off the books." He reiterated that he did not steal from the government
despite the fact that the OIG tentative conclusions did not include an allegation of false claims
(18 U.S.C. §287). Because forfeited so many credit hours and did not have time to
take them "off the books" before he was directed to stop the practice, he was not overpaid.
Nevertheless, we found that he did make false statements on his timesheets.
reverticless, we found that he did make faish statements on his timesheets.
(U// FOUO) A copy of response is in Appendix D.
response is in Appendix D.
(U// FOUO) In the same correspondence, also forwarded a memorandum signed by
himself and The joint memorandum stated that directed
to keep the "off the books" record and enter fraudulent times on his timesheets.
Both witnesses had previously provided testimony consistent with the statement.
Both withesses had previously provided testimony consistent with the statement.
(U/ /FOUO) A copy of the joint memorandum is in Appendix E.
(0//1000) A copy of the joint memorandum is in Appendix E.
(U// FOUO) Given that neither of the responses contained new information that would impact the
OIG analysis, the tentative conclusion became final.
Ord analysis, the tentative conclusion became final.
(b) (3) -P.L. 86-36 (b) (6)
(b) (3) -P.L. 86-36

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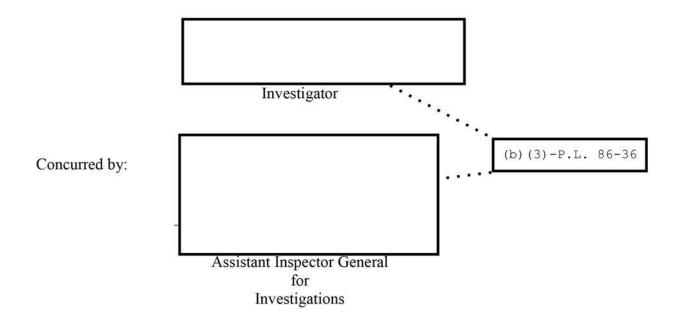
V. (U) CONCLUSION

(U// FOUO) The preponderance of the evid March 2013 – September 2013,	dence supports the		between le or presented false
or fraudulent statements on his timesheets			-
Manual (PMM), Chapter 360, §2-7 (a); NS Additionally, we concluded that by a prep			also violated
criminal statute 18 U.S.C. §1001.	onderdirector the c	, i	uiso violaced
	(b) (3 (b) (6)-P.L. 86-36	

VI. (U) DISTRIBUTION OF RESULTS

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

- 1. M/ER for information and any appropriate action.
- 2. OGC, Administrative Law & Ethics, D23, for information, and;
- 3. Q234, Special Actions, for information and any appropriate action.



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APPENDIX A

(U) Applicable Authorities

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(U) NSA/CSS PMM, Chapter 360 — Time and Attendance

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.
- (c) Initial for leave taken.

(U) NSA/CSS PMM, Chapter 362A — Alternative Work Schedules (AWS) Program

Section 2.5 — (U) Credit Hours and Flexible Work Schedules:

2.5.C. Earning Credit Hours

Full-time employees may earn and accumulate a maximum balance of 24 credit hours. Credit hours earned in excess of 24 will be forfeited. DCPS (the Agency's payroll system) is programmed to prevent employees from exceeding 24 credit hours.

(U) NSA/CSS PMM, Chapter 366—Personal Conduct

Section 2-1 — (U) Work Environment:

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

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

Section 2.2 — (U) Personnel and Security Standards:

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

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

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

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

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APPENDIX B

(U) "Off the Books" Record Template

PERSONAL Credit Hours accounting

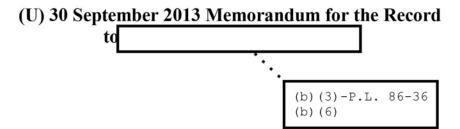
OBJECTIVE: (Keep track of credit hours when you go over 24 hours per pay period that you are unable to burn.)

JULY 2013

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1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

#	Pay Period	Hours	Comments	Used
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APPENDIX C



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30 September 2013

EMPLOYEE:

EMPLID:

This Memorandum for the Record is being provided to you in order to communicate some of my expectations regarding your conduct while on duty time and/or during professional educational opportunities. The Deputy Chief, is also in attendance at this session.

- You are expected to follow instructions given to you by your supervisory chain.
- You must exercise courtesy and respect in dealing with fellow workers, your management, and the public. Talking to someone in a discourteous or inappropriate manner, making inappropriate gestures, using unprofessional language and other forms of disrespect are prohibited.
- While in a academic or professional learning environment, you are expected to conduct yourself in a professional manner and follow any instructions presented to you by the instructor cadre.
- You are expected to handle yourself in a professional manner in all interactions with your co-workers and management.

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

The above expectations directly follow the following Agency policies:

NSA/CSS Personnel Management Manual (PMM) 30-2, Chapter 366, Section 2-

1(L), which states, "Employees will respect Agency rules, regulations and supervisory authority and comply with authoritative instructions from supervisors and/or individuals in leadership positions..."

NSA/CSS PMM Chapter 366.1-3, GENERAL PRINCIPLES FOR ON-THE JOB

CONDUCT: "Generally, every employee is expected to....Exercise courtesy and respect in dealings with fellow workers and the public..."

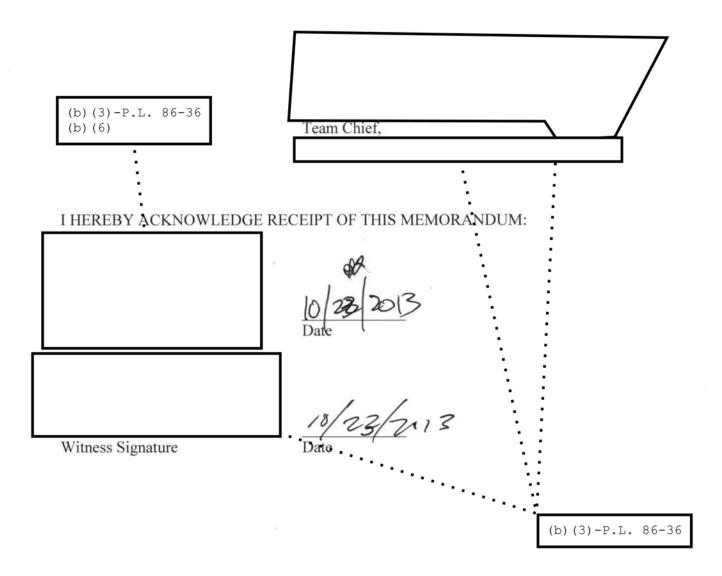
As a result of your recent attendance of the

course, you displayed

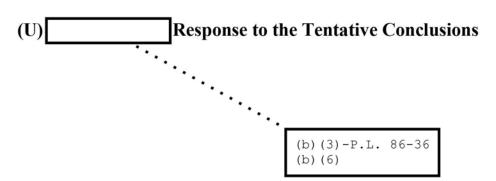
behavioral issues that 1) Were noted as having negatively impacted the execution of the curriculum, affected other students, as well as the cadre; and 2) Showing up late, and/or being unaccountable during scheduled class times. These actions reflect a lack of professionalism and respect toward the instructors and academic cadre. This behavior is unacceptable, and it will not be tolerated.

If there is anything preventing you from being able to successfully meet these expectations in the future, please let your management know immediately.

A copy of this memorandum will be retained in your management's records. If further administrative action is needed, this documentation can be used as supporting documentation in the subsequent action.



APPENDIX D



July 8, 2014

FOR YOUR CONSIDERATION



Roughly six months later, due to the communities desire to continue to use the projects analysis, I received funding from an outside organization and was able to obtain a couple of contractors. With this small team, I not only kept the current project running, but also built the foundation to advance the project to a better product from the maintenance side of things, the analytics, and the value to the customer.

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To accomplish effectively running two projects alone, and then later extremely understaffed I put in long					
hours for over two years, and loved every minute of it. It was important for me not to fail, not only					
because the previous lead, a good friend and colleague chose me to take over the original project, but					
also due to the customers demand for the project. So many of them had (and still do) rely on the					
analysis from the previous project and seeing the next evolution of it sent out a call around the					
DoD community for everyone to see it. This meant high visibility and					
now it was even more important for me not to fail, because I was not about to let my failure reflect					
negatively on my organization, and so I put in even more hours.					
This went on for roughly two and half years, again I loved every minute of it. I had zero care that I was					
losing countless hours of credit time due to a policy that wouldn't let me carry over 24 hours per pay					
period; I couldn't use the credit hours I was allowed to keep anyhow as that would be just more time					
lost that I would have to make up later, project-wise. From my understanding my direct supervisor					
fully understood the work I was doing and the people I was helping and the impact the					
project was about to have.					
Adding to this mix I am unsure of the exact dates we had new management switch out due to some					
retirements; Knowing that leadership above my direct supervisor didn't understand the immense effort					
nor the customers I was helping (who, how many, or at what levels) left me with no other option in my					
mind but to keep working harder in hopes they would get it at some point; sadly they never did and I					
mind but to keep working harder in hopes they would get it at some point; sadly they never did and I nearly worked myself to death. (b) (3) -P.L. 86-36					
and the second s					
nearly worked myself to death. (b) (3)-P.L. 86-36					
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(b) (3)-P.L. 86-36

At the foundation of the word fraud is theft. At no time did ________ nor I plan, desire, or execute any theft from the government or anyone else for that matter. We both simply wanted (and still want) to do the best we can for our organization, the agency and the federal government. Everything we did was towards that goal, and to help our customers. The final count of credit hours will show the great many credit hours in surplus the agency gained from this situation. If theft was our goal, the agencies profit disputes that.

Thank you for taking the time to read this letter and consider it as you make your decisions.

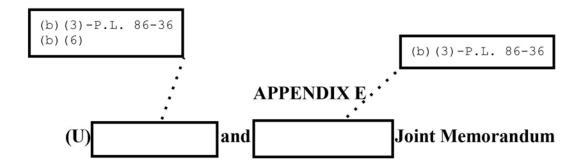
Thank you,

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

(b) (6)

IV-14-0058



July 8, 2014
MEMORANDUM FOR RECORD
(b) (3)-P.L. 86-36
From: • and •
To: The Office of the Inspector General (OIG)
Attn:
Subject: Response to the OlG's Notification of Tentative Conclusion
Due to extended hours working on a high visibility project, forfeited large amounts of credit time during this period.
2. Upon discussion with his immediate supervisor, was directed to:
a. Develop and maintain a word document of credit time that exceeded the agency standard of 24 hours
b. Enter fraudulent times on timesheets to recoup credit time
c. Under the direction of submit the amended timesheets to him for signature
3. The motive was to keep the project on track and meet customer demands.
Very Respectfully