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NATIONAL SECURITY AGENCY/CENTRAL SECURITY SERVICE



INSPECTOR GENERAL

REPORT OF INVESTIGATION

18 June 2015; Revised 7 August 2015

IV-14-0102

Alleged Timecard Fraud

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

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Approved for Release by NSA on 05-31-2019, FOIA Case # 85643 (litigation)

Release: 2019-05
NSA:08462

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(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.

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(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

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Release: 2019-05
NSA:08463

I. (U) SUMMARY

(U//~~FOUO~~) On 7 August 2015, the OIG revised this report due to a classification error. This report was originally issued as U//FOUO, but contained a classified appendix. Therefore, the overall classification has been amended to TS//SI//REL. Please destroy previous versions.

(U//~~FOUO~~) On 8 January 2014, the NSA/CSS Office of Inspector General (OIG) received an allegation that [redacted] DISL, was frequently absent without leave and had poor timekeeping practices.

(U//~~FOUO~~) Analysis of [redacted] access control records and timesheets from 3 January 2013 to 26 December 2013 revealed numerous timesheet discrepancies between when he claimed to work and when he was within access control. [redacted] attributed the majority of the discrepancies to telecommuting. However, the OIG found that [redacted] did not have a telework agreement on file with the Telework Program Office. Furthermore, [redacted] supervisors between 3 January 2013 and 21 September 2013 testified that they did not authorize [redacted] to telework. However, [redacted] supervisor between 22 September 2013 and 26 December 2013, [redacted] testified that was aware that [redacted] worked from home and eventually became aware that he did so without a telework agreement. [redacted] testified that, while a Telework Agreement had been submitted, he did not think it had been approved. Because [redacted] tacitly approved [redacted] telework, the OIG erred on the side of caution and allowed him credit for telework while working for [redacted]

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

(U//~~FOUO~~) After excluding the time period in which [redacted] was supervised by [redacted] the OIG found many discrepancies between [redacted] access control records and timesheets. Between 3 January 2013 and 21 September 2013, [redacted] routinely submitted false and inaccurate timesheets. In 40 of the 171 days (23%) in which he worked under the first two supervisors, [redacted] claimed more time on his timesheet than he was within access control. Similarly, in 29 of the 171 days (17%) under analysis, [redacted] claimed less time on his timesheet than he was within access control. Therefore, he only recorded his time accurately in 102 of the 171 days (60%). Furthermore, the discrepancies themselves were not minor. On 24 days of the 171 under analysis, his daily discrepancies totaled more than one hour. Analysis of [redacted] timesheets and access control records shows that he claimed 29.25 hours that he did not work, proving that the timesheets were false.

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

(U//~~FOUO~~) Additionally, the OIG learned that [redacted] had been repeatedly counseled verbally and in writing as far back as 2006 for time and attendance problems, including inaccurate pay and leave records, tardiness, absence without leave, and failure to turn timesheets in on time. Despite the counseling, [redacted] admitted that he filled out his timecard sporadically, sometimes as much as a week after the fact and conceded that he sometimes filled it out based upon his memory. He testified that he knew that his timesheets were not entirely correct.

Release: 2019-05
NSA:08464

(U//~~FOUO~~) The preponderance of the evidence supports the conclusion that:

- (U//~~FOUO~~) During the period of 3 January 2013 through 21 September 2013, [redacted] knowingly submitted false and inaccurate timesheets, for a total shortfall to the Government of 29.25 hours (approximately $2300). His actions violated NSA/CSS Personnel Management Manual (PMM), Chapter 366, §2-1(K) and §2-2(B).[1]
- (U//~~FOUO~~) During the period of 3 January 2013 through 26 December 2013, [redacted] failed to ensure that all information relevant to his time and attendance was recorded accurately and failed to sign in and out daily on his timesheet in violation of NSA/CSS Personnel Management Manual (PMM), Chapter 360, §1-3(a), §2-7 (a) and (b).
- (U//~~FOUO~~) [redacted] engaged in telework between 3 January 2013 and 26 December 2013, without appropriate approval, in violation of NSA/CSS Policy Manual 4-15B, Chapter 1 – Unclassified Telework Program.

(U//~~FOUO~~) A copy of the NSA/CSS OIG report will be forwarded to Employee Relations for information and appropriate action. A summary of the findings will also be forwarded to the Inspector General, Department of Defense Directorate for Investigation of Senior Officials as well as the NSA Associate Directorate for Security and Counterintelligence (ADS&CI) and [redacted] supervisor.

(b)(3)-P.L. 86-36
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[1] (U//~~FOUO~~) [redacted] may have also violated 18 U.S.C. §1001 and 18 U.S.C. §287 through his actions. The OIG reported this potential violation to the United States Attorney's Office for the District of Maryland on 5 June 2015.

Release: 2019-05
NSA:08465

II. (U) BACKGROUND

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

(U) Introduction

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(U//~~FOUO~~) a DISL entered on duty with NSA on He has been a Senior Technical Leader in since 2005. supervisor from June 2008-May 2013 was Chief, When departed in May 2013, his Deputy Chief, became acting Chief, As acting Chief, she was the primary certifier of timecards, though she did not rate or evaluate performance. joined the organization as the new Chief, in late September 2013. He assumed responsibility for supervision at that time.

(U//~~FOUO~~) On 15 September 2006, the OIG concluded an investigation into time and attendance. A comparison of pay and leave records, timesheets and access control records, for the period of 9 January 2005 through 7 January 2006, revealed an initial discrepancy of 969.5 hours. However, was able to mitigate all but 10.75 hours; having presented evidence that he spent most of his official duty time outside of CONFIRM handling sensitive matters for the Agency. In his report, the Assistant IG for Investigations recommended that receive appropriate management counseling regarding the importance of maintaining accurate pay and leave records. The inquiry further revealed that, "his record-keeping habits are extremely shoddy."

(U//~~FOUO~~) Subsequent to the investigation, supervisors reported concerns about timesheets to the OIG in July 2008, January 2009, November 2012, and January 2014 (the present investigation).

(U) Applicable Authorities

(U) See Appendix A for the full citations.

- (U) NSA/CSS PMM, Chapter 360, §1-3(a) and §2-7 (a) and (b)
- (U) NSA/CSS PMM, Chapter 366, §2-1(K) and §2-2(B)
- (U) NSA/CSS Policy Manual 4-15B, Chapter 1

Release: 2019-05
NSA:08466

III. (U) FINDINGS

(U//~~FOUO~~) ***ALLEGATION***: *During the period of 3 January 2013 through 21 September 2013, did* [redacted] *knowingly submit false and inaccurate timesheets, for a total shortfall to the Government of 29.25 hours in violation of NSA/CSS Personnel Management Manual (PMM), Chapter 366, §2-1(K) and §2-2(B)?*

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

(U//~~FOUO~~) ***ALLEGATION***: *During the period of 3 January 2013 through 26 December 2013, did* [redacted] *fail to ensure that all information relevant to his time and attendance was recorded accurately and fail to sign in and out daily on his timesheet in violation of NSA/CSS Personnel Management Manual (PMM), Chapter 360, §1-3(a), §2-7 (a) and (b)?*

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

(U//~~FOUO~~) ***ALLEGATION***: *Did* [redacted] *engage in telework between 3 January 2013 and 26 December 2013, without appropriate approval, in violation of NSA/CSS Policy Manual 4-15B, Chapter 1 – Unclassified Telework Program?*

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

(b)(3)-P.L. 86-36
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(U) Documentary Evidence

(U//~~FOUO~~) **Memoranda of Counseling**

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(U//~~FOUO~~) On four occasions, [redacted] presented [redacted] with a Memorandum for the Record concerning his time and attendance.[2]

- (U//~~FOUO~~) [redacted] reminded [redacted] of his work schedule and the notification procedure if he was going to be tardy or absent. [redacted] reminded him that it was his duty to complete and submit his timesheet at the end of each pay period. He was also required to maintain a detailed calendar. [redacted] acknowledged receipt of the memorandum by signature. (Appendix B)

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

[2] (U//~~FOUO~~) These memoranda are sometimes referred to as "leave letters."

Release: 2019-05
NSA:08467

Doc ID: 6670361

- (U//~~FOUO~~) [redacted] notified [redacted] that "based on [his] poor leave practices" he had to adhere to restrictions detailed in the memorandum. [redacted] was assigned to work schedule AWS 1, which required him to work five work days each week with set start and stop times agreed to by management and the employee. [3] [redacted] further advised [redacted] that he had to obtain written pre-approval (by means of an SF-71) for annual and (planned) sick leave and also had to obtain pre-approval to use or earn credit hours. [redacted] was required to send management officials email notifications when he arrived and departed for the day. [redacted] informed him that failure to comply with the provisions in the memorandum could result in administrative or disciplinary action. [redacted] acknowledged receipt of the memorandum by signature. (Appendix C)
- (U//~~FOUO~~) [redacted] updated and revised his previous leave letter to provide [redacted] more flexibility to attend to personal issues. For instance, [redacted] was permitted to earn credit hours without preapproval "as a means to attend to your personal appointments." A previous requirement to request leave two days in advance was reduced to one day. [redacted] remained on AWS 1 and was still required to obtain written pre-approval for leave. The requirement to send management email notifications when he arrived and departed for the day remained. [redacted] acknowledged receipt of the memorandum by signature. (Appendix D)
- (U//~~FOUO~~) [redacted] updated and revised his previous letter. He wrote, "we have agreed to pursue a telecommuting agreement… but until all of the official approvals are received, you are not authorized to telecommute." [redacted] remained on AWS 1 and was still required to obtain written pre-approval for leave. The requirement to send management email notifications when he arrived and departed for the day was emphasized in bold typeface. [redacted] was no longer eligible to earn credit hours. [redacted] also added provisions requiring [redacted] to submit his timecard on the last Friday of each pay period and to undertake a weekly calendar review with the Office Manager. [redacted] acknowledged receipt of the memorandum by signature. (Appendix E)

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

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(U//~~FOUO~~) **Deputy Director and Chief of Staff Memorandum of Record**

(U//~~FOUO~~) On 27 February 2009, former NSA/CSS Chief of Staff, Deborah Bonanni, documented a meeting she had with Deputy Director, Chris Inglis, and [redacted]. The purpose of the meeting was to discuss [redacted] pattern of absences that led to an Employee Relations recommendation of a formal Letter of Reprimand. According to the memorandum, after discussion about the difficulties of [redacted] personal and family challenges, [redacted] agreed to seek EAS services. The DDIR suggested that [redacted] outline a plan with his supervisors for how he might move forward.[4] The DDIR planned to hold the proposed Letter of Reprimand in abeyance, pending an acceptable plan and pattern of activities. Assuming

[3] (U//~~FOUO~~) [redacted] had previously been assigned to AWS 5 "Maxiflex," which allowed him to work 8, 9, or 10 scheduled work days with variable hours each day.

[4] (U//~~FOUO~~) On 18 March 2009, [redacted] drafted a "plan of action." The plan contained no information about the hours or schedule [redacted] intended to work.

Release: 2019-05
NSA:08468

progress, the DDIR had the option to determine that the Letter of Reprimand was unnecessary.[5] (Appendix F)

(b)(3)-P.L. 86-36
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(U//~~FOUO~~) **Request for Management Consultation regarding**

(U//~~FOUO~~) requested a management consultation from Chief, ER, to determine appropriate management or administrative actions for wrote that on a continuing basis, did not report to work on time and did not call in to request leave or late arrival. He also did not submit his timesheet on a timely basis and the timekeeper continually had to correct the hours he reported. explained that had problems at home and requested assistance managing his performance. (Appendix G)

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

(U//~~FOUO~~) **Documents Pertaining to Teleworking**

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(U//~~FOUO~~) Between 28 March 2012 and 20 April 2012, the Staff Security Officer, the Information Systems Security Manager, and the Classification Advisory Officer signed an Individual Telework Agreement for The agreement was to begin The maximum number of telework hours per pay period was to be 48. According to the agreement, the work was to be conducted via government provided laptop computer.

(U//~~FOUO~~) On 3 April 2012, emailed Ms. Bonanni and Mr. Inglis and stated that he supported telework for as a tool for managing his difficult personal situation. stated that he understood that telework requests for seniors are adjudicated by the Personnel Review Board. The plan was to allow to work at the office every day from 1000-1500 and then telecommute from 1800-2100 at home. On 3 April 2012, Ms. Bonnani agreed to a six month telework agreement after which it would be reassessed to determine its sustainability for longer. She also stipulated that the telework agreement be reviewed by the Associate Directorate for Security and Counterintelligence (ADS&CI) and the Associate Directorate for Corporate Leadership.

(U//~~FOUO~~) On 15 November 2012, emailed and and said that he needed advice on how to proceed with the laptop. replied, "telecommuting is on hold for now. Last pay period, you depleted your annual leave and had one hour of leave without pay."

(U//~~FOUO~~) In an email of 26 February 2015, Chief of Staff explained that while the 2012 telework agreement was signed by all parties, it was never submitted to the Telework Program Office for implementation. After coordination with ADS&CI, tasked with 1) the laptop to be used from home and 2) working with the Chief of the

[5] (U//~~FOUO~~) According to Employee Relations, as of 2 February 2015, was never administered a Letter of Reprimand.

Release: 2019-05
NSA:08469

Doc ID: 6670361

on an initial two-month work plan and schedule for telework. completed neither task, so the telework agreement was never implemented.

(U//~~FOUO~~) In an email of 22 April 2015, the NSA Telework Program Manager confirmed that there were no telework agreements on file for [6]

(U//~~FOUO~~) **Timesheets**

(U//~~FOUO~~) The OIG requested the provide timesheets for 2 January 2013 through 26 December 2013. Timesheets could not be located for two pay periods (spanning 4/21/13 through 5/18/13).[7]

(U//~~FOUO~~) was assigned to work schedule (AWS) code D from 2 January 2013 through 26 December 2013. AWS D is a flexible schedule for DISLs that permits Seniors to work 8, 9, or 10 scheduled work days each pay period with a variable number of hours each day that total 80 hours by the end of the pay period. No core hours are required and no credit hours are authorized.

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

(U//~~FOUO~~) The OIG compared access control records and timesheets for 3 January 2013 through 26 December 2013 (Appendix B).[8] Initially, the OIG comparison reflected 144.25 hours claimed by that he did not work within access control. This total excluded time credited for training (16.75 hours) and government furlough (32 hours).

(U//~~FOUO~~) As previously discussed, the OIG determined that it was appropriate to credit for time he spent teleworking while under supervision, from 22 September 2013 through 26 December 2013. Although lacked a finalized telework agreement and had not been authorized to telework by predecessors, he was tacitly approved to telework by (see testimony below). Therefore, the OIG credited 111.25 hours for teleworking under supervision (Appendix H).

(b)(3)-P.L. 86-36
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(U//~~FOUO~~) Additionally, on 8 June 2015, responded to the tentative conclusions reached in the investigation. Because timecards for for two pay periods (spanning 4/21/13 through 5/18/13) could not be located it is unknown whether marked "no meal" on his timecard on any given date, which would have resulted in a 30 minute credit. Therefore, the OIG determined that it was appropriate to credit some time for the missing timesheets. Prior to 1 December 2013, claimed "no meal" on average 4 times per pay period. Therefore, the OIG credited him 8 "no meal" days for the two pay periods,

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[6] (U//~~FOUO~~) According to the Telework Program Manager, their records dated back to 2012.

[7] (U//~~FOUO~~) Chief of Staff, explained that the timesheets were never completed prior to the initiation of the OIG investigation.

[8] (U//~~FOUO~~) For those dates when timesheets were missing, the OIG used payroll records (DCPs) instead.

Release: 2019-05
NSA:08470

Doc ID: 6670361

resulting in 2 "no meal" hours per pay period for the missing timesheets. As a result, the total discrepant hours were reduced by 4 hours (to 29.25). The OIG made this adjustment to the final report and the appendices.

(U//~~FOUO~~) After the analysis was revised (Appendix I) to exclude the 111.25 hours spent teleworking under [redacted] supervision and the four hour lunch credit, the OIG comparison reflected 29.25 hours claimed by [redacted] that he did not work. The analysis also revealed that in 40 of the 171 days (23%) in which he worked under [redacted] and [redacted] supervision, [redacted] claimed more time on his timesheet than he was within access control.[9] Similarly, in 29 of the 171 days (17%) under analysis, [redacted] claimed less time on his timesheet than he was within access control.[10] Therefore, he only recorded his time accurately on 102 days (60%) of the 171 days under analysis. In fact, on 24 of the 171 days (14%) under analysis, his discrepancies totaled more than one hour.

(U//~~FOUO~~) Neither [redacted] nor any of his supervisors, provided any evidence that he had other work-related reasons for being outside of access control (i.e. business meetings). Therefore, no additional time was credited.

(U) Testimonial Evidence

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

(b) (3)-P.L. 86-36
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(U//~~FOUO~~) [redacted]

(U//~~FOUO~~) [redacted] was interviewed on 4 June and 12 July 2014, and provided the following sworn testimony.

(U//~~FOUO~~) [redacted] work schedule varied; he generally worked Monday through Friday and some Saturdays. Usually first thing in the morning, [redacted] logged onto his home computer and conducted open source research in support of an ongoing [redacted] project. He researched [redacted] took notes, and found answers to questions. Then, he saved or printed out the information and headed into the office. Sometimes, however, he went to the office first and conducted his home research in the afternoon.

(U//~~FOUO~~) Each time he gathered online data from home, he fully expected to be done in an hour. But then, he might find a lead that he feared would disappear if he did not pursue it immediately. On those days, he might spend the entire day working from home. On other days, the research led him down a "rabbit hole" and went nowhere.

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[9] (U//~~FOUO~~) He worked for [redacted] and [redacted] between 3 January 2013 and 21 September 2013.
[10] (U//~~FOUO~~) [redacted] was given credit for the days in which he was within access control for a longer period than he recorded on his timecard. These credits were taken into account when the OIG calculated its final total discrepant hours.

Release: 2019-05
NSA:08471

(U//~~FOUO~~) [redacted] he understood from his co-workers that [redacted] For reasons he did not know, his office has been unsuccessful in [redacted]

(U//~~FOUO~~) To be informed and technically astute, [redacted] has always done home research. He only started to claim the home hours on his timesheet when he started to do the research for operational reasons [redacted] and only when he did not have the leave to cover the in-office deficit. He didn't have a discussion with management about it when he started claiming the hours on his timesheet.

(U//~~FOUO~~) At one point, [redacted] submitted a telecommuting request to the Associate Director of [redacted] He did not think it had been approved yet and had the impression that it was "frowned upon" for seniors to telecommute. Despite not having a telework agreement, his supervisor, [redacted] knew and approved of his working from home. He never explicitly told [redacted] that he needed to work from home a certain number of hours per day. He did not brief [redacted] daily on his home research, although when something important arose, [redacted] told [redacted] or his co-worker. [redacted] knew he was working because he printed information and brought it in every day. [redacted] never called him or came looking for him on days that he did not come in to work. There was an understanding that he was devoting his time to getting the research done. [redacted] conceded that he probably "should have called" on the days he did not come into the office.

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

(U//~~FOUO~~) Sometimes [redacted] came into the office for an hour, in the midst of his home research, just to "touch base with people." On other occasions, he might arrive on a Friday afternoon and work through the night. He often had a shortfall in hours at the end of the pay period and "wanted to get the hours in" so that he did not have to "burn leave." [redacted] approved his working through the night. Conversely, there were times that [redacted] worked more than what he put on his timecard. For instance, on some days he only recorded the time he was in the building when in reality he also worked from home before or after work. On still other occasions, [redacted] worked overnight when he got "carried away" by work he was doing. He might have been working on a difficult translation or technical process that he did not want to interrupt. It was often easier to keep working through the night rather than stop, lose track of what he was doing, and have to start again another day.

(U//~~FOUO~~) Prior to the initiation of this investigation, [redacted] filled out his timecard inconsistently. Sometimes it was the same day, sometimes after a few days, sometimes at the end of the week. He filled it out based upon his memory and the notes he left himself. He did not complete it daily because he was working from two different offices at the time, only one of which had desktop computer access. Furthermore, the software was error-prone and crashed regularly when he was attempting to digitally sign it. As a result, he knew that his timesheets were not entirely correct. "Strictly speaking, the time I was in the building did not always

Release: 2019-05
NSA:08472

Doc ID: 6670361

correlate to the time I did the work." However, when in doubt about the times he had worked, he tried to err in the government's favor by underestimating.

(U//~~FOUO~~) admitted that he has been counseled since at least 2005 to turn in his timesheet on time.

(U//~~FOUO~~) attributed any discrepancies between access control and his timesheets to estimation errors or telecommuting. was confident that his printed research materials would prove he had worked from home on the days that reflected discrepant hours. Unfortunately, he filed the documents by subject rather than date. Also, sometimes the print-outs lacked a date and time stamp.

(U//~~FOUO~~) no longer claims the hours he works from home on his timesheet, but continues to work from home. He cannot stop and miss important information.

(U//~~FOUO~~)

(U//~~FOUO~~) On 23 December 2014, Chief, was interviewed and provided the following sworn testimony.

(b) (3)-P.L. 86-36
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(U//~~FOUO~~) When former Chief, left the organization in Summer 2008, she informed that there were problems with time and attendance. His comings and goings were unpredictable and he kept an erratic schedule. In July 2008, requested CONFIRM records for from the OIG. When he examined the records, he noted discrepancies between timecards and the access control records. When he asked to explain the discrepancies, explained that he was teleworking from had no idea how was doing this or how he even got in the building. When asked why he was teleworking, explained that

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tended to agree but told that he was not permitted to telework without a telework agreement. (then Chief of and counseled about his time and attendance. At one point, Deputy Director Chris Inglis and Chief of Staff, Debra Bonnani got involved. It was so serious that termination was under consideration. However, to his knowledge, never received any disciplinary action.

(U//~~FOUO~~) Around the 2010-2011 timeframe, confided that he was having personal problems. The personal problems had been going on for a long time, but was too embarrassed to disclose them to anyone.

and was missing work. Sometimes, he would come to work late in the evening and work all night to make up hours. permitted this, so long as was working and made sure to get some sleep.)

Release: 2019-05
NSA:08473

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(U//~~FOUO~~) When learned of this, he obtained counseling for also thought that might benefit from an approved telecommuting agreement. It was amazing what could accomplish through open source research. The work he did through open source was measurable and uniquely valuable. However, emphasized to that he had to have a telecommuting agreement and needed to obtain and use an NSA-issued laptop. never took the initiative to do it; he wanted his managers to set it up for him. drew the line there; he was willing to help but at some point, had to help himself.

(U//~~FOUO~~) believes that is working when he is at home. In fact, he probably worked more at home than any recorded hours on his timesheets. is always reading, studying, and researching. He has nothing outside of his work.

(U//~~FOUO~~) and his staff have had to "hound" to turn in his timecards. believed that waited until they were due and then tried to recreate the entry and exit times in his head.

(U//~~FOUO~~) gave middling reviews on his performance evaluation. The work he did was brilliant. No one in the government is capable of doing the analysis that he does. Plus, he has done amazing things in his career and But, his rating was pulled down by all the administrative problems had with him.

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(b) (3)-P.L. 86-36
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(U//~~FOUO~~)

(U//~~FOUO~~) On 29 January 2015, Deputy, was interviewed and provided the following sworn testimony.

(U//~~FOUO~~) Sometime during her first year at the 2009), problems with time and attendance manifested themselves. requested CONFIRM records and found discrepancies. He discussed it with and learned that he was having some significant personal problems at home. As a result, allowed to maintain a very flexible schedule including working nights and weekends. They also found him work that could be done independently, so his unusual schedule would not impact his ability to accomplish work. At one point, worked on getting him an unclassified project that he could work on from home. They were trying to establish a telework agreement, a telework schedule, and trying to get him the appropriate equipment to work from home. However, never took the necessary steps to get approval and capability to telework.

(U//~~FOUO~~) In addition to work accommodations, also worked with Employee Relations to hold accountable. For a period of six months or more, (she thought between 2010-2011) was required to send an email when he arrived for the day and

Release: 2019-05
NSA:08474

Doc ID: 6670361

when he departed. He was also required to call within an hour of his planned arrival time if he was to be delayed or absent.

(U//~~FOUO~~) When [redacted] was acting Chief [redacted] was in a "better pattern" and was "more attentive" to his time and attendance. Maybe once a week or every other week, she had difficulty establishing his whereabouts. Usually she could find him at his alternate office.[11] However, on occasion she did have to call his home or cell phone. She was always able to reach him by phone, so she took no further action. Nevertheless, it was an added burden to have to "track him down." She got the impression that [redacted] was not filling his timecards out daily because he frequently had to be "hunted down" to complete them and made errors on them. When she questioned the errors, he made amendments to his timecards. However, she did not think the errors or omissions were intentional. He was merely forgetful and often distracted.

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(U//~~FOUO~~) [redacted] did not authorize [redacted] to telework. Her impression was that the telework agreement had not been finalized and that he could not get the NSA equipment to function. When she signed his timecards, she did not believe that she was approving work done at home. She was aware that [redacted] did copious research on his own time. He did a lot of research to increase his knowledge base and to stay "up to speed" on developments in his area of expertise. [redacted] stated that "hours were never awarded for his self-proclaimed research outside of work."

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

(U//~~FOUO~~) On 12 June 2014, [redacted] Chief, [redacted] was interviewed and provided the following sworn testimony.

(U//~~FOUO~~) [redacted] acts as [redacted] "senior strategist" though he was not sure of his official job title. Both [redacted] and [redacted] physically work in [redacted] in the same office area.

(U//~~FOUO~~) [redacted] sometimes signs timesheets but the Deputy Chief, [redacted] signs them more often because he arrives earlier than [redacted] Chief of Staff, can also sign timesheets.

(U//~~FOUO~~) As a Senior, [redacted] follows AWS'D. He does not have a set work schedule. [redacted] is aware that sometimes [redacted] comes in quite late and works well into the night. When [redacted] questioned this practice, [redacted] told him that it was an accommodation that was arranged years ago because of [redacted] family problems. As a result of the lack of a set schedule, [redacted] is sometimes unaware of [redacted] whereabouts. On a couple of occasions, [redacted] has called [redacted] at home when he

[11] (U//~~FOUO~~) At this time, [redacted] supported both [redacted] and performed work for [redacted] the Technical Director for [redacted] On those occasions, he physically worked in [redacted] spaces.

Release: 2019-05
NSA:08475

could not be located. [redacted] was able to contact him each time; therefore, he never called security and initiated AWOL procedures.

(U//~~FOUO~~) In addition to the difficulty locating [redacted] encountered other problems with him. For instance, he failed to fill out paperwork (i.e. timecards) and he failed to complete mandatory training. [redacted] raised his concerns to [redacted] and [redacted] Deputy Director for [redacted] in the Fall of 2013. They told him that [redacted] was handling the problems through the OIG and ADCL. [redacted] agreed that those were the appropriate channels. [redacted] "took her word" that she was handling the problem; he assumed things were just taking a while to resolve. He did, however, refuse to sign a few of [redacted] timecards due to his concerns about them. Then, in April 2014, [redacted] counseled [redacted] about his failure to complete training and fill out paperwork.

(U//~~FOUO~~) [redacted] was aware that [redacted] worked from home. He worked from home because [redacted] analysts to do internet research at work. Eventually, [redacted] became aware that [redacted] had no telework agreement permitting him to work from home. When asked why he took no steps to implement one, [redacted] stated that [redacted] had been allowed to telecommute from home for "years" without one. Among the many issues they had with him, a telecommuting agreement was not the first priority.

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

(U//~~FOUO~~) [redacted] had no concerns that [redacted] was working the hours he claimed at home. He would have had significant concerns if he had nothing to show for his time at home, but the work is getting done. [redacted] can easily articulate the results of his findings. "He's not goofing off at home." Based on the documents he has printed out and the briefings he has provided, he is doing really unique work. [redacted] analysts were in awe at what [redacted] had been able to uncover. His research outcomes are exceptional. It's the simple things that are a problem for him, like remembering to fill out his timesheet or take training. [redacted] suspected it was these administrative problems that adversely impacted his previous performance ratings.

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

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

(U//~~FOUO~~) On 23 February 2015, [redacted] Chief of Staff, [redacted] was interviewed and provided the following sworn testimony.

(U//~~FOUO~~) [redacted] first heard of a problem with [redacted] time and attendance in 2012. At the time, [redacted] was handling the issue. Because of some personal issues at home, [redacted] wanted to offer [redacted] increased job flexibility and proposed a telecommuting arrangement for him. [redacted] reached out to Ms. Bonnani, to ensure that they were taking the proper steps to create an acceptable plan for a Senior. [redacted] his then-supervisor, drafted a teleworking plan. He worked with Mr. Kemp Ensor on the security details. However,

Release: 2019-05
NSA:08476

never took action to obtain an approved telecommuting agreement and never took action to obtain the requisite anonymizer software.

(U//~~FOUO~~) Upon initiation of the OIG investigation, learned that although he never had an approved telework agreement in place, did work from home. His supervisor, knew worked from home and allowed him to do so. She did not know what made or believe that he was authorized to telework. However, was satisfied that was working from home when he said he was and was producing valuable work derived from unclassified sources. predecessor, did not allow to work from home.

(U//~~FOUO~~) After the initiation of the OIG investigation, submitted a telework agreement for to However, she declined to approve it pending the outcome of the OIG investigation.

(U//~~FOUO~~) In the absence of his supervisor, periodically signed timecards. She never knowingly signed a timecard of his that contained false information but did have general concerns about their accuracy. For instance, she knew that did not fill out his timesheets on a daily basis and frequently attempted to fill them out from memory. On several occasions, she had to track him down at home and ask him for his timesheet. It was apparent then that he had not been keeping track throughout the week, despite her regular reminders. Nevertheless, assessed that never intentionally submitted false timesheets. In "some skewed fashion," he genuinely believed that he had been authorized to work from home.

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

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

(U//~~FOUO~~) did not know why her office could not produce timecards for between 22 April 2013- 16 May 2013. She commented that was hard to track down and terrible about submitting his timecards.

(U//~~FOUO~~) is confident that the management problems with have been resolved. submitted his mandatory training on time in 2014. He also completed the two PFPs that were overdue. He continues to work "odd hours" but she believes that he works a full 40 hour week within the building. She would be shocked and disappointed to learn otherwise. She also believes that he has commenced filling out his timesheet on a daily basis. She knows this to be true because she periodically verifies that he has put hours in the timesheet file throughout the week. She also sees him in the office far more frequently.

(U) Analysis and Conclusions

(U//~~FOUO~~) The NSA/CSS PMM, Chapter 366, §2-1(K) prohibits employees from "knowingly making or presenting a false or fraudulent statement or claim." NSA/CSS PMM, Chapter 366, §2-2(B); prohibits "deliberate misrepresentations, falsifications, or omission of material facts in any Agency document." The law defines "knowingly" as acting with knowledge of the falsity,

Release: 2019-05
NSA:08477

acting with reckless disregard of whether the statement is true, or making a conscious effort to avoid learning the truth. The preponderance of the evidence shows that the timesheets submitted by [redacted] were false and that [redacted] knew they were false.

(U//~~FOUO~~) [redacted] attributed any discrepancies between access control and his timesheets to estimation errors or telecommuting. Regarding the estimation "errors," [redacted] admitted that prior to the initiation of this investigation, he filled out his timecard sporadically. Sometimes it was the same day, sometimes after a few days, sometimes at the end of the week. This is consistent with the testimony of [redacted] and [redacted] who all believed that [redacted] did not fill out his timecard daily and frequently had to "hound him" to turn it in at the end of the pay period. [redacted] also admitted that he filled out his timecard based upon his memory and the notes he left himself. [redacted] believed that [redacted] recreated entry and exit times in his head and [redacted] believed that he went by memory. These actions demonstrate a reckless disregard to whether his statements (timesheets) were true. By his own admission, [redacted] knew that his timesheets were not entirely correct. "Strictly speaking, the time I was in the building did not always correlate to the time I did the work." Furthermore, by taking these actions, [redacted] also violated NSA/CSS PMM, Chapter 360, §2-7 (a), which requires employees to ensure that all information relevant to their time and attendance is recorded accurately, and NSA/CSS PMM, Chapter 360, §1-3(a) and §2-7(b), which both require employees to maintain timesheets on a daily basis.

(U//~~FOUO~~) [redacted] argued that faulty software and having multiple offices contributed to his inability to accurately complete his timecards. However, [redacted] was frequently reminded both verbally and via memoranda of the importance of completing his timesheet in a timely and accurate manner. Furthermore, an IG investigation in 2006 found that [redacted] failed to maintain accurate pay and leave records. Computer problems do not relieve an individual of his responsibility to accurately record his time, especially given management's repeated reminders of the importance of this function.

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

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

(U//~~FOUO~~) [redacted] attributed the remainder of the discrepancies to telecommuting. However, the OIG found that [redacted] did not have a telework agreement on file with the Telework Program Office. [redacted] supervisor until 4 May 2013, testified that he attempted to establish a telework agreement for [redacted] but [redacted] did not comply with the requirements to put the agreement into effect (i.e. by obtaining the requisite NSA supplies and equipment). [redacted] emphasized to [redacted] that he was not permitted to telework without the agreement. [redacted] who acted as [redacted] supervisor between 5 May 2013 and 21 September 2013, also testified that she did not authorize [redacted] to telework. In contrast, [redacted] supervisor between 22 September 2013 and 26 December 2013, testified that he was aware that [redacted] worked from home and was satisfied with the work he performed from home. Eventually, [redacted] became aware that [redacted] had no telework agreement, but it was not his priority to correct that omission.

(U//~~FOUO~~) In his testimony, [redacted] stated that, while a telecommuting request had been submitted, he did not think it had been approved and he thought that it was "frowned upon" for

Release: 2019-05
NSA:08478

Doc ID: 6670361

Seniors to telecommute. He only started to claim at-home hours on his timesheet when he did not have the leave to cover the in-office deficit. Furthermore, told both verbally and in writing that telework was not authorized. Therefore, the OIG concluded that knew he had not obtained the appropriate approvals to telework. By teleworking without an agreement, violated NSA/CSS Policy Manual 4-15B, Chapter 1. However, because knew that teleworked without an agreement, the OIG erred on the side of caution and did not count against him the discrepant hours while working for [12]

(U//~~FOUO~~) Even after excluding the time working for the OIG found many discrepancies between access control records and his timesheets. Between 3 January 2013 and 21 September 2013, routinely submitted false and inaccurate timesheets. As reflected in Appendix C, in 40 of the 171 days (23%) in which he worked under and supervision, claimed more time on his timesheet than he was within access control. Similarly, in 29 of the 171 days under analysis (17%), claimed less time on his timesheet than he was within access control. Therefore, he only recorded his time accurately in 102 of the 171 days (60%). Furthermore, the discrepancies themselves were not minor. On 24 days of the 171 under analysis, his daily discrepancies totaled more than one hour. Analysis of timesheets and access controls records shows that he claimed 29.25 hours that he did not work, proving that the timesheets were false.

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

(U//~~FOUO~~) In light of the above, we find that the preponderance of the evidence supports the conclusion that:

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

- (U//~~FOUO~~) During the period of 3 January 2013 through 21 September 2013, knowingly submitted false and inaccurate timesheets, for a total shortfall to the Government of 29.25 hours (approximately $2300). His actions violated NSA/CSS Personnel Management Manual (PMM), Chapter 366, §2-1(K) and §2-2(B).
- (U//~~FOUO~~) During the period of 3 January 2013 through 26 December 2013, failed to ensure that all information relevant to his time and attendance was recorded accurately and failed to sign in and out daily on his timesheet in violation of NSA/CSS Personnel Management Manual (PMM), Chapter 360, §1-3(a), §2-7 (a) and (b).
- (U//~~FOUO~~) engaged in telework between 3 January 2013 and 26 December 2013, without appropriate approval, in violation of NSA/CSS Policy Manual 4-15B, Chapter 1 – Unclassified Telework Program.

[12] The OIG credited 111.25 hours (approximately $8790) for teleworking under supervision (Appendix C).

Release: 2019-05
NSA:08479

Doc ID: 6670361

IV. (U) RESPONSE TO TENTATIVE CONCLUSION

(U//~~FOUO~~) On 8 May 2015, the OIG sent [redacted] the tentative conclusion reached in the investigation. [redacted] replied on 8 June 2015. He raised four principle concerns about the OIG Timesheets and Access Control Comparison (Appendix I):

1. He had not been credited for administrative leave not claimed,
2. There were calculation errors in the spreadsheet,
3. He did not always claim "no meal" on his timecard when he could have,
4. Timesheets were missing for two pay periods, making analysis impossible.

(U//~~FOUO~~) [redacted] also provided lists of dates which he believed supported his assertion that he was entitled to additional time credits. The OIG carefully reviewed all of the dates and found the following:

1. [redacted] negligence in claiming administrative leave on his timesheet is further evidence of his failure to ensure that all information relevant to his time and attendance was recorded accurately.
2. A careful review of the spreadsheet and its functionality revealed no calculation errors.
3. [redacted] was appropriately credited 30 minutes for every day in which he marked "no meal" on his timecard.[13] Both before and after a 1 December 2013 change in the NSA/PMM, Chapter 362, §2-19, (which made a 30 minute meal period no longer obligatory) employees were required to check the "no meal" box to indicate that they had worked through the meal period. His negligence in claiming "no meal" on his timesheet is further evidence of his failure to ensure that all information relevant to his time and attendance was recorded accurately. Furthermore, it is clear that [redacted] was familiar with the "no meal" option, because he used it on a regular basis.

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

4. [redacted] timesheets for two pay periods (spanning 4/21/13 through 5/18/13) could not be located by payroll or [redacted] organization. Consequently, the OIG compared [redacted] access control records to payment records (DCPs) for those dates. However, because the OIG does not have the timecards for this period, it is unknown whether [redacted] marked "no meal" on his timecard on any given date, which would have resulted in a 30 minute credit. Therefore, the OIG determined that it was appropriate to credit [redacted] some time for the missing timesheets. Prior to 1 December 2013, [redacted] claimed "no meal" on average 4 times per pay period. Therefore, the OIG credited him 2 "no meal" hours per pay period for the missing timesheets. As a result, the total discrepant hours were reduced by 4 hours (to 29.25). The OIG has made the adjustment to the final report and the appendices.

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[13] (U//~~FOUO~~) He was also credited 30 minutes for every day in which he claimed fewer than 5 hours work on his timecard and did not mark "no meal", which is a courtesy extended by the OIG.

Release: 2019-05
NSA:08480

Doc ID: 6670361

(U//~~FOUO~~) Except for the four hour adjustment made to the total discrepant hours based on the two missing timesheets, [redacted] provided no new information that would impact our analysis. Our conclusions regarding his violations of policy remain unchanged.

(U//~~FOUO~~) [redacted] response to the tentative conclusions can be found in Appendix J.

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

Release: 2019-05
NSA:08481

V. (U) CONCLUSION

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

- (U//~~FOUO~~) During the period of 3 January 2013 through 21 September 2013, [redacted] knowingly submitted false and inaccurate timesheets, for a total shortfall to the Government of 29.25 hours (approximately $2300). His actions violated NSA/CSS Personnel Management Manual (PMM), Chapter 366, §2-1(K) and §2-2(B).
- (U//~~FOUO~~) During the period of 3 January 2013 through 26 December 2013, [redacted] failed to ensure that all information relevant to his time and attendance was recorded accurately and failed to sign in and out daily on his timesheet in violation of NSA/CSS Personnel Management Manual (PMM), Chapter 360, §1-3(a), §2-7 (a) and (b).
- (U//~~FOUO~~) [redacted] engaged in telework between 3 January 2013 and 26 December 2013, without appropriate approval, in violation of NSA/CSS Policy Manual 4-15B, Chapter [redacted] – Unclassified Telework Program.

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

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. Q234, Special Actions, for information and any appropriate action,
3. [ ] supervisor, and;
4. Inspector General, Department of Defense, Directorate for Investigation of Senior Officials.

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

[ ]
Investigator

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

Concurred by:

[ ]
Assistant Inspector General
for
Investigations

Release: 2019-05
NSA:08483

Doc ID: 6670361

APPENDIX A

(U) Applicable Authorities

Release: 2019-05
NSA:08484

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

Section 1-3 — (U) *Policy*

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

a. Timesheets are maintained on a daily basis;…

e. Timecard fraud is a federal crime and must be reported to the Inspector General.

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

(a) Ensure that all information relevant to their time and attendance is recorded accurately.

(b) Sign in and out daily on the timesheet.

(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:

…

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

Release: 2019-05
NSA:08485

Doc ID: 6670361

(U) NSA/CSS Policy Manual 4-15B

(U) Chapter One – Unclassified Telework Program

III. (U) Procedures

A. (U) Complete the Telework Package

1. (U) After first having agreement from the immediate supervisor to proceed with the application, the employee compiles an Unclassified Telework Package…

C. (U) Final Approval

(U) The HR Telework Program Manager is the final approval authority for Unclassified Telework arrangements. Employees many not begin telework until they receive final approval.

IV. (U) Responsibilities

C. (U) Employee shall:

3. (U) Obtain appropriate approvals for telework per the guidelines set forth….

Release: 2019-05
NSA:08486

APPENDIX B

(U) Leave Letter [redacted]

(b) (6)

Release: 2019-05
NSA:08487

Doc ID: 6670361

UNCLASSIFIED ~~FOR OFFICIAL USE ONLY~~

DEPARTMENT OF DEFENSE
9800 SAVAGE ROAD
ATTN: [redacted]
FORT MEADE, MD 20755-

FACSIMILE TRANSMITTAL SHEET

TO: [redacted]
COMPANY:
FAX NUMBER: [redacted]
PHONE NUMBER:
SUBJECT: Leave Letter

FROM: [redacted]
FAX NUMBER: [redacted]
DATE:
TOTAL NO. OF PAGES (Including Cover):

URGENT FOR REVIEW PLEASE COMMENT PLEASE REPLY PLEASE RECYCLE

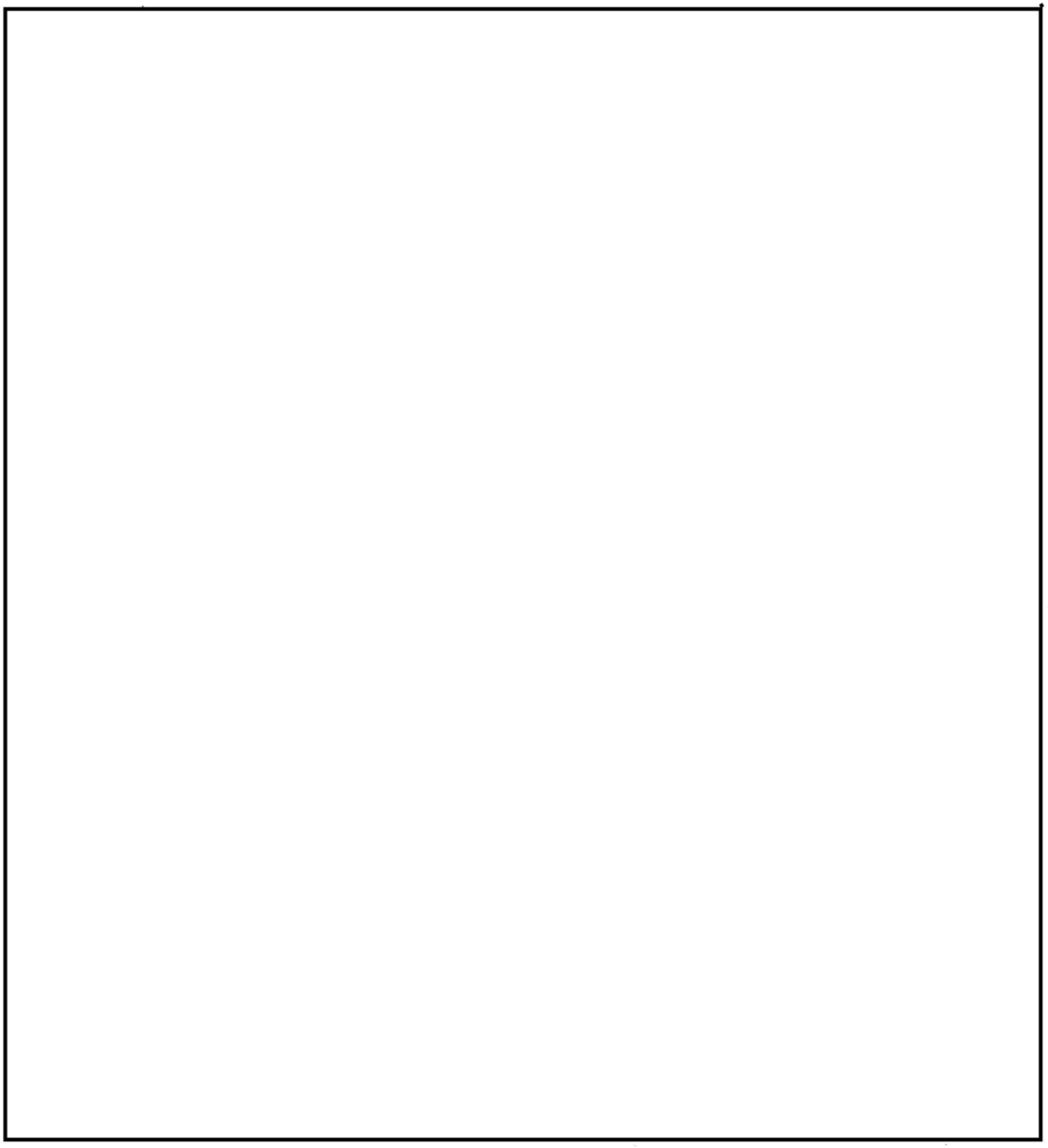
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Release: 2019-05
NSA:08488

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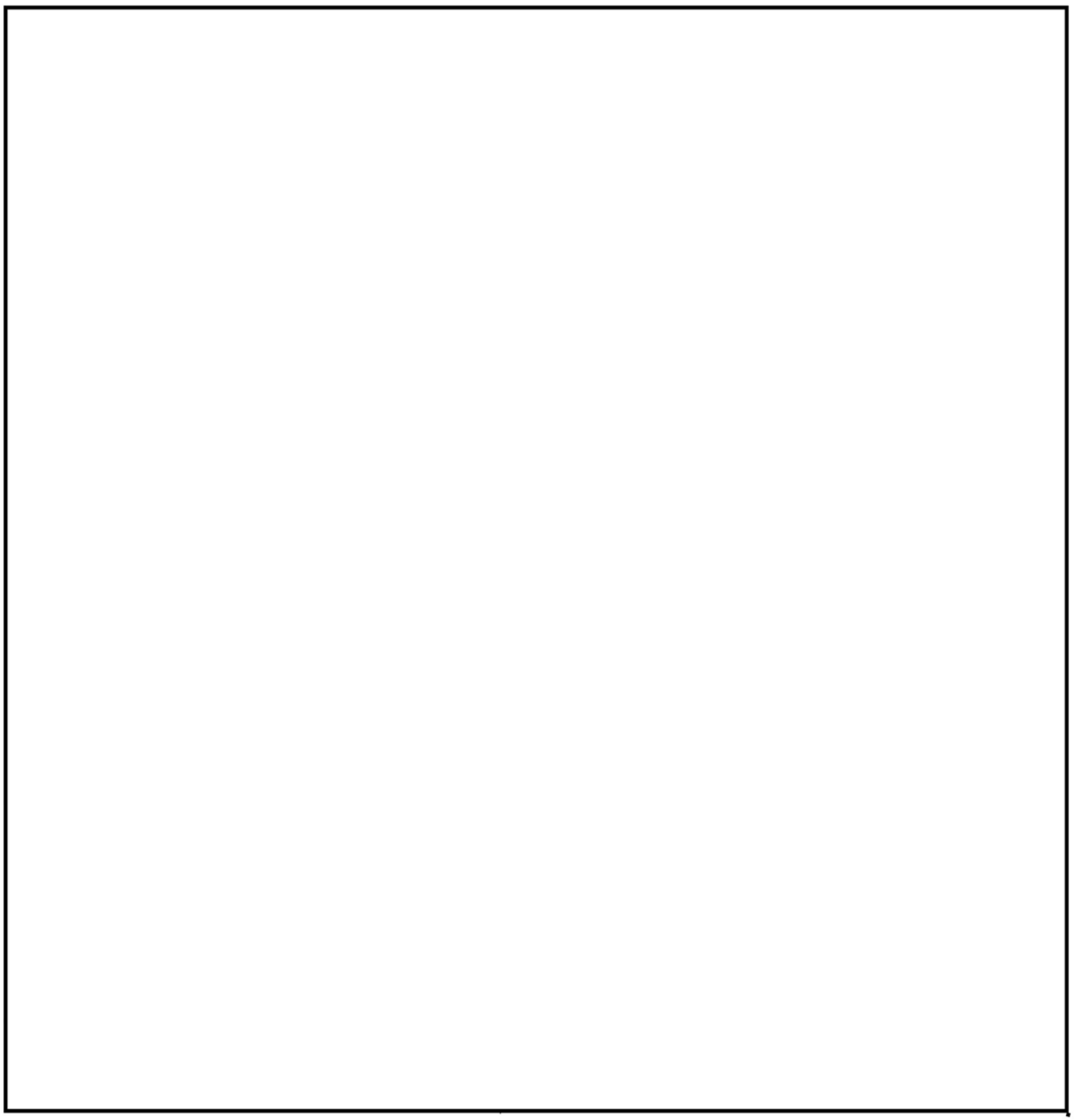
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Derived From: NSA/CSSM 1-52
Dated: 20070108
Declassify On: ~~20320108~~

Release: 2019-05
NSA:08489

~~CONFIDENTIAL//REL TO USA, AUS, CAN, GBR, NZL//20320108~~



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(b)(6)

Release: 2019-05
NSA:08490

APPENDIX C

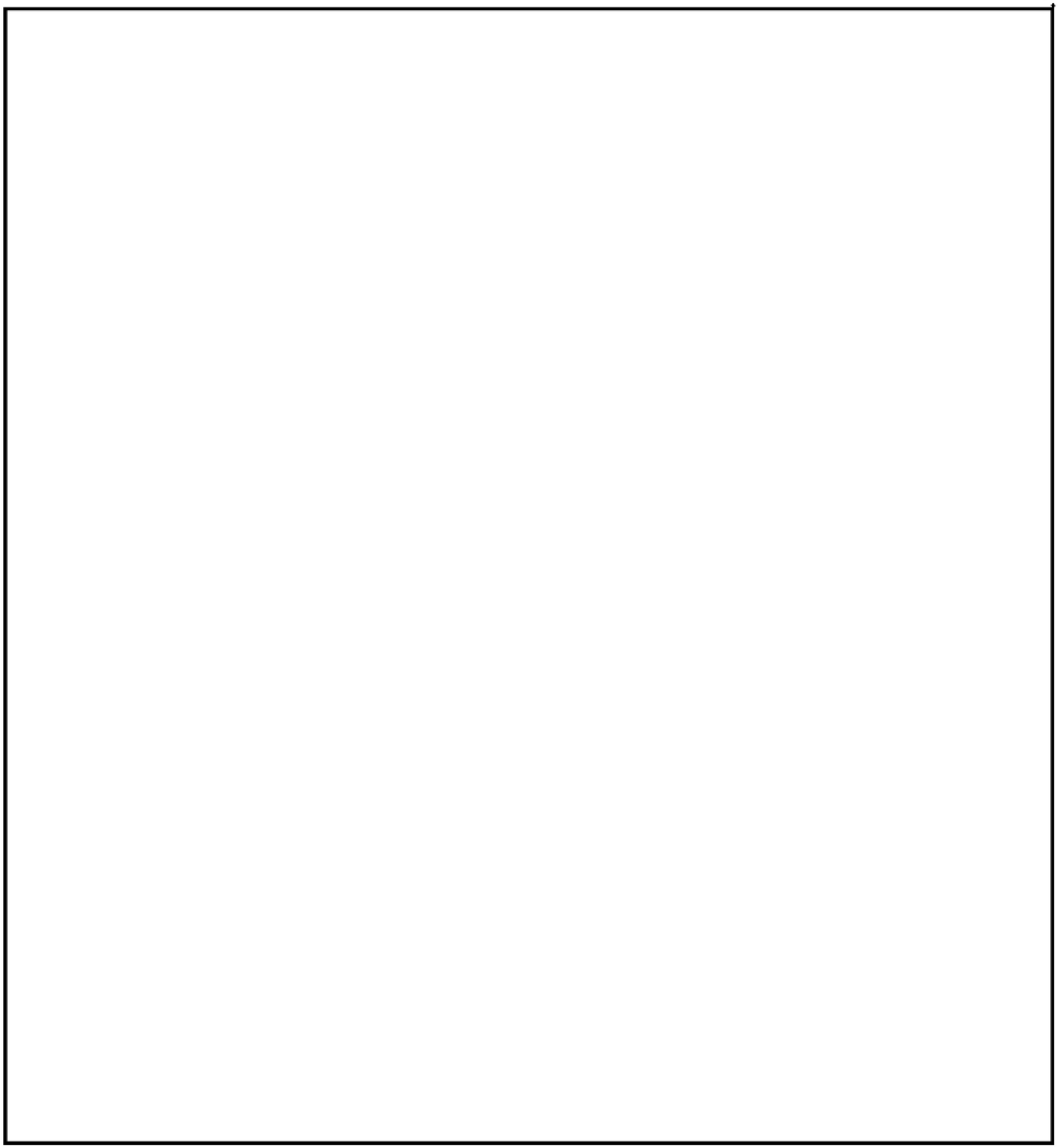
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(b) (6)

Release: 2019-05
NSA:08491

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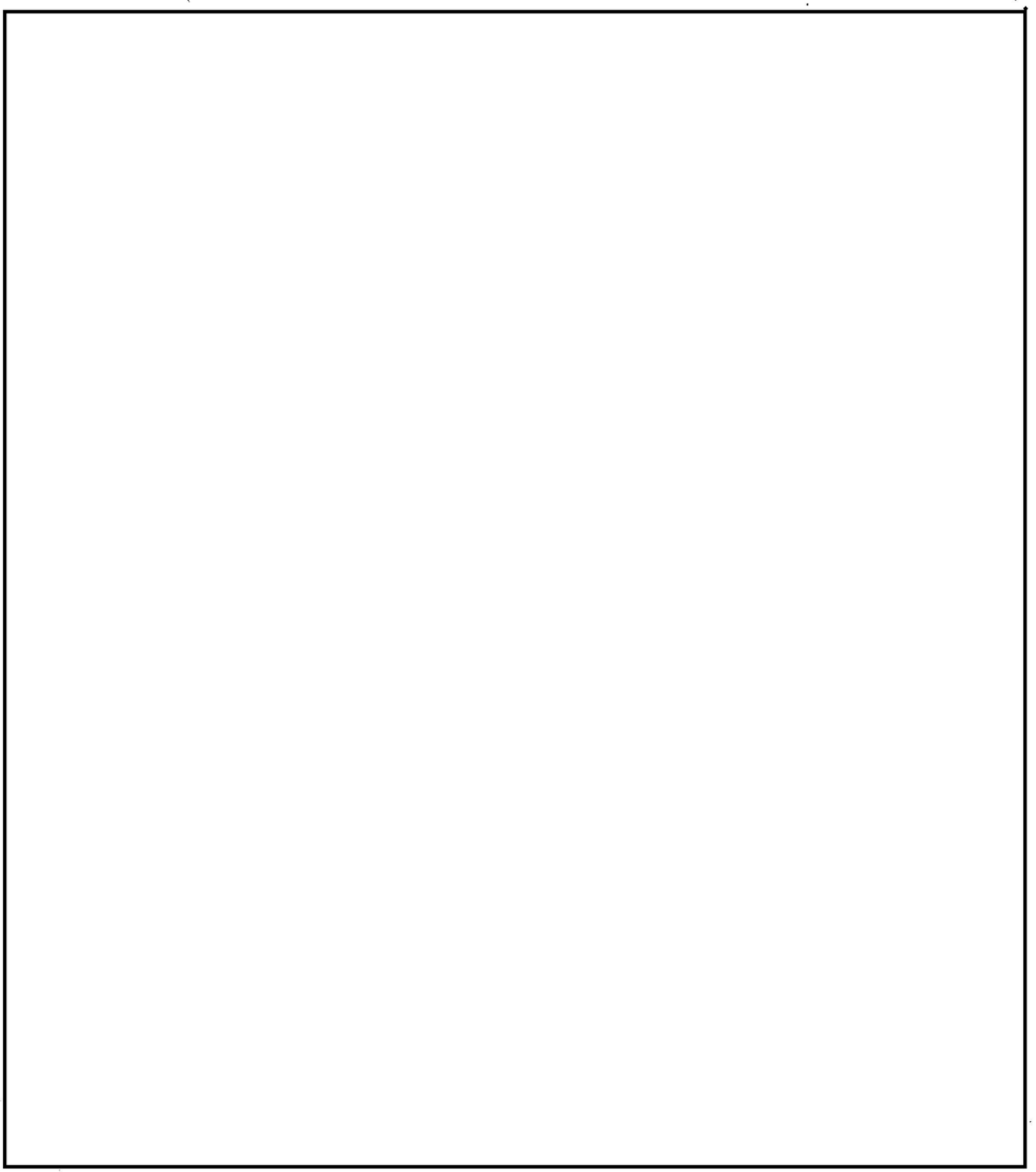
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Release: 2019-05
NSA:08492

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(b)(3)-P.L. 86-36
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Release: 2019-05
NSA:08493

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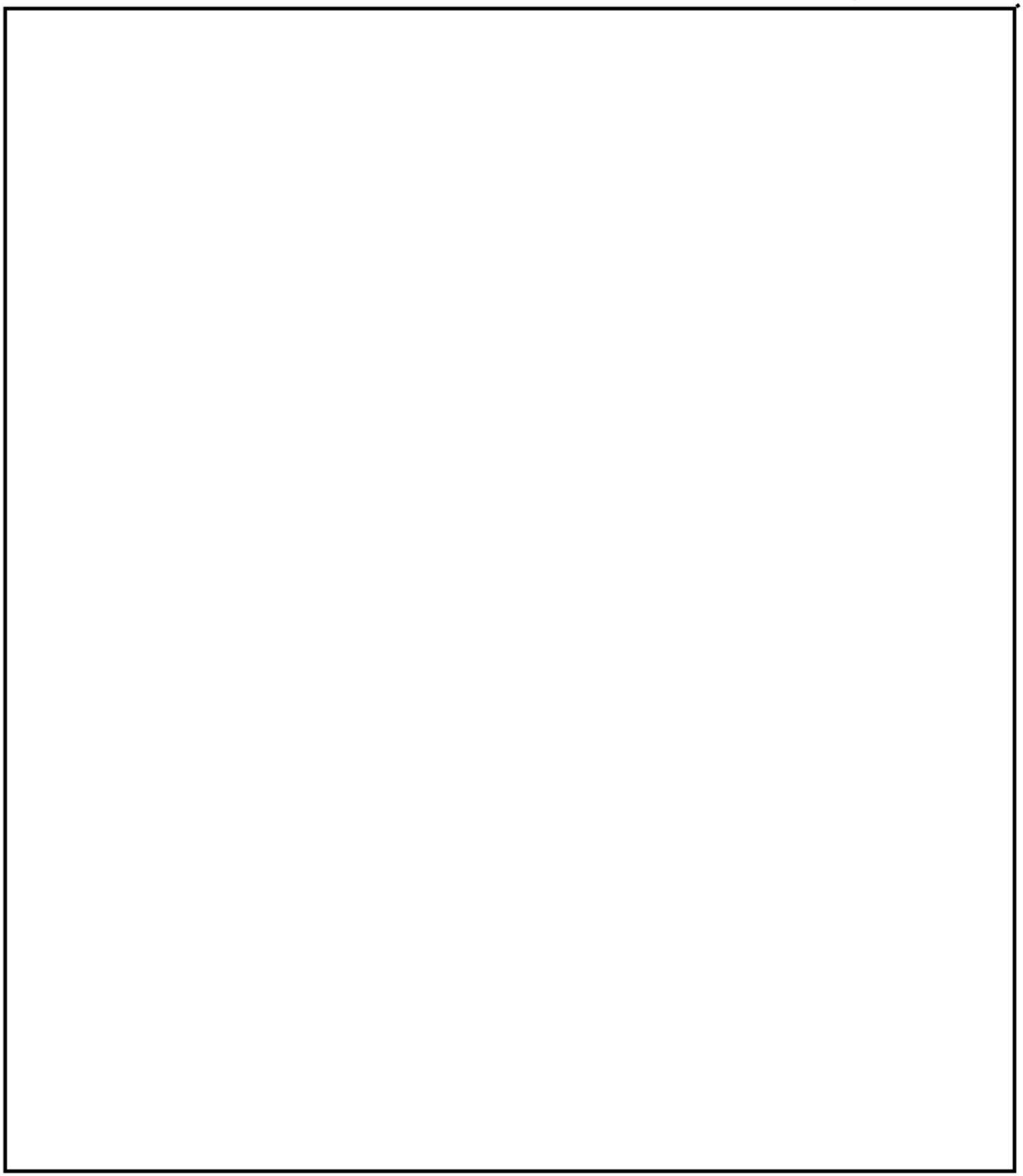
APPENDIX D

(U) Leave Letter [redacted]

(b) (6)

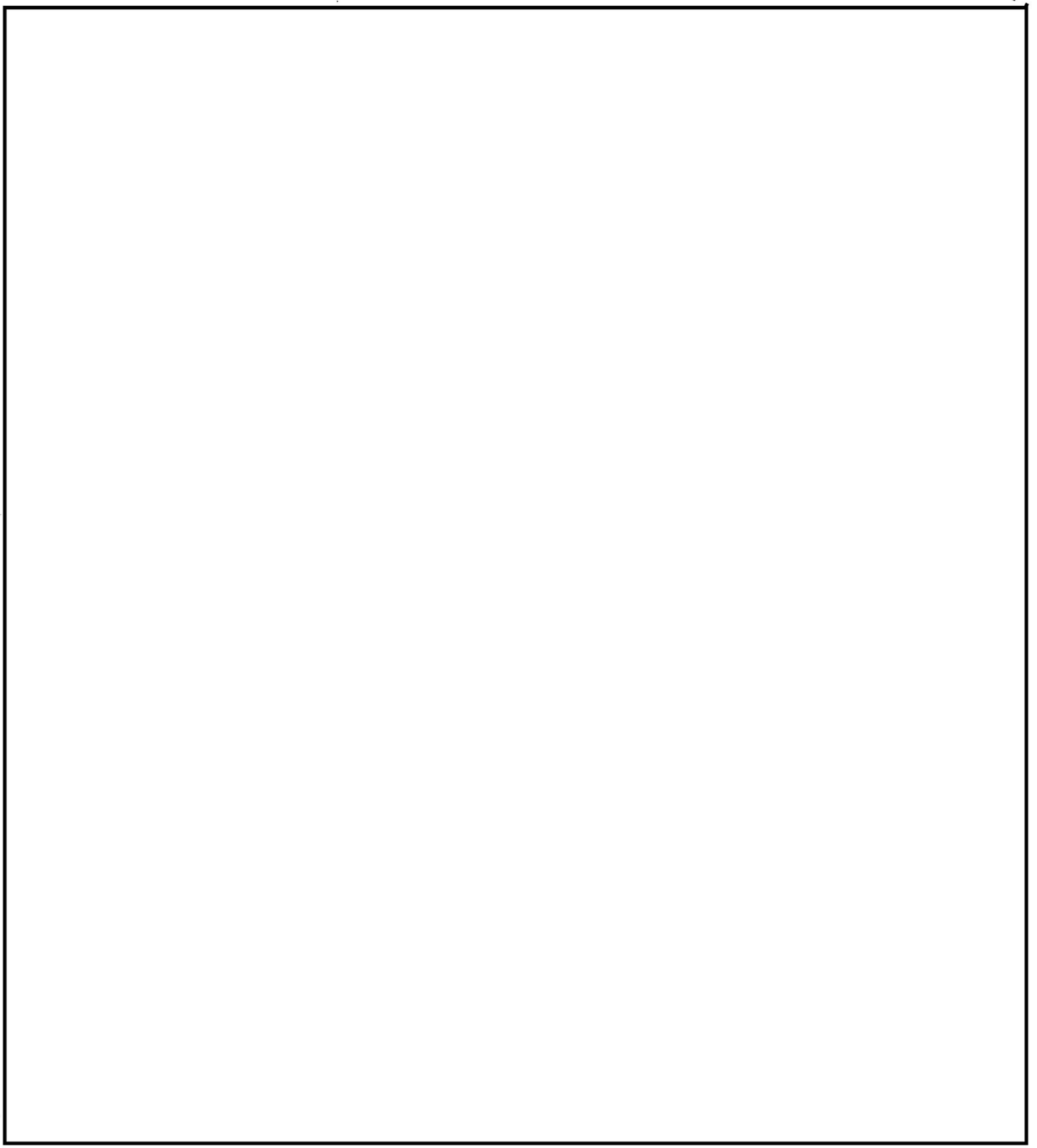
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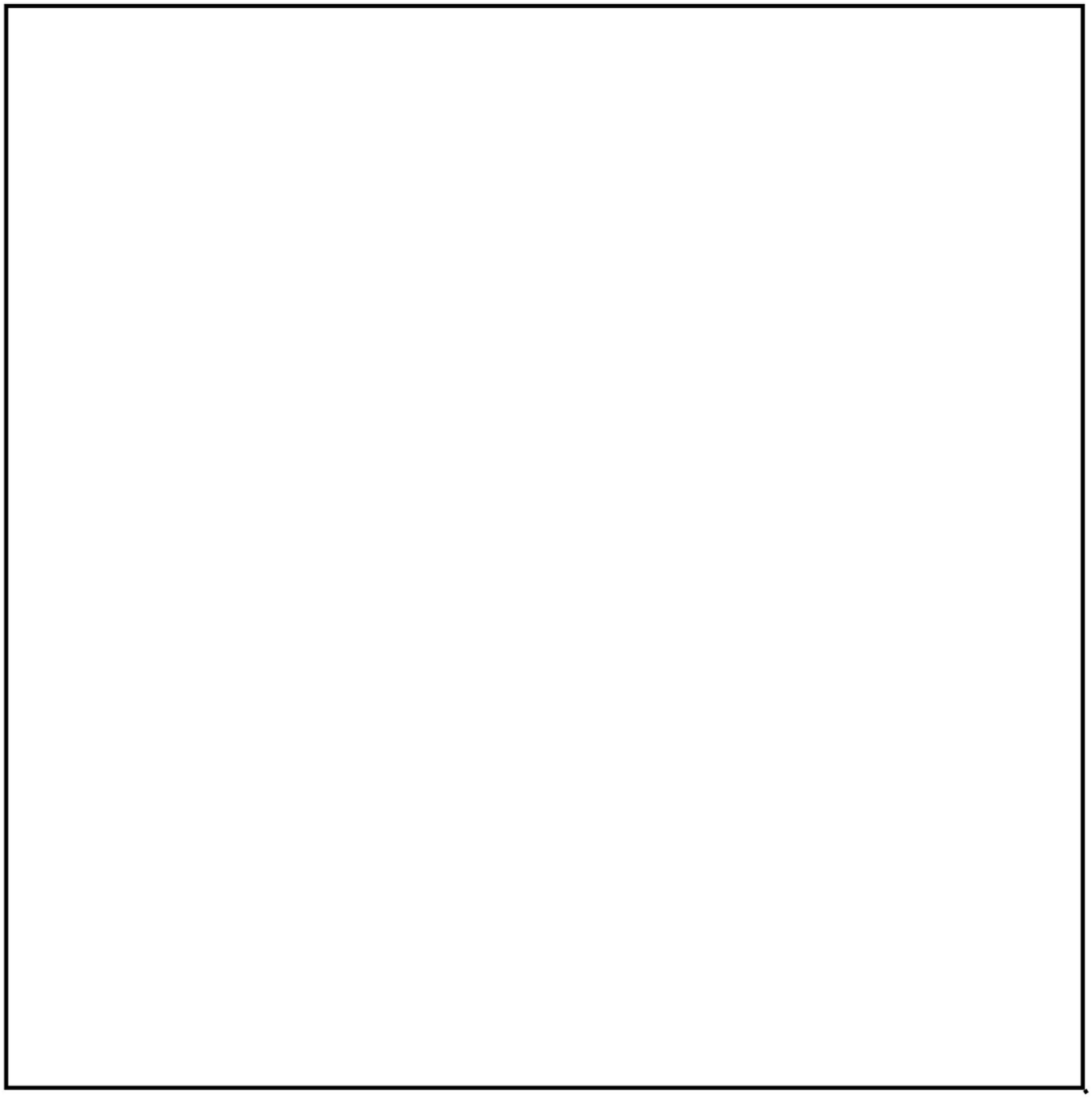


Release: 2019-05
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Release: 2019-05
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Release: 2019-05
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APPENDIX E

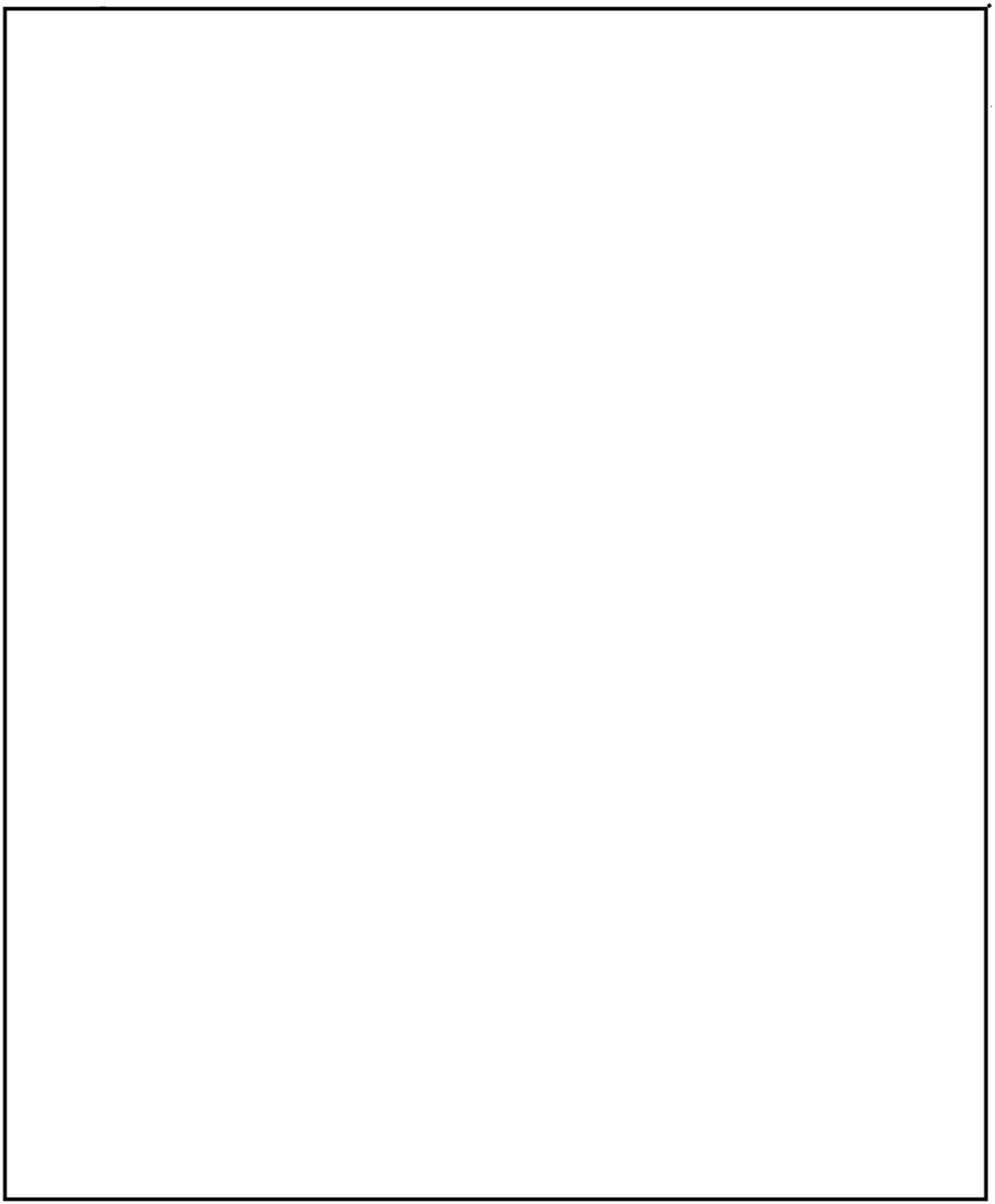
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Release: 2019-05
NSA:08499

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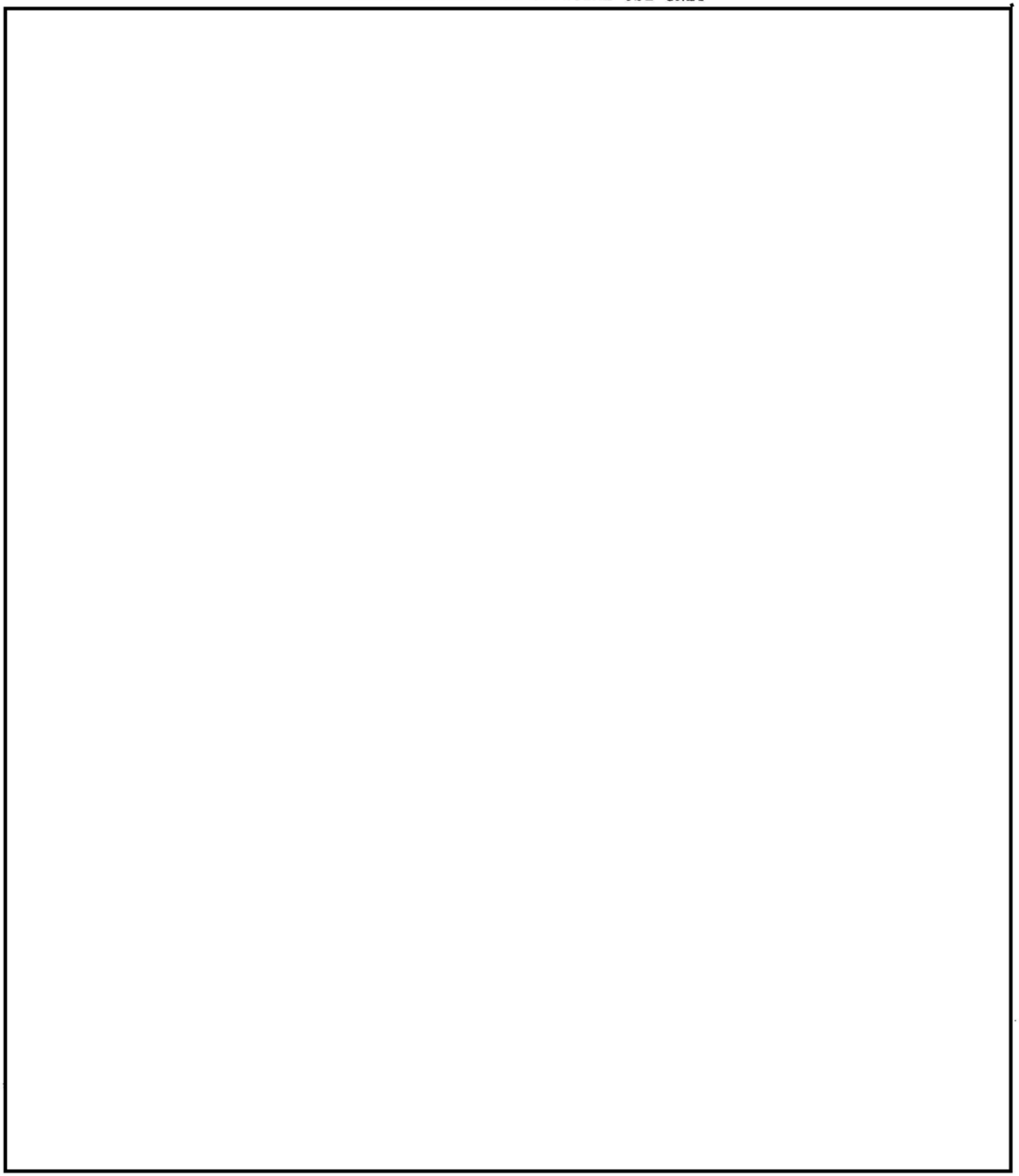
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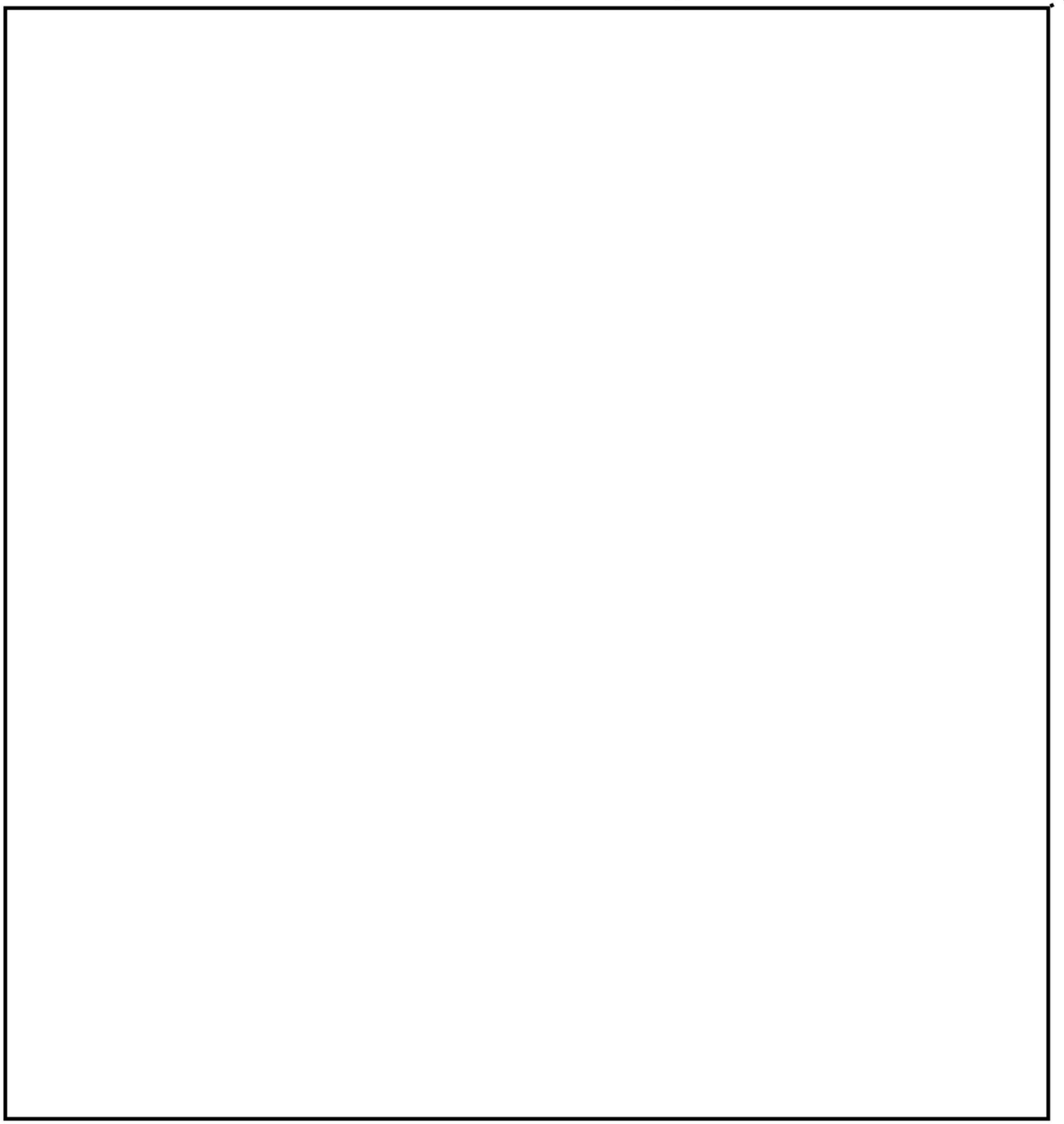
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Release: 2019-05
NSA:08502

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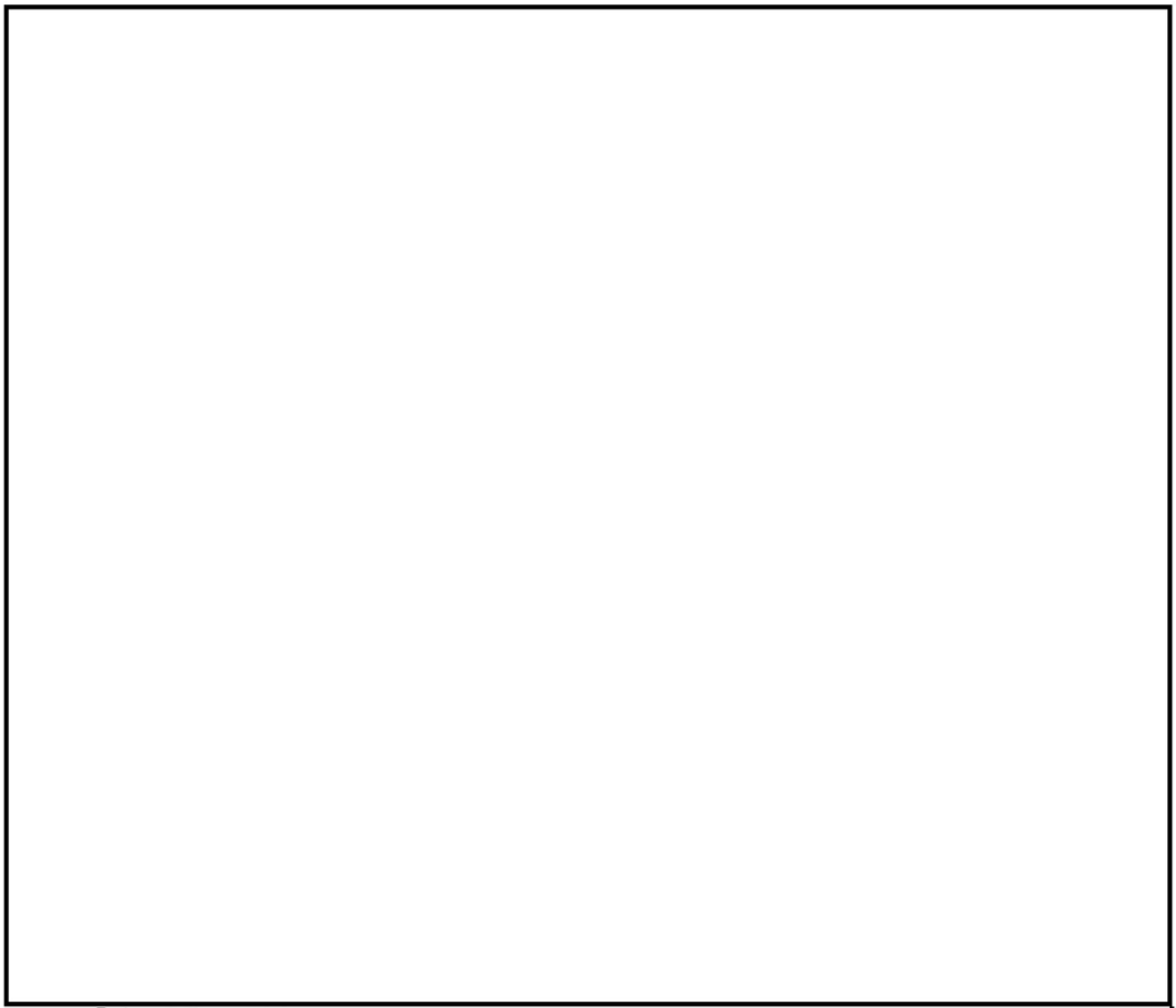
APPENDIX F

Deputy Director and Chief of Staff Memorandum of Record

dated 27 February 2009

Release: 2019-05
NSA:08503

Doc ID: 6670361



Deborah Bonanni

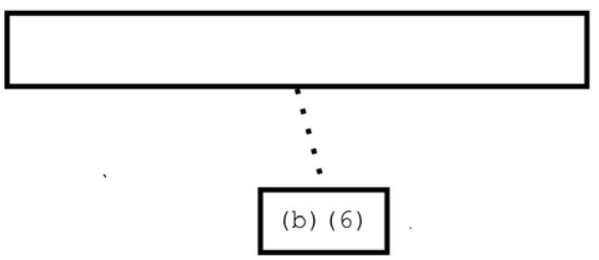
27 February 2009

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Release: 2019-05
NSA:08504

APPENDIX G

(U) Request for Management Consultation



Release: 2019-05
NSA:08505

Doc ID: 6670361

UNITED STATES GOVERNMENT

MEMORANDUM

(b) (6)

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

DATE:

REPLY TO THE ATTN OF: Chief,

SUBJECT: Request for Management Consultation –
ACTION MEMORANDUM

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

TO: Chief, Employee Relations

Release: 2019-05
NSA:08506

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

[redacted]

2 Encls:

1. Job Description/Essential Duties List
2. Supervisory Evaluation of P6180

Release: 2019-05
NSA:08507

Doc ID: 6670361

(b) (6)

ENCLOSURE #1 – JOB DESCRIPTION/ESSENTIAL DUTIES

Work Role:

GRADE: DISL

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

ORG:

GENERAL JOB DESCRIPTION:

ESSENTIAL JOB DUTIES:

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

The following are the essential or critical job duties that is responsible for performing on a daily basis:

(b) (1)
(b) (3)-50 USC 3024(i)
(b) (3)-P.L. 86-36
(b) (6)

Derived From: NSA/CSSM 1-52
Dated: 20070108
Declassify On: ~~20340901~~

Release: 2019-05
NSA:08508

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

DATE:

ENCLOSURE #2 – SUPERVISORY EVALUATION

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

NAME:
WORK ROLE:
GRADE: DISL
CURRENT PERF RATING AND DATE: (Don't know – I do not rate seniors)
POSITION IS NOT SUPERVISORY

Release: 2019-05
NSA:08509

APPENDIX H

(U) Initial Comparison of [redacted] Timesheets and Access Control Records

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

Release: 2019-05
NSA:08510

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

	NSAV						(Y)						
					Access	Total	No lunch	Net	Hours	Discrepant		Net Discrepant	
Date	DOW	Time	Location	Gaps	Total	GAP(s)	Claimed	Time	Claimed	Hours	ADJ	Hours	Notes
1/3/13	Thu	12:22:13											
		15:53:56			3:31:43		Y	3:31:43	3:15	-0.25		-0.25	
1/7/13	Mon	13:32:37											
		19:13:09			5:40:32			5:10:32	5:15	0.00		0.00	
1/8/13	Tue	13:16:12											
		21:58:52			8:42:40			8:12:40	8:30	0.25		0.25	
1/9/13	Wed	12:25:32											
		14:40:39											
		14:50:58		0:10									
		16:31:51											
		16:40:46		0:08									
		16:49:41			4:24:09		Y	4:24:09	4:15	0.00		0.00	
1/10/13	Thu	8:38:56											
		18:36:04			9:57:08			9:27:08	9:15	0.00		0.00	
1/11/13	Fri	11:00:31											
		15:07:47											
		17:10:17		2:02									
		0:00:15			12:59:44	2:02:30	Y	10:57:14	10:45	0.00		0.00	
1/14/13	Mon	10:34:49											
		18:25:41			7:50:52		Y	7:50:52	8:00	0.00		0.00	
1/16/13	Wed	13:10:55											
		19:35:10			6:24:15			5:54:15	5:45	0.00		0.00	
1/17/13	Thu	9:07:29											
		9:41:39											
		9:51:24		0:09									
		11:16:29											
		11:32:50		0:16									
		16:34:14			7:26:45			6:56:45	7:00	0.00		0.00	
1/18/13	Fri	12:05:00											
		20:55:32			8:50:32			8:20:32	8:30	0.00		0.00	
1/22/13	Tue	10:00:39											
		13:51:14			3:50:35			3:20:35	3:15	0.00	-0.50	-0.50	lunch credited
1/23/13	Wed	10:15:06											
		18:46:03			8:30:57			8:00:57	8:00	0.00		0.00	
1/24/13	Thu	11:01:59											
		16:58:06			5:56:07			5:26:07	5:30	0.00		0.00	
1/25/13	Fri	15:17:21											
		0:14:25			8:57:04			8:27:04	8:30	0.00		0.00	
1/28/13	Mon	11:08:17											
		18:17:10			7:08:53			6:38:53	6:30	0.00		0.00	

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

Release: 2019-05
NSA:08511

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

NSAW [redacted]

Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	(Y) No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes
1/30/13	Wed	12:47:17	[redacted]										
		18:09:41			5:22:24			4:52:24	5:00	0.00		0.00	
1/31/13	Thu	11:17:47											
		17:27:58			6:10:11			5:40:11	8:30	2.75		2.75	
2/1/13	Fri	17:07:55											
		21:01:46			3:53:51		Y	3:53:51	4:00	0.00		0.00	
2/4/13	Mon	13:20:25											
		19:16:39			5:56:14			5:26:14	5:30	0.00		0.00	
2/5/13	Tue	11:02:04											
		21:06:25			10:04:21		Y	10:04:21	6:00	-4.00		-4.00	
2/6/13	Wed	14:14:07											
		19:49:04			5:34:57		Y	5:34:57	5:30	0.00		0.00	
2/7/13	Thu	9:15:36											
		17:09:23			7:53:47			7:23:47	7:30	0.00		0.00	
2/8/13	Fri	13:13:53											
		23:37:01			10:23:08			9:53:08	10:00	0.00		0.00	
2/9/13	Sat	14:42:47											
		14:45:13											
		1:43:55											
		1:45:46			11:02:59		Y	11:02:59	10:30	-0.50		-0.50	
2/11/13	Mon	10:29:31											
		20:27:40			9:58:09			9:28:09	9:30	0.00		0.00	
2/14/13	Thu	12:48:25											
		20:59:23			8:10:58			7:40:58	7:45	0.00		0.00	
2/15/13	Fri	14:00:05											
		16:36:47			2:36:42		Y	2:36:42	2:30	0.00		0.00	
2/19/13	Tue	12:13:41											
		21:01:36			8:47:55			8:17:55	8:15	0.00		0.00	
2/20/13	Wed	9:13:46											
		19:39:04			10:25:18			9:55:18	10:00	0.00		0.00	
2/21/13	Thu	8:44:04											
		9:45:55											
		10:01:47		0:15									
		11:54:19											
		12:05:14		0:10									
		17:11:50			8:27:46			7:57:46	8:00	0.00		0.00	
2/22/13	Fri	8:38:04											
		15:38:05											
		19:57:58		4:19									
		1:23:43			16:45:39	4:19:53		11:55:46	10:45	-1.00		-1.00	

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

Release: 2019-05
NSA:08512

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

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	NSAW						(Y)						
					Access	Total	No lunch	Net	Hours	Discrepant		Net Discrepant	
Date	DOW	Time	Location	Gaps	Total	GAP(s)	Claimed	Time	Claimed	Hours	ADJ	Hours	Notes
2/23/13	Sat	17:04:52											
		17:06:49											
		3:05:23											
		3:07:23			10:02:31		Y	10:02:31	8:15	-1.75		-1.75	
2/25/13	Mon	16:15:25											
		20:28:51			4:13:26		Y	4:13:26	4:00	0.00		0.00	
2/26/13	Tue	8:38:49											
		20:52:51			12:14:02			11:44:02	11:45	0.00		0.00	
2/27/13	Wed	9:11:01											
		19:18:26			10:07:25			9:37:25	9:30	0.00		0.00	
2/28/13	Thu	8:40:19											
		17:00:01			8:19:42			7:49:42	7:45	0.00		0.00	
3/1/13	Fri	18:53:46											
		21:01:04			2:07:18		Y	2:07:18	2:00	0.00		0.00	
3/5/13	Tue	14:24:09											
		1:04:47			10:40:38		Y	10:40:38	10:30	0.00		0.00	
3/7/13	Thu	8:43:09											
		17:13:24											
		19:23:34		2:10									
		0:29:36			15:46:27	2:10:10		13:06:17	12:45	-0.25		-0.25	
3/8/13	Fri	8:37:19											
		23:38:35			15:01:16		Y	15:01:16	13:45	-1.25		-1.25	
3/11/13	Mon	11:22:02											
		20:25:31			9:03:29			8:33:29	8:30	0.00		0.00	
3/12/13	Tue	10:49:45											
		18:45:06			7:55:21			7:25:21	7:30	0.00		0.00	
3/13/13	Wed	12:37:49											
		15:39:44			3:01:55		Y	3:01:55	2:30	-0.50		-0.50	
3/14/13	Thu	15:06:38											
		23:53:50			8:47:12			8:17:12	9:00	0.50		0.50	
3/15/13	Fri	11:03:12											
		16:33:10			5:29:58			4:59:58	5:00	0.00		0.00	
3/18/13	Mon	9:08:53											
		20:57:09			11:48:16			11:18:16	11:30	0.00		0.00	
3/19/13	Tue	13:43:42											
		20:59:13			7:15:31			6:45:31	6:45	0.00		0.00	
3/20/13	Wed	10:48:21											
		19:55:51			9:07:30			8:37:30	8:45	0.00		0.00	
3/21/13	Thu	11:33:07											

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

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Doc ID: 6670361

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

	NSAW	[redacted]				(Y)						
				Access	Total	No lunch	Net	Hours	Discrepant		Net Discrepant	
Date	DOW	Time	Gaps	Total	GAP(s)	Claimed	Time	Claimed	Hours	ADJ	Hours	Notes
		16:09:25		4:36:18		Y	4:36:18	4:45	0.00		0.00	
3/22/13	Fri	9:57:48										
		14:47:25										
		14:56:05	0:08									
		15:00:25										
		15:09:56	0:09									
		18:55:29		8:57:41			8:27:41	8:30	0.00		0.00	
3/23/13	Sat	16:38:44										
		16:41:20										
		20:35:06										
		20:36:57		3:58:13		Y	3:58:13	4:00	0.00		0.00	
3/25/13	Mon	14:35:11										
		14:39:28		0:04:17			##########	0:00	0.25	-0.25	0.00	did not claim hours
3/26/13	Tue	11:44:01										
		17:18:15										
		17:32:47	0:14									
		20:54:34		9:10:33			8:40:33	9:30	0.75		0.75	
3/27/13	Wed	12:44:01										
		18:38:57		5:54:56			5:24:56	5:30	0.00		0.00	
3/28/13	Thu	18:26:13										
		21:01:34		2:35:21		Y	2:35:21	2:30	0.00		0.00	
3/29/13	Fri	14:21:52										
		16:37:31										
		16:39:32	0:02									
		23:57:26		9:35:34			9:05:34	8:45	-0.25		-0.25	
4/1/13	Mon	11:37:47										
		12:15:04		0:37:17		Y	0:37:17	0:30	0.00		0.00	
4/2/13	Tue	11:13:59										
		18:50:32		7:36:33			7:06:33	9:15	2.00		2.00	
4/3/13	Wed	11:35:29										
		13:00:57										
		16:31:07	3:30									
		23:46:47		12:11:18	3:30:10		8:11:08	8:15	0.00		0.00	
4/4/13	Thu	12:30:45										
		18:13:23										
		19:47:52	1:34									
		19:49:58										
		22:22:46										
		22:24:35		9:53:50	1:34:29		7:49:21	7:45	0.00		0.00	
4/8/13	Mon	11:36:51										
		15:51:29		4:14:38		Y	4:14:38	4:15	0.00		0.00	
4/9/13	Tue	9:19:57										
		16:05:54		6:45:57			6:15:57	6:30	0.00		0.00	

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

Release: 2019-05
NSA:08514

Doc ID: 6670361

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

	NSAW						(Y)							
Date	DOW	Time	Location	Gaps	Access Total	Total GAP(s)	No lunch Claimed	Net Time	Hours Claimed	Discrepant Hours	ADJ	Net Discrepant Hours	Notes
4/10/13	Wed								7:45	7.75	-7.75	0.00	
4/11/13	Thu								9:00	9.00	-9.00	0.00	
4/12/13	Fri	10:37:50											
		17:42:28			7:04:38			6:34:38	6:45	0.00		0.00	
4/15/13	Mon	11:13:51											
		16:51:06			5:37:15			5:07:15	5:00	0.00		0.00	
4/16/13	Tue	12:03:11											
		15:42:15			3:39:04		Y	3:39:04	3:45	0.00		0.00	
4/17/13	Wed	11:22:09											
		16:00:05			4:37:56		Y	4:37:56	4:45	0.00		0.00	
4/18/13	Thu	12:05:08											
		17:11:55			5:06:47		Y	5:06:47	5:00	0.00		0.00	
4/19/13	Fri	12:32:21											
		20:50:11			8:17:50			7:47:50	8:00	0.00		0.00	
4/20/13	Sat	16:25:51											
		16:27:56			0:02:05								
		0:15:26											
		0:17:18			7:51:27		Y	7:51:27	7:30	-0.25		-0.25	
4/22/13	Mon	13:41:34											
		14:05:30											
		14:38:57		0:33									
		18:52:47			5:11:13			4:41:13	5:15	0.50		0.50	timesheet missing
4/23/13	Tue	10:37:51											
		20:58:19			10:20:28			9:50:28	10:00	0.00		0.00	timesheet missing
4/24/13	Wed	11:05:52											
		17:10:08			6:04:16			5:34:16	5:30	0.00		0.00	timesheet missing
4/25/13	Thu	8:39:42											
		17:16:01			8:36:19			8:06:19	8:00	0.00		0.00	timesheet missing
4/26/13	Fri	9:30:07											
		17:26:42			7:56:35			7:26:35	7:30	0.00		0.00	timesheet missing
4/29/13	Mon	10:32:09											
		21:01:06			10:28:57			9:58:57	10:00	0.00		0.00	timesheet missing
4/30/13	Tue	10:51:03											
		16:03:30			5:12:27			4:42:27	5:15	0.50		0.50	timesheet missing
5/1/13	Wed	12:13:17											
		16:47:43			4:34:26			4:04:26	4:00	0.00	-0.50	-0.50	timesheet missing, lunch credited
5/2/13	Thu	10:55:07											
		17:15:40			6:20:33			5:50:33	5:00	-0.75		-0.75	timesheet missing

(b)(6)

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

Release: 2019-05
NSA:08515

Doc ID: 6670361

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

	NSAW	[redacted]				(Y)					Net Discrepant	
				Access	Total	No lunch	Net	Hours	Discrepant			
Date	DOW	Time	Location	Gaps	Total	GAP(s)	Claimed	Time	Claimed	Hours	ADJ	Hours	Notes
5/3/13	Fri	9:37:31	[redacted]										
		16:12:02			6:34:31			6:04:31	6:00	0.00		0.00	timesheet missing
5/4/13	Sat	16:27:26											
		16:32:21											
		0:19:53											
		0:47:51			8:20:25			7:57:00	7:00	-0.75		-0.75	timesheet missing
5/6/13	Mon	11:15:15											
		15:35:44											
		16:58:09		1:22									
		20:54:51			9:39:36	1:22:25		7:47:11	8:15	0.25		0.25	timesheet missing
5/7/13	Tue	10:55:41											
		15:20:50			4:25:09			3:55:09	4:15	0.25	-0.50	-0.25	timesheet missing, lunch credited
5/8/13	Wed	11:58:19											
		17:26:17			5:27:58			4:57:58	5:00	0.00		0.00	timesheet missing
5/9/13	Thu	11:10:47											
		16:54:05											
		19:26:10		2:32									
		20:54:30			9:43:43	2:32:05		6:41:38	7:30	0.75		0.75	timesheet missing
5/10/13	Fri	10:33:26											
		19:26:17			8:52:51			8:22:51	8:30	0.00		0.00	timesheet missing
5/11/13	Sat	17:43:41											
		23:10:09											
		23:22:30			5:38:49			5:08:49	5:45	0.50		0.50	timesheet missing
5/13/13	Mon	12:07:42											
		16:05:07			3:57:25			3:27:25	4:00	0.50	-0.50	0.00	timesheet missing, lunch credited
5/14/13	Tue	10:53:46											
		18:52:32			7:58:46			7:28:46	8:00	0.50		0.50	timesheet missing
5/15/13	Wed	9:34:52											
		16:29:34			6:54:42			6:24:42	6:30	0.00		0.00	timesheet missing
5/16/13	Thu	14:12:55											
		15:12:51			0:59:56			0:29:56	0:30	0.00	-0.50	-0.50	timesheet missing, lunch credited
5/22/13	Wed	12:01:03											
		15:36:37											
		16:33:48		0:57									
		20:14:45			8:13:42			7:43:42	7:00	-0.50		-0.50	
5/23/13	Thu	12:48:25											
		19:53:31			7:05:06			6:35:06	6:45	0.00		0.00	
5/24/13	Fri	15:05:11											
		20:59:00			5:53:49		Y	5:53:49	6:00	0.00		0.00	
5/28/13	Tue	12:12:29											

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

Release: 2019-05
NSA:08516

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

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	NSAW						(Y)						
					Access	Total	No lunch	Net	Hours	Discrepant		Net Discrepant	
Date	DOW	Time	Location	Gaps	Total	GAP(s)	Claimed	Time	Claimed	Hours	ADJ	Hours	Notes
		20:00:54			7:48:25			7:18:25	5:45	-1.50		-1.50	
5/30/13	Thu	13:02:24											
		23:36:09			10:33:45			10:03:45	10:00	0.00		0.00	
5/31/13	Fri	10:43:30											
		13:27:08											
		14:05:01		0:37									
		17:29:49			6:46:19			6:16:19	6:15	0.00		0.00	
6/1/13	Sat	15:38:00											
		15:40:11											
		0:14:50											
		0:22:40			8:44:40		Y	8:44:40	8:30	0.00		0.00	
6/3/13	Mon	12:19:00											
		16:10:15			3:51:15		Y	3:51:15	5:00	1.00		1.00	
6/4/13	Tue	8:42:19											
		13:14:33											
		13:22:08		0:07									
		15:35:44											
		15:44:57		0:09									
		16:25:15			7:42:56		Y	7:42:56	6:00	-1.50		-1.50	
6/5/13	Wed	11:15:31											
		17:04:54			5:49:23		Y	5:49:23	5:45	0.00		0.00	
6/6/13	Thu	8:41:32											
		10:03:03											
		10:13:28		0:10									
		11:37:15											
		13:10:21		1:33									
		17:04:31			8:22:59	1:33:06	Y	6:49:53	6:45	0.00		0.00	
6/7/13	Fri	13:33:28											
		17:28:08			3:54:40		Y	3:54:40	4:00	0.00		0.00	
6/10/13	Mon	13:01:53											
		22:10:09			9:08:16			8:38:16	8:15	-0.25		-0.25	
6/11/13	Tue	10:18:13											
		13:39:06											
		17:40:48		4:01									
		20:59:21			10:41:08	4:01:42	Y	6:39:26	6:45	0.00		0.00	
6/12/13	Wed	8:59:24											
		23:36:34			14:37:10			14:07:10	14:00	0.00		0.00	
6/13/13	Thu	8:55:39											
		11:18:23											
		11:27:57		0:09									
		14:06:20											
		14:23:13		0:16									
		18:27:13											
		20:34:42		2:07									

UNCLASSIFIED/~~FOUO~~

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

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

UNCLASSIFIED//~~FOUO~~

	NSAW						(Y)						
					Access	Total	No lunch	Net	Hours	Discrepant		Net Discrepant	
Date	DOW	Time	Location	Gaps	Total	GAP(s)	Claimed	Time	Claimed	Hours	ADJ	Hours	Notes
		23:31:07			14:35:28	2:07:29		11:57:59	13:00	1.00		1.00	
6/14/13	Fri	15:54:14											
		23:48:32			7:54:18			7:24:18	7:15	0.00		0.00	
6/15/13	Sat	21:09:12											
		21:11:41											
		0:28:17											
		0:30:15			3:21:03		Y	3:21:03	3:25	0.00		0.00	
6/17/13	Mon	10:03:56											
		11:12:25											
		11:21:58		0:09									
6/18/13	Tue	4:10:37			18:06:41		Y	18:06:41	16:30	-1.50		-1.50	
6/19/13	Wed	12:42:57											
		15:54:42			3:11:45			2:41:45	8:30	5.75		5.75	
6/20/13	Thu	14:40:03											
		17:05:14			2:25:11			1:55:11	6:15	4.25		4.25	
6/21/13	Fri	11:47:00											
		20:28:03			8:41:03		Y	8:41:03	4:15	-4.25		-4.25	
6/24/13	Mon	14:45:24											
		20:54:16			6:08:52			5:38:52	6:30	0.75		0.75	
6/25/13	Tue	10:18:13											
		20:57:53			10:39:40			10:09:40	10:15	0.00		0.00	
6/26/13	Wed	12:14:11											
		12:19:03											
		13:26:37		1:07									
		19:46:47			7:32:36	1:07:34	Y	6:25:02	6:45	0.25		0.25	
6/27/13	Thu	9:18:02											
		17:08:04			7:50:02			7:20:02	7:15	0.00		0.00	
7/1/13	Mon	9:53:19											
		12:18:50											
		18:08:33		5:49									
		21:01:53			11:08:34	5:49:43	Y	5:18:51	9:30	4.00		4.00	
7/2/13	Tue	14:42:47											
		20:29:59			5:47:12		Y	5:47:12	5:45	0.00		0.00	
7/3/13	Wed	13:34:31											
		19:44:46			6:10:15		Y	6:10:15	6:15	0.00		0.00	
7/5/13	Fri	13:30:21											
		21:00:23			7:30:02		Y	7:30:02	7:30	0.00		0.00	
7/8/13	Mon	13:29:12											
		14:55:23			1:26:11		Y	1:26:11	1:30	0.00		0.00	
7/9/13	Tue	9:37:12											

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

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

	NSAW					(Y)						
				Access	Total	No lunch	Net	Hours	Discrepant		Net Discrepant	
Date	DOW	Time	Location	Gaps	Total	GAP(s)	Claimed	Time	Claimed	Hours	ADJ	Hours	Notes
		15:30:33			5:53:21			5:23:21	5:15	0.00		0.00	
7/10/13	Wed	13:55:50											
		17:30:09			3:34:19		Y	3:34:19	3:45	0.00		0.00	
7/11/13	Thu	10:10:45											
		19:14:53			9:04:08			8:34:08	8:45	0.00		0.00	
7/12/13	Fri	17:01:26											
		1:19:31			8:18:05		Y	8:18:05	7:00	-1.25		-1.25	
7/13/13	Sat	16:21:25											
		16:23:57											
		1:34:44											
		1:36:50			9:15:25		Y	9:15:25	10:30	1.00		1.00	
7/15/13	Mon	13:01:35											
		20:05:19			7:03:44		Y	7:03:44	8:00	0.75		0.75	
7/16/13	Tue	11:47:07											
		17:00:39			5:13:32		Y	5:13:32	5:15	0.00		0.00	
7/17/13	Wed	15:48:38											
		21:02:18			5:13:40		Y	5:13:40	5:15	0.00		0.00	
7/18/13	Thu	13:49:37											
		20:58:07			7:08:30			6:38:30	6:45	0.00		0.00	
7/19/13	Fri	13:12:00											
		16:23:33											
		16:59:47		0:36									
		19:22:33			6:10:33			5:40:33	7:15	1.50		1.50	
7/22/13	Mon	12:48:33											
		15:45:03			2:56:30		Y	2:56:30	3:00	0.00		0.00	
7/23/13	Tue	15:16:12											
		23:37:53			8:21:41			7:51:41	8:00	0.00		0.00	
7/24/13	Wed	14:27:38											
		0:13:30			9:45:52			9:15:52	8:30	-0.75		-0.75	
7/25/13	Thu	13:01:38											
		23:54:08			10:52:30			10:22:30	7:30	-2.75		-2.75	
7/26/13	Fri						Y		0:15	0.25		0.25	
7/27/13	Sat	21:06:24											
		21:09:13											
		1:03:48											
		1:05:38			3:59:14		Y	3:59:14	4:15	0.25		0.25	
7/29/13	Mon	12:44:09											
		20:56:17			8:12:08			7:42:08	14:15	6.50		6.50	
7/30/13	Tue	11:35:42											

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

Release: 2019-05
NSA:08519

Doc ID: 6670361

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

	NSAW	[redacted]				(Y)						
				Access	Total	No lunch	Net	Hours	Discrepant		Net Discrepant	
Date	DOW	Time	Location	Gaps	Total	GAP(s)	Claimed	Time	Claimed	Hours	ADJ	Hours	Notes
		13:44:18											
		17:17:29		3:33									
		23:30:27			11:54:45	3:33:11		7:51:34	15:30	7.50		7.50	
7/31/13	Wed	16:59:18											
		22:15:46			5:16:28			4:46:28	15:15	10.25		10.25	
8/12/13	Mon	13:57:33											
		15:19:59			1:22:26		Y	1:22:26	1:15	0.00		0.00	
8/13/13	Tue	10:09:09											
		13:39:13											
		15:25:07		1:45									
		20:58:01			10:48:52	1:45:54	Y	9:02:58	9:15	0.00		0.00	
8/14/13	Wed	9:00:20											
		15:02:56											
		19:31:15		4:28									
		23:07:39			14:07:19	4:28:19	Y	9:39:00	10:00	0.25		0.25	
8/15/13	Thu	17:26:19											
		20:58:05			3:31:46		Y	3:31:46	3:30	0.00		0.00	
8/16/13	Fri	10:46:58											
		4:27:33			17:40:35		Y	17:40:35	17:45	0.00		0.00	
8/19/13	Mon	13:23:05											
		18:24:46			5:01:41		Y	5:01:41	5:15	0.00		0.00	
8/20/13	Tue						Y		4:30	4.50		4.50	
8/21/13	Wed	13:11:34											
		15:02:51											
		16:19:29		1:16									
		1:12:20			12:01:00	1:16:38	Y	10:44:22	5:15	-5.25		-5.25	
8/22/13	Thu	14:15:46											
		21:14:36			6:59:00		Y	6:59:00	7:15	0.25		0.25	
8/23/13	Fri	19:20:52											
		23:30:14			4:09:22		Y	4:09:22	4:30	0.25		0.25	
8/24/13	Sat	19:33:00											
		19:37:58											
		0:51:58											
		1:01:30			5:28:30		Y	5:28:30	4:30	-0.75		-0.75	
8/26/13	Mon	11:30:15											
		16:26:19			4:56:04		Y	4:56:04	4:45	0.00		0.00	
8/27/13	Tue	13:19:44											
		22:51:33			9:31:49			9:01:49	9:00	0.00		0.00	
8/28/13	Wed	13:28:24											
		14:41:54											
		14:52:30		0:10									

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

Release: 2019-05
NSA:08520

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

	NSAW						(Y)						
					Access	Total	No lunch	Net	Hours	Discrepant		Net Discrepant	
Date	DOW	Time	Location	Gaps	Total	GAP(s)	Claimed	Time	Claimed	Hours	ADJ	Hours	Notes
		16:35:08											
		16:44:42		0:09									
		20:58:58			7:30:34		Y	7:30:34	7:30	0.00		0.00	
8/29/13	Thu	11:35:51											
		17:58:41			6:22:50			5:52:50	6:30	0.50		0.50	
8/30/13	Fri	12:59:57											
		16:27:23											
		17:10:13		0:42									
		23:35:36			10:35:39			10:05:39	10:15	0.00		0.00	
9/3/13	Tue	11:35:21											
		20:59:39			9:24:18			8:54:18	9:00	0.00		0.00	
9/4/13	Wed	13:11:15											
		19:11:00			5:59:45			5:29:45	5:45	0.25		0.25	
9/5/13	Thu	13:58:20											
		19:36:08			5:37:48			5:07:48	6:30	1.25		1.25	
9/6/13	Fri	15:29:22											
		17:24:59											
		18:39:50		1:14									
		20:59:53			5:30:31	1:14:51		3:45:40	5:00	1.00		1.00	
9/9/13	Mon	13:11:47											
		16:14:06			3:02:19		Y	3:02:19	2:15	-0.75		-0.75	
9/10/13	Tue	10:08:35											
		15:17:39											
		16:20:25		1:02									
		19:40:58			9:32:23	1:02:46		7:59:37	10:00	2.00		2.00	
9/11/13	Wed	11:43:38											
		14:41:28			2:57:50		Y	2:57:50	3:00	0.00		0.00	
9/12/13	Thu	10:36:43											
		22:34:25			11:57:42			11:27:42	11:45	0.25		0.25	
9/13/13	Fri	15:20:05											
		21:03:19			5:43:14		Y	5:43:14	6:30	0.75		0.75	
9/16/13	Mon	10:00:18											
		10:06:11											
		10:14:35		0:08									
		10:48:24											
		10:57:21		0:08									
		15:56:37			5:56:19		Y	5:56:19	5:30	-0.25		-0.25	
9/17/13	Tue	10:45:43											
		18:14:00			7:28:17			6:58:17	9:00	2.00		2.00	
9/18/13	Wed	13:48:42											
		16:15:39											
		17:55:45		1:40									

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

Release: 2019-05
NSA:08521

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

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	NSAW	[redacted]				(Y)						
				Access	Total	No lunch	Net	Hours	Discrepant		Net Discrepant	
Date	DOW	Time	Location	Gaps	Total	GAP(s)	Claimed	Time	Claimed	Hours	ADJ	Hours	Notes
		18:40:08			4:51:26	1:40:06		2:41:20	7:00	4.25		4.25	
9/19/13	Thu	13:24:18											
		17:08:11			3:43:53		Y	3:43:53	4:00	0.25		0.25	
9/23/13	Mon	10:22:29											
		20:57:53			10:35:24			10:05:24	10:00	0.00		0.00	
9/24/13	Tue	16:12:56											
		20:49:59			4:37:03		Y	4:37:03	4:45	0.00		0.00	
9/25/13	Wed								7:00	7.00		7.00	
9/26/13	Thu	11:51:00											
		13:22:16											
		15:42:45		2:20									
		20:58:03			9:07:03	2:20:29		6:16:34	7:30	1.00		1.00	
9/30/13	Mon	13:26:30											
		23:23:59			9:57:29			9:27:29	10:00	0.50		0.50	
10/1/13	Tue								8:00	8.00	-8.00	0.00	FURLOUGH - Credited back discrepant hours
10/2/13	Wed								8:00	8.00	-8.00	0.00	FURLOUGH - Credited back discrepant hours
10/3/13	Thu								8:00	8.00	-8.00	0.00	FURLOUGH - Credited back discrepant hours
10/4/13	Fri								8:00	8.00	-8.00	0.00	FURLOUGH - Credited back discrepant hours
10/7/13	Mon	12:08:55											
		12:16:12											
		12:19:14		0:03									
		19:41:22			7:32:27		Y	7:32:27	7:45	0.00		0.00	
10/8/13	Tue	9:08:15											
		9:23:05											
		11:14:05		1:51									
		19:46:57			10:38:42	1:51:00	Y	8:47:42	8:45	0.00		0.00	
10/9/13	Wed	11:17:05											
		17:41:22			6:24:17		Y	6:24:17	6:15	0.00		0.00	
10/10/13	Thu	14:48:55											
		19:47:01			4:58:06		Y	4:58:06	5:00	0.00		0.00	
10/11/13	Fri	14:49:41											
		20:55:40			6:05:59		Y	6:05:59	6:00	0.00		0.00	
10/15/13	Tue	11:29:12											
		14:43:27			3:14:15		Y	3:14:15	7:00	3.75		3.75	
10/16/13	Wed	12:20:01											
		20:09:12			7:49:11		Y	7:49:11	8:45	0.75		0.75	
10/17/13	Thu	9:44:17											
		13:13:55			3:29:38		Y	3:29:38	3:30	0.00		0.00	

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

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

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	NSAW						(Y)						
					Access	Total	No lunch	Net	Hours	Discrepant		Net Discrepant	
Date	DOW	Time	Location	Gaps	Total	GAP(s)	Claimed	Time	Claimed	Hours	ADJ	Hours	Notes
10/18/13	Fri	10:34:57											
		14:41:46			4:06:49		Y	4:06:49	4:15	0.00		0.00	
10/21/13	Mon	14:33:43											
		16:00:17			1:26:34		Y	1:26:34	1:30	0.00		0.00	
10/22/13	Tue	8:29:26											
		18:19:20			9:49:54			9:19:54	9:15	0.00		0.00	
10/23/13	Wed	8:13:22											
		15:16:32			7:03:10		Y	7:03:10	6:30	-0.50		-0.50	
10/24/13	Thu	8:59:52											
		14:35:10			5:35:18		Y	5:35:18	5:30	0.00		0.00	
10/25/13	Fri	10:47:09											
		14:29:59											
		17:55:45		3:25									
		20:58:04			10:10:55	3:25:46	Y	6:45:09	6:45	0.00		0.00	
10/28/13	Mon	9:55:23											
		19:54:46			9:59:23			9:29:23	9:45	0.25		0.25	
10/29/13	Tue	11:34:43											
		21:05:25			9:30:42			9:00:42	11:30	2.25		2.25	
10/30/13	Wed	11:51:01											
		19:42:29			7:51:28			7:21:28	7:30	0.00		0.00	
10/31/13	Thu								9:45	9.75		9.75	
11/4/13	Mon	11:08:10											
		15:01:19											
		15:06:56		0:05									
		16:19:20			5:11:10		Y	5:11:10	5:00	0.00		0.00	
11/5/13	Tue								9:30	9.50		9.50	
11/6/13	Wed	13:03:06											
		20:52:55			7:49:49			7:19:49	11:00	3.50		3.50	
11/13/13	Wed	11:29:00											
		20:53:17			9:24:17			8:54:17	12:00	3.00		3.00	
11/14/13	Thu								4:30	4.50	-0.50	4.00	lunch credited
11/15/13	Fri	13:19:07											
		1:50:03			12:30:56		Y	12:30:56	14:00	1.25		1.25	
11/18/13	Mon	14:25:51											
		18:31:41			4:05:50		Y	4:05:50	4:00	0.00		0.00	
11/19/13	Tue	9:51:07											
		14:16:59			4:25:52		Y	4:25:52	4:15	0.00		0.00	

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

Doc ID: 6670361

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

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	NSAW						(Y)						
					Access	Total	No lunch	Net	Hours	Discrepant		Net Discrepant	
Date	DOW	Time	Location	Gaps	Total	GAP(s)	Claimed	Time	Claimed	Hours	ADJ	Hours	Notes
11/20/13	Wed	12:03:02											
		18:08:29			6:05:27			5:35:27	11:30	5.75		5.75	
11/21/13	Thu								12:00	12.00		12.00	
11/22/13	Fri	14:23:14											
		15:21:37			0:58:23			0:28:23	11:15	10.75		10.75	
11/25/13	Mon	17:00:32											
		20:46:38			3:46:06			3:16:06	10:30	7.00		7.00	
11/26/13	Tue	13:16:48											
		14:51:16			1:34:28			1:04:28	10:30	9.25		9.25	
12/2/13	Mon	16:35:31											
		20:42:11			4:06:40		Y	4:06:40	4:00	0.00		0.00	
12/3/13	Tue	10:11:11											
		18:14:34			8:03:23			7:33:23	7:15	-0.25		-0.25	
12/4/13	Wed	12:14:42											
		19:05:07			6:50:25			6:20:25	8:30	2.00		2.00	
12/5/13	Thu								9:15	9.25		9.25	
12/6/13	Fri	13:45:52											
		20:53:41			7:07:49			6:37:49	9:30	2.75		2.75	
12/9/13	Mon	14:28:31											
		19:23:46			4:55:15		Y	4:55:15	7:00	2.00		2.00	
12/11/13	Wed	12:53:25											
		2:01:13			13:07:48		Y	13:07:48	14:30	1.25		1.25	
12/12/13	Thu	16:42:11											
		1:59:14			9:17:03		Y	9:17:03	12:00	2.50		2.50	
12/16/13	Mon	15:10:40											
		23:34:43			8:24:03			7:54:03	8:15	0.25		0.25	
12/17/13	Tue	10:03:30											
		19:28:23			9:24:53			8:54:53	9:00	0.00		0.00	
12/18/13	Wed	14:21:12											
		20:01:12			5:40:00		Y	5:40:00	5:45	0.00		0.00	
12/19/13	Thu	12:58:45											
		18:56:14			5:57:29		Y	5:57:29	6:00	0.00		0.00	
12/20/13	Fri	13:36:17											
		0:44:56			11:08:39		Y	11:08:39	7:30	-3.50		-3.50	
12/26/13	Thu	11:31:53											
		20:14:05			8:42:12			8:12:12	8:00	0.00		0.00	
Total Discrepant Hours												**144.50**	

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

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Release: 2019-05
NSA:08524

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

APPENDIX I

(U) Comparison of [redacted] Timesheets and Access Control Records after Credits for Telework Under [redacted]

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

Release: 2019-05
NSA:08525

Doc ID: 6670361

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

	NSAW						(Y)						
					Access	Total	No lunch	Net	Hours	Discrepant		Net Discrepant	
Date	DOW	Time	Location	Gaps	Total	GAP(s)	Claimed	Time	Claimed	Hours	ADJ	Hours	Notes
1/3/13	Thu	12:22:13											
		15:53:56			3:31:43		Y	3:31:43	3:15	-0.25		-0.25	
1/7/13	Mon	13:32:37											
		19:13:09			5:40:32			5:10:32	5:15	0.00		0.00	
1/8/13	Tue	13:16:12											
		21:58:52			8:42:40			8:12:40	8:30	0.25		0.25	
1/9/13	Wed	12:25:32											
		14:40:39											
		14:50:58		0:10									
		16:31:51											
		16:40:46		0:08									
		16:49:41			4:24:09		Y	4:24:09	4:15	0.00		0.00	
1/10/13	Thu	8:38:56											
		18:36:04			9:57:08			9:27:08	9:15	0.00		0.00	
1/11/13	Fri	11:00:31											
		15:07:47											
		17:10:17		2:02									
		0:00:15			12:59:44	2:02:30	Y	10:57:14	10:45	0.00		0.00	
1/14/13	Mon	10:34:49											
		18:25:41			7:50:52		Y	7:50:52	8:00	0.00		0.00	
1/16/13	Wed	13:10:55											
		19:35:10			6:24:15			5:54:15	5:45	0.00		0.00	
1/17/13	Thu	9:07:29											
		9:41:39											
		9:51:24		0:09									
		11:16:29											
		11:32:50		0:16									
		16:34:14			7:26:45			6:56:45	7:00	0.00		0.00	
1/18/13	Fri	12:05:00											
		20:55:32			8:50:32			8:20:32	8:30	0.00		0.00	
1/22/13	Tue	10:00:39											
		13:51:14			3:50:35			3:20:35	3:15	0.00	-0.50	-0.50	lunch credited
1/23/13	Wed	10:15:06											
		18:46:03			8:30:57			8:00:57	8:00	0.00		0.00	
1/24/13	Thu	11:01:59											
		16:58:06			5:56:07			5:26:07	5:30	0.00		0.00	
1/25/13	Fri	15:17:21											
		0:14:25			8:57:04			8:27:04	8:30	0.00		0.00	
1/28/13	Mon	11:08:17											
		18:17:10			7:08:53			6:38:53	6:30	0.00		0.00	

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

Release: 2019-05
NSA:08526

Doc ID: 6670361

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

	NSAW					(Y)						
				Access	Total	No lunch	Net	Hours	Discrepant		Net Discrepant	
Date	DOW	Time	Location	Gaps	Total	GAP(s)	Claimed	Time	Claimed	Hours	ADJ	Hours	Notes
1/30/13	Wed	12:47:17										
		18:09:41			5:22:24			4:52:24	5:00	0.00		0.00	
1/31/13	Thu	11:17:47										
		17:27:58			6:10:11			5:40:11	8:30	2.75		2.75	
2/1/13	Fri	17:07:55										
		21:01:46			3:53:51		Y	3:53:51	4:00	0.00		0.00	
2/4/13	Mon	13:20:25										
		19:16:39			5:56:14			5:26:14	5:30	0.00		0.00	
2/5/13	Tue	11:02:04										
		21:06:25			10:04:21		Y	10:04:21	6:00	-4.00		-4.00	
2/6/13	Wed	14:14:07										
		19:49:04			5:34:57		Y	5:34:57	5:30	0.00		0.00	
2/7/13	Thu	9:15:36										
		17:09:23			7:53:47			7:23:47	7:30	0.00		0.00	
2/8/13	Fri	13:13:53										
		23:37:01			10:23:08			9:53:08	10:00	0.00		0.00	
2/9/13	Sat	14:42:47										
		14:45:13										
		1:43:55										
		1:45:46			11:02:59		Y	11:02:59	10:30	-0.50		-0.50	
2/11/13	Mon	10:29:31										
		20:27:40			9:58:09			9:28:09	9:30	0.00		0.00	
2/14/13	Thu	12:48:25										
		20:59:23			8:10:58			7:40:58	7:45	0.00		0.00	
2/15/13	Fri	14:00:05										
		16:36:47			2:36:42		Y	2:36:42	2:30	0.00		0.00	
2/19/13	Tue	12:13:41										
		21:01:36			8:47:55			8:17:55	8:15	0.00		0.00	
2/20/13	Wed	9:13:46										
		19:39:04			10:25:18			9:55:18	10:00	0.00		0.00	
2/21/13	Thu	8:44:04										
		9:45:55										
		10:01:47		0:15									
		11:54:19										
		12:05:14		0:10									
		17:11:50			8:27:46			7:57:46	8:00	0.00		0.00	
2/22/13	Fri	8:38:04										
		15:38:05											
		19:57:58		4:19									
		1:23:43			16:45:39	4:19:53		11:55:46	10:45	-1.00		-1.00	

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

Release: 2019-05
NSA:08527

Doc ID: 6670361

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

	NSAW						(Y)						
					Access	Total	No lunch	Net	Hours	Discrepant		Net Discrepant	
Date	DOW	Time	Location	Gaps	Total	GAP(s)	Claimed	Time	Claimed	Hours	ADJ	Hours	Notes
2/23/13	Sat	17:04:52											
		17:06:49											
		3:05:23											
		3:07:23			10:02:31		Y	10:02:31	8:15	-1.75		-1.75	
2/25/13	Mon	16:15:25											
		20:28:51			4:13:26		Y	4:13:26	4:00	0.00		0.00	
2/26/13	Tue	8:38:49											
		20:52:51			12:14:02			11:44:02	11:45	0.00		0.00	
2/27/13	Wed	9:11:01											
		19:18:26			10:07:25			9:37:25	9:30	0.00		0.00	
2/28/13	Thu	8:40:19											
		17:00:01			8:19:42			7:49:42	7:45	0.00		0.00	
3/1/13	Fri	18:53:46											
		21:01:04			2:07:18		Y	2:07:18	2:00	0.00		0.00	
3/5/13	Tue	14:24:09											
		1:04:47			10:40:38		Y	10:40:38	10:30	0.00		0.00	
3/7/13	Thu	8:43:09											
		17:13:24											
		19:23:34		2:10									
		0:29:36			15:46:27	2:10:10		13:06:17	12:45	-0.25		-0.25	
3/8/13	Fri	8:37:19											
		23:38:35			15:01:16		Y	15:01:16	13:45	-1.25		-1.25	
3/11/13	Mon	11:22:02											
		20:25:31			9:03:29			8:33:29	8:30	0.00		0.00	
3/12/13	Tue	10:49:45											
		18:45:06			7:55:21			7:25:21	7:30	0.00		0.00	
3/13/13	Wed	12:37:49											
		15:39:44			3:01:55		Y	3:01:55	2:30	-0.50		-0.50	
3/14/13	Thu	15:06:38											
		23:53:50			8:47:12			8:17:12	9:00	0.50		0.50	
3/15/13	Fri	11:03:12											
		16:33:10			5:29:58			4:59:58	5:00	0.00		0.00	
3/18/13	Mon	9:08:53											
		20:57:09			11:48:16			11:18:16	11:30	0.00		0.00	
3/19/13	Tue	13:43:42											
		20:59:13			7:15:31			6:45:31	6:45	0.00		0.00	
3/20/13	Wed	10:48:21											
		19:55:51			9:07:30			8:37:30	8:45	0.00		0.00	
3/21/13	Thu	11:33:07											

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

Release: 2019-05
NSA:08528

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

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	NSAW						(Y)						
					Access	Total	No lunch	Net	Hours	Discrepant		Net Discrepant	
Date	DOW	Time	Location	Gaps	Total	GAP(s)	Claimed	Time	Claimed	Hours	ADJ	Hours	Notes
		16:09:25			4:36:18		Y	4:36:18	4:45	0.00		0.00	
3/22/13	Fri	9:57:48											
		14:47:25											
		14:56:05		0:08									
		15:00:25											
		15:09:56		0:09									
		18:55:29			8:57:41			8:27:41	8:30	0.00		0.00	
3/23/13	Sat	16:38:44											
		16:41:20											
		20:35:06											
		20:36:57			3:58:13		Y	3:58:13	4:00	0.00		0.00	
3/25/13	Mon	14:35:11											
		14:39:28			0:04:17			##########	0:00	0.25	-0.25	0.00	did not claim hours
3/26/13	Tue	11:44:01											
		17:18:15											
		17:32:47		0:14									
		20:54:34			9:10:33			8:40:33	9:30	0.75		0.75	
3/27/13	Wed	12:44:01											
		18:38:57			5:54:56			5:24:56	5:30	0.00		0.00	
3/28/13	Thu	18:26:13											
		21:01:34			2:35:21		Y	2:35:21	2:30	0.00		0.00	
3/29/13	Fri	14:21:52											
		16:37:31											
		16:39:32		0:02									
		23:57:26			9:35:34			9:05:34	8:45	-0.25		-0.25	
4/1/13	Mon	11:37:47											
		12:15:04			0:37:17		Y	0:37:17	0:30	0.00		0.00	
4/2/13	Tue	11:13:59											
		18:50:32			7:36:33			7:06:33	9:15	2.00		2.00	
4/3/13	Wed	11:35:29											
		13:00:57											
		16:31:07		3:30									
		23:46:47			12:11:18	3:30:10		8:11:08	8:15	0.00		0.00	
4/4/13	Thu	12:30:45											
		18:13:23											
		19:47:52		1:34									
		19:49:58											
		22:22:46											
		22:24:35			9:53:50	1:34:29		7:49:21	7:45	0.00		0.00	
4/8/13	Mon	11:36:51											
		15:51:29			4:14:38		Y	4:14:38	4:15	0.00		0.00	
4/9/13	Tue	9:19:57											
		16:05:54			6:45:57			6:15:57	6:30	0.00		0.00	

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

Doc ID: 6670361

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

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	NSAW				Access	Total	(Y) No lunch	Net	Hours	Discrepant		Net Discrepant	
Date	DOW	Time	Location	Gaps	Total	GAP(s)	Claimed	Time	Claimed	Hours	ADJ	Hours	Notes
4/10/13	Wed								7:45	7.75	-7.75	0.00	
4/11/13	Thu								9:00	9.00	-9.00	0.00	
4/12/13	Fri	10:37:50											
		17:42:28			7:04:38			6:34:38	6:45	0.00		0.00	
4/15/13	Mon	11:13:51											
		16:51:06			5:37:15			5:07:15	5:00	0.00		0.00	
4/16/13	Tue	12:03:11											
		15:42:15			3:39:04		Y	3:39:04	3:45	0.00		0.00	
4/17/13	Wed	11:22:09											
		16:00:05			4:37:56		Y	4:37:56	4:45	0.00		0.00	
4/18/13	Thu	12:05:08											
		17:11:55			5:06:47		Y	5:06:47	5:00	0.00		0.00	
4/19/13	Fri	12:32:21											
		20:50:11			8:17:50			7:47:50	8:00	0.00		0.00	
4/20/13	Sat	16:25:51											
		16:27:56			0:02:05								
		0:15:26											
		0:17:18			7:51:27		Y	7:51:27	7:30	-0.25		-0.25	
4/22/13	Mon	13:41:34											
		14:05:30											
		14:38:57		0:33									
		18:52:47			5:11:13			4:41:13	5:15	0.50		0.50	timesheet missing
4/23/13	Tue	10:37:51											
		20:58:19			10:20:28			9:50:28	10:00	0.00		0.00	timesheet missing
4/24/13	Wed	11:05:52											
		17:10:08			6:04:16			5:34:16	5:30	0.00		0.00	timesheet missing
4/25/13	Thu	8:39:42											
		17:16:01			8:36:19			8:06:19	8:00	0.00		0.00	timesheet missing
4/26/13	Fri	9:30:07											
		17:26:42			7:56:35			7:26:35	7:30	0.00		0.00	timesheet missing
4/29/13	Mon	10:32:09											
		21:01:06			10:28:57			9:58:57	10:00	0.00		0.00	timesheet missing
4/30/13	Tue	10:51:03											
		16:03:30			5:12:27			4:42:27	5:15	0.50		0.50	timesheet missing
5/1/13	Wed	12:13:17											
		16:47:43			4:34:26			4:04:26	4:00	0.00	-0.50	-0.50	timesheet missing, lunch credited
5/2/13	Thu	10:55:07											
		17:15:40			6:20:33			5:50:33	5:00	-0.75		-0.75	timesheet missing

(b)(6)

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

Release: 2019-05
NSA:08530

Doc ID: 6670361

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

	NSAW						(Y)						
					Access	Total	No lunch	Net	Hours	Discrepant		Net Discrepant	
Date	DOW	Time	Location	Gaps	Total	GAP(s)	Claimed	Time	Claimed	Hours	ADJ	Hours	Notes
5/3/13	Fri	9:37:31											
		16:12:02			6:34:31			6:04:31	6:00	0.00		0.00	timesheet missing
5/4/13	Sat	16:27:26											
		16:32:21											
		0:19:53											
		0:47:51			8:20:25			7:57:00	7:00	-0.75		-0.75	timesheet missing
5/6/13	Mon	11:15:15											
		15:35:44											
		16:58:09		1:22									
		20:54:51			9:39:36	1:22:25		7:47:11	8:15	0.25		0.25	timesheet missing
5/7/13	Tue	10:55:41											
		15:20:50			4:25:09			3:55:09	4:15	0.25	-0.50	-0.25	timesheet missing, lunch credited
5/8/13	Wed	11:58:19											
		17:26:17			5:27:58			4:57:58	5:00	0.00		0.00	timesheet missing
5/9/13	Thu	11:10:47											
		16:54:05											
		19:26:10		2:32									
		20:54:30			9:43:43	2:32:05		6:41:38	7:30	0.75		0.75	timesheet missing
5/10/13	Fri	10:33:26											
		19:26:17			8:52:51			8:22:51	8:30	0.00		0.00	timesheet missing
5/11/13	Sat	17:43:41											
		23:10:09											
		23:22:30			5:38:49			5:08:49	5:45	0.50		0.50	timesheet missing
5/13/13	Mon	12:07:42											
		16:05:07			3:57:25			3:27:25	4:00	0.50	-0.50	0.00	timesheet missing, lunch credited
5/14/13	Tue	10:53:46											
		18:52:32			7:58:46			7:28:46	8:00	0.50		0.50	timesheet missing
5/15/13	Wed	9:34:52											
		16:29:34			6:54:42			6:24:42	6:30	0.00		0.00	timesheet missing
5/16/13	Thu	14:12:55											
		15:12:51			0:59:56			0:29:56	0:30	0.00	-0.50	-0.50	timesheet missing, lunch credited
5/22/13	Wed	12:01:03											
		15:36:37											
		16:33:48		0:57									
		20:14:45			8:13:42			7:43:42	7:00	-0.50		-0.50	
5/23/13	Thu	12:48:25											
		19:53:31			7:05:06			6:35:06	6:45	0.00		0.00	
5/24/13	Fri	15:05:11											
		20:59:00			5:53:49		Y	5:53:49	6:00	0.00		0.00	
5/28/13	Tue	12:12:29											

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

Release: 2019-05
NSA:08531

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

	NSAW	[redacted]				(Y)						
				Access	Total	No lunch	Net	Hours	Discrepant		Net Discrepant	
Date	DOW	Time	Location	Gaps	Total	GAP(s)	Claimed	Time	Claimed	Hours	ADJ	Hours	Notes
		20:00:54	[redacted]		7:48:25			7:18:25	5:45	-1.50		-1.50	
5/30/13	Thu	13:02:24											
		23:36:09			10:33:45			10:03:45	10:00	0.00		0.00	
5/31/13	Fri	10:43:30											
		13:27:08											
		14:05:01		0:37									
		17:29:49			6:46:19			6:16:19	6:15	0.00		0.00	
6/1/13	Sat	15:38:00											
		15:40:11											
		0:14:50											
		0:22:40			8:44:40		Y	8:44:40	8:30	0.00		0.00	
6/3/13	Mon	12:19:00											
		16:10:15			3:51:15		Y	3:51:15	5:00	1.00		1.00	
6/4/13	Tue	8:42:19											
		13:14:33											
		13:22:08		0:07									
		15:35:44											
		15:44:57		0:09									
		16:25:15			7:42:56		Y	7:42:56	6:00	-1.50		-1.50	
6/5/13	Wed	11:15:31											
		17:04:54			5:49:23		Y	5:49:23	5:45	0.00		0.00	
6/6/13	Thu	8:41:32											
		10:03:03											
		10:13:28		0:10									
		11:37:15											
		13:10:21		1:33									
		17:04:31			8:22:59	1:33:06	Y	6:49:53	6:45	0.00		0.00	
6/7/13	Fri	13:33:28											
		17:28:08			3:54:40		Y	3:54:40	4:00	0.00		0.00	
6/10/13	Mon	13:01:53											
		22:10:09			9:08:16			8:38:16	8:15	-0.25		-0.25	
6/11/13	Tue	10:18:13											
		13:39:06											
		17:40:48		4:01									
		20:59:21			10:41:08	4:01:42	Y	6:39:26	6:45	0.00		0.00	
6/12/13	Wed	8:59:24											
		23:36:34			14:37:10			14:07:10	14:00	0.00		0.00	
6/13/13	Thu	8:55:39											
		11:18:23											
		11:27:57		0:09									
		14:06:20											
		14:23:13		0:16									
		18:27:13											
		20:34:42		2:07									

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

Release: 2019-05
NSA:08532

Doc ID: 6670361

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

	NSAW						(Y)						
					Access	Total	No lunch	Net	Hours	Discrepant		Net Discrepant	
Date	DOW	Time	Location	Gaps	Total	GAP(s)	Claimed	Time	Claimed	Hours	ADJ	Hours	Notes
		23:31:07			14:35:28	2:07:29		11:57:59	13:00	1.00		1.00	
6/14/13	Fri	15:54:14											
		23:48:32			7:54:18			7:24:18	7:15	0.00		0.00	
6/15/13	Sat	21:09:12											
		21:11:41											
		0:28:17											
		0:30:15			3:21:03		Y	3:21:03	3:25	0.00		0.00	
6/17/13	Mon	10:03:56											
		11:12:25											
		11:21:58		0:09									
6/18/13	Tue	4:10:37			18:06:41		Y	18:06:41	16:30	-1.50		-1.50	
6/19/13	Wed	12:42:57											
		15:54:42			3:11:45			2:41:45	8:30	5.75		5.75	
6/20/13	Thu	14:40:03											
		17:05:14			2:25:11			1:55:11	6:15	4.25		4.25	
6/21/13	Fri	11:47:00											
		20:28:03			8:41:03		Y	8:41:03	4:15	-4.25		-4.25	
6/24/13	Mon	14:45:24											
		20:54:16			6:08:52			5:38:52	6:30	0.75		0.75	
6/25/13	Tue	10:18:13											
		20:57:53			10:39:40			10:09:40	10:15	0.00		0.00	
6/26/13	Wed	12:14:11											
		12:19:03											
		13:26:37		1:07									
		19:46:47			7:32:36	1:07:34	Y	6:25:02	6:45	0.25		0.25	
6/27/13	Thu	9:18:02											
		17:08:04			7:50:02			7:20:02	7:15	0.00		0.00	
7/1/13	Mon	9:53:19											
		12:18:50											
		18:08:33		5:49									
		21:01:53			11:08:34	5:49:43	Y	5:18:51	9:30	4.00		4.00	
7/2/13	Tue	14:42:47											
		20:29:59			5:47:12		Y	5:47:12	5:45	0.00		0.00	
7/3/13	Wed	13:34:31											
		19:44:46			6:10:15		Y	6:10:15	6:15	0.00		0.00	
7/5/13	Fri	13:30:21											
		21:00:23			7:30:02		Y	7:30:02	7:30	0.00		0.00	
7/8/13	Mon	13:29:12											
		14:55:23			1:26:11		Y	1:26:11	1:30	0.00		0.00	
7/9/13	Tue	9:37:12											

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

Release: 2019-05
NSA:08533

Doc ID: 6670361

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

	NSAW						(Y)						
					Access	Total	No lunch	Net	Hours	Discrepant		Net Discrepant	
Date	DOW	Time	Location	Gaps	Total	GAP(s)	Claimed	Time	Claimed	Hours	ADJ	Hours	Notes
		15:30:33			5:53:21			5:23:21	5:15	0.00		0.00	
7/10/13	Wed	13:55:50											
		17:30:09			3:34:19		Y	3:34:19	3:45	0.00		0.00	
7/11/13	Thu	10:10:45											
		19:14:53			9:04:08			8:34:08	8:45	0.00		0.00	
7/12/13	Fri	17:01:26											
		1:19:31			8:18:05		Y	8:18:05	7:00	-1.25		-1.25	
7/13/13	Sat	16:21:25											
		16:23:57											
		1:34:44											
		1:36:50			9:15:25		Y	9:15:25	10:30	-1.00		1.00	
7/15/13	Mon	13:01:35											
		20:05:19			7:03:44		Y	7:03:44	8:00	0.75		0.75	
7/16/13	Tue	11:47:07											
		17:00:39			5:13:32		Y	5:13:32	5:15	0.00		0.00	
7/17/13	Wed	15:48:38											
		21:02:18			5:13:40		Y	5:13:40	5:15	0.00		0.00	
7/18/13	Thu	13:49:37											
		20:58:07			7:08:30			6:38:30	6:45	0.00		0.00	
7/19/13	Fri	13:12:00											
		16:23:33											
		16:59:47		0:36									
		19:22:33			6:10:33			5:40:33	7:15	1.50		1.50	
7/22/13	Mon	12:48:33											
		15:45:03			2:56:30		Y	2:56:30	3:00	0.00		0.00	
7/23/13	Tue	15:16:12											
		23:37:53			8:21:41			7:51:41	8:00	0.00		0.00	
7/24/13	Wed	14:27:38											
		0:13:30			9:45:52			9:15:52	8:30	-0.75		-0.75	
7/25/13	Thu	13:01:38											
		23:54:08			10:52:30			10:22:30	7:30	-2.75		-2.75	
7/26/13	Fri						Y		0:15	0.25		0.25	
7/27/13	Sat	21:06:24											
		21:09:13											
		1:03:48											
		1:05:38			3:59:14		Y	3:59:14	4:15	0.25		0.25	
7/29/13	Mon	12:44:09											
		20:56:17			8:12:08			7:42:08	14:15	6.50		6.50	
7/30/13	Tue	11:35:42											

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

Release: 2019-05
NSA:08534

Doc ID: 6670361

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

	NSAW						(Y)						
					Access	Total	No lunch	Net	Hours	Discrepant		Net Discrepant	
Date	DOW	Time	Location	Gaps	Total	GAP(s)	Claimed	Time	Claimed	Hours	ADJ	Hours	Notes
		13:44:18											
		17:17:29		3:33									
		23:30:27			11:54:45	3:33:11		7:51:34	15:30	7.50		7.50	
7/31/13	Wed	16:59:18											
		22:15:46			5:16:28			4:46:28	15:15	10.25		10.25	
8/12/13	Mon	13:57:33											
		15:19:59			1:22:26		Y	1:22:26	1:15	0.00		0.00	
8/13/13	Tue	10:09:09											
		13:39:13											
		15:25:07		1:45									
		20:58:01			10:48:52	1:45:54	Y	9:02:58	9:15	0.00		0.00	
8/14/13	Wed	9:00:20											
		15:02:56											
		19:31:15		4:28									
		23:07:39			14:07:19	4:28:19	Y	9:39:00	10:00	0.25		0.25	
8/15/13	Thu	17:26:19											
		20:58:05			3:31:46		Y	3:31:46	3:30	0.00		0.00	
8/16/13	Fri	10:46:58											
		4:27:33			17:40:35		Y	17:40:35	17:45	0.00		0.00	
8/19/13	Mon	13:23:05											
		18:24:46			5:01:41		Y	5:01:41	5:15	0.00		0.00	
8/20/13	Tue						Y		4:30	4.50		4.50	
8/21/13	Wed	13:11:34											
		15:02:51											
		16:19:29		1:16									
		1:12:20			12:01:00	1:16:38	Y	10:44:22	5:15	-5.25		-5.25	
8/22/13	Thu	14:15:46											
		21:14:36			6:59:00		Y	6:59:00	7:15	0.25		0.25	
8/23/13	Fri	19:20:52											
		23:30:14			4:09:22		Y	4:09:22	4:30	0.25		0.25	
8/24/13	Sat	19:33:00											
		19:37:58											
		0:51:58											
		1:01:30			5:28:30		Y	5:28:30	4:30	-0.75		-0.75	
8/26/13	Mon	11:30:15											
		16:26:19			4:56:04		Y	4:56:04	4:45	0.00		0.00	
8/27/13	Tue	13:19:44											
		22:51:33			9:31:49			9:01:49	9:00	0.00		0.00	
8/28/13	Wed	13:28:24											
		14:41:54											
		14:52:30		0:10									

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

Release: 2019-05
NSA:08535

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

	NSAW						(Y)						
					Access	Total	No lunch	Net	Hours	Discrepant		Net Discrepant	
Date	DOW	Time	Location	Gaps	Total	GAP(s)	Claimed	Time	Claimed	Hours	ADJ	Hours	Notes
		16:35:08											
		16:44:42		0:09									
		20:58:58			7:30:34		Y	7:30:34	7:30	0.00		0.00	
8/29/13	Thu	11:35:51											
		17:58:41			6:22:50			5:52:50	6:30	0.50		0.50	
8/30/13	Fri	12:59:57											
		16:27:23											
		17:10:13		0:42									
		23:35:36			10:35:39			10:05:39	10:15	0.00		0.00	
9/3/13	Tue	11:35:21											
		20:59:39			9:24:18			8:54:18	9:00	0.00		0.00	
9/4/13	Wed	13:11:15											
		19:11:00			5:59:45			5:29:45	5:45	0.25		0.25	
9/5/13	Thu	13:58:20											
		19:36:08			5:37:48			5:07:48	6:30	1.25		1.25	
9/6/13	Fri	15:29:22											
		17:24:59											
		18:39:50		1:14									
		20:59:53			5:30:31	1:14:51		3:45:40	5:00	1.00		1.00	
9/9/13	Mon	13:11:47											
		16:14:06			3:02:19		Y	3:02:19	2:15	-0.75		-0.75	
9/10/13	Tue	10:08:35											
		15:17:39											
		16:20:25		1:02									
		19:40:58			9:32:23	1:02:46		7:59:37	10:00	2.00		2.00	
9/11/13	Wed	11:43:38											
		14:41:28			2:57:50		Y	2:57:50	3:00	0.00		0.00	
9/12/13	Thu	10:36:43											
		22:34:25			11:57:42			11:27:42	11:45	0.25		0.25	
9/13/13	Fri	15:20:05											
		21:03:19			5:43:14		Y	5:43:14	6:30	0.75		0.75	
9/16/13	Mon	10:00:18											
		10:06:11											
		10:14:35		0:08									
		10:48:24											
		10:57:21		0:08									
		15:56:37			5:56:19		Y	5:56:19	5:30	-0.25		-0.25	
9/17/13	Tue	10:45:43											
		18:14:00			7:28:17			6:58:17	9:00	2.00		2.00	
9/18/13	Wed	13:48:42											
		16:15:39											
		17:55:45		1:40									

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

Release: 2019-05
NSA:08536

Doc ID: 6670361

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

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	NSAW						(Y)					Net Discrepant	
					Access	Total	No lunch	Net	Hours	Discrepant			
Date	DOW	Time	Location	Gaps	Total	GAP(s)	Claimed	Time	Claimed	Hours	ADJ	Hours	Notes
		18:40:08			4:51:26	1:40:06		2:41:20	7:00	4.25		4.25	
9/19/13	Thu	13:24:18											
		17:08:11			3:43:53		Y	3:43:53	4:00	0.25		0.25	
9/23/13	Mon	10:22:29											
		20:57:53			10:35:24			10:05:24	10:00	0.00		0.00	
9/24/13	Tue	16:12:56											
		20:49:59			4:37:03		Y	4:37:03	4:45	0.00		0.00	
9/25/13	Wed								7:00	7.00	-7.00	0.00	credited for telework
9/26/13	Thu	11:51:00											
		13:22:16											
		15:42:45		2:20									
		20:58:03			9:07:03	2:20:29		6:16:34	7:30	1.00	-1.00	0.00	credited for telework
9/30/13	Mon	13:26:30											
		23:23:59			9:57:29			9:27:29	10:00	0.50	-0.50	0.00	credited for telework
10/1/13	Tue								8:00	8.00	-8.00	0.00	credited for FURLOUGH
10/2/13	Wed								8:00	8.00	-8.00	0.00	credited for FURLOUGH
10/3/13	Thu								8:00	8.00	-8.00	0.00	credited for FURLOUGH
10/4/13	Fri								8:00	8.00	-8.00	0.00	credited for FURLOUGH
10/7/13	Mon	12:08:55											
		12:16:12											
		12:19:14		0:03									
		19:41:22			7:32:27		Y	7:32:27	7:45	0.00		0.00	
10/8/13	Tue	9:08:15											
		9:23:05											
		11:14:05		1:51									
		19:46:57			10:38:42	1:51:00	Y	8:47:42	8:45	0.00		0.00	
10/9/13	Wed	11:17:05											
		17:41:22			6:24:17		Y	6:24:17	6:15	0.00		0.00	
10/10/13	Thu	14:48:55											
		19:47:01			4:58:06		Y	4:58:06	5:00	0.00		0.00	
10/11/13	Fri	14:49:41											
		20:55:40			6:05:59		Y	6:05:59	6:00	0.00		0.00	
10/15/13	Tue	11:29:12											
		14:43:27			3:14:15		Y	3:14:15	7:00	3.75	-3.75	0.00	credited for telework
10/16/13	Wed	12:20:01											
		20:09:12			7:49:11		Y	7:49:11	8:45	0.75	-0.75	0.00	credited for telework
10/17/13	Thu	9:44:17											
		13:13:55			3:29:38		Y	3:29:38	3:30	0.00		0.00	

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

Release: 2019-05
NSA:08537

Doc ID: 6670361

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

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	NSAW						(Y)						
					Access	Total	No lunch	Net	Hours	Discrepant		Net Discrepant	
Date	DOW	Time	Location	Gaps	Total	GAP(s)	Claimed	Time	Claimed	Hours	ADJ	Hours	Notes
10/18/13	Fri	10:34:57											
		14:41:46			4:06:49		Y	4:06:49	4:15	0.00		0.00	
10/21/13	Mon	14:33:43											
		16:00:17			1:26:34		Y	1:26:34	1:30	0.00		0.00	
10/22/13	Tue	8:29:26											
		18:19:20			9:49:54			9:19:54	9:15	0.00		0.00	
10/23/13	Wed	8:13:22											
		15:16:32			7:03:10		Y	7:03:10	6:30	-0.50		-0.50	
10/24/13	Thu	8:59:52											
		14:35:10			5:35:18		Y	5:35:18	5:30	0.00		0.00	
10/25/13	Fri	10:47:09											
		14:29:59											
		17:55:45		3:25									
		20:58:04			10:10:55	3:25:46	Y	6:45:09	6:45	0.00		0.00	
10/28/13	Mon	9:55:23											
		19:54:46			9:59:23			9:29:23	9:45	0.25	-0.25	0.00	
10/29/13	Tue	11:34:43											
		21:05:25			9:30:42			9:00:42	11:30	2.25	-2.25	0.00	credited for telework [redacted]
10/30/13	Wed	11:51:01											
		19:42:29			7:51:28			7:21:28	7:30	0.00		0.00	
10/31/13	Thu								9:45	9.75	-9.75	0.00	credited for telework [redacted]
11/4/13	Mon	11:08:10											
		15:01:19											
		15:06:56		0:05									
		16:19:20			5:11:10		Y	5:11:10	5:00	0.00		0.00	
11/5/13	Tue								9:30	9.50	-9.50	0.00	credited for telework [redacted]
11/6/13	Wed	13:03:06											
		20:52:55			7:49:49			7:19:49	11:00	3.50	-3.50	0.00	credited for telework [redacted]
11/13/13	Wed	11:29:00											
		20:53:17			9:24:17			8:54:17	12:00	3.00	-3.00	0.00	credited for telework [redacted]
11/14/13	Thu								4:30	4.50	-4.50	0.00	credited for telework [redacted]
11/15/13	Fri	13:19:07											
		1:50:03			12:30:56		Y	12:30:56	14:00	1.25	-1.25	0.00	credited for telework [redacted]
11/18/13	Mon	14:25:51											
		18:31:41			4:05:50		Y	4:05:50	4:00	0.00		0.00	
11/19/13	Tue	9:51:07											
		14:16:59			4:25:52		Y	4:25:52	4:15	0.00		0.00	

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

Release: 2019-05
NSA:08538

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

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	NSAW						(Y)						
					Access	Total	No lunch	Net	Hours	Discrepant		Net Discrepant	
Date	DOW	Time	Location	Gaps	Total	GAP(s)	Claimed	Time	Claimed	Hours	ADJ	Hours	Notes
11/20/13	Wed	12:03:02											
		18:08:29			6:05:27			5:35:27	11:30	5.75	-5.75	0.00	credited for telework
11/21/13	Thu								12:00	12.00	-12.00	0.00	credited for telework
11/22/13	Fri	14:23:14											
		15:21:37			0:58:23			0:28:23	11:15	10.75	-10.75	0.00	credited for telework
11/25/13	Mon	17:00:32											
		20:46:38			3:46:06			3:16:06	10:30	7.00	-7.00	0.00	credited for telework
11/26/13	Tue	13:16:48											
		14:51:16			1:34:28			1:04:28	10:30	9.25	-9.25	0.00	credited for telework
12/2/13	Mon	16:35:31											
		20:42:11			4:06:40		Y	4:06:40	4:00	0.00		0.00	
12/3/13	Tue	10:11:11											
		18:14:34			8:03:23			7:33:23	7:15	-0.25		-0.25	
12/4/13	Wed	12:14:42											
		19:05:07			6:50:25			6:20:25	8:30	2.00	-2.00	0.00	credited for telework
12/5/13	Thu								9:15	9.25	-9.25	0.00	credited for telework
12/6/13	Fri	13:45:52											
		20:53:41			7:07:49			6:37:49	9:30	2.75	-2.75	0.00	credited for telework
12/9/13	Mon	14:28:31											
		19:23:46			4:55:15		Y	4:55:15	7:00	2.00	-2.00	0.00	credited for telework
12/11/13	Wed	12:53:25											
		2:01:13			13:07:48		Y	13:07:48	14:30	1.25	-1.25	0.00	credited for telework
12/12/13	Thu	16:42:11											
		1:59:14			9:17:03		Y	9:17:03	12:00	2.50	-2.50	0.00	credited for telework
12/16/13	Mon	15:10:40											
		23:34:43			8:24:03			7:54:03	8:15	0.25	-0.25	0.00	
12/17/13	Tue	10:03:30											
		19:28:23			9:24:53			8:54:53	9:00	0.00		0.00	
12/18/13	Wed	14:21:12											
		20:01:12			5:40:00		Y	5:40:00	5:45	0.00		0.00	
12/19/13	Thu	12:58:45											
		18:56:14			5:57:29		Y	5:57:29	6:00	0.00		0.00	
12/20/13	Fri	13:36:17											
		0:44:56			11:08:39		Y	11:08:39	7:30	-3.50		-3.50	
12/26/13	Thu	11:31:53											
		20:14:05			8:42:12			8:12:12	8:00	0.00		0.00	
Total Discrepant Hours												35.25	

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

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

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	NSAW						(Y)						
					Access	Total	No lunch	Net	Hours	Discrepant		Net Discrepant	
Date	DOW	Time	Location	Gaps	Total	GAP(s)	Claimed	Time	Claimed	Hours	ADJ	Hours	Notes
Total Discrepant Hours Less 4 hour "no lunch" credit (missing timesheets)												29.25	
Total Number of days working for												171	
Number of times claimed more hours on timesheet than within AC												40	
Number of times claimed same number of hours on timesheet as within AC												102	
Number of times claimed fewer hours on timesheet than within AC												29	
Number of times discrepancy greater than +1 hour												14	
Number of times discrepancy greater than -1 hour												10	
KEY													
			3 Jan 13 - 4 May 13										
			5 May 13 - 21 Sep 13										
			22 Sep 13 - 26 Dec 13										

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

UNCLASSIFIED//~~FOUO~~

APPENDIX J

(U) [redacted] Response to the Tentative Conclusions

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

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From: [redacted]
To: [redacted]
(b)(3)-P.L. 86-36
(b)(6)
Subject: RE: (U) Notification of Tentative Conclusion
Date: Monday, June 08, 2015 4:07:46 PM
Attachments: 2013 Time Calculations Policy Changes.docx

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

I appreciate the opportunity for comments, and will direct them primarily toward understanding the calculation and totals making up the shortfall you see, which will include some (simple, I hope) questions.

I have taken a fresh look at the time data, studied the details again as thoroughly as possible, and tracked the projects I was working for the context to help remember more about schedules and events during 2013.

Interestingly, I learned a few things that were new to me and might be pertinent to the analysis. There are a few questions I had not completely run down last summer, and a couple that occurred to me only now.

In an effort to be as precise as possible in accounting for time, please consider the attached notes referencing specific days. The spreadsheet provided 18 June is my most recent and only reference. Certainly there were changes and refinements made through subsequent discussion and repeated checking, so there may be entries here which already agree. Much of the data is there to support questions, while a small amount is to identify information which I noticed only now.

The questions are about being more precise in accounting for "No lunch Claimed (Y)". Sometimes it seemed petty to record every instance of not using any time for lunch or anything similar. That was nearly always the case for time spans inside the office, and was easier since there is no food service in the building or nearby much of the weekday. Most often when there was a meal, it was shortly before entering. On less frequent occasions it was during a "gap" between entry/exit times when something could be obtained someplace outside. The default behavior for me was to not eat anything as much as a meal while in the office. So there are still very many days that do not account for "No Lunch Claimed". However, once the policy was changed on 1 Dec 2013 there was no barrier to recording the fact, as would have happened for the days mentioned had I known of the change.

Nor was the change noticed for use of Administrative Leave, something that certainly ought to have been acknowledged and recorded, but instead was used just once and only partially (applying the

old rules).

It turned out that the missing timesheets you requested were not here in [redacted] either. They were completed, signed, authorized, and received by the payroll office followed by payment and Leave Earnings statement. But the answer given here was that the usual e-Timesheet and Timesheet Format 2 could not be found/recovered and were assumed to be permanently lost. Apparently I was one of many, on no certain periods. Perhaps it is related to the difficulties experienced with the e-Timesheet application described previously. For example, entries of prior days were not in the timesheet any more (not saved or erased) when trying to make the current day's entry on a few occasions. More than once ALL the time entries were missing when trying to transfer and sign the completed pay period, and had to be reconstructed by memory to make the submission. Other bugs were found and fixed over time that year. The [redacted] network had changes and upgrades as well.

Finally, there is the minor circumstance that is mentioned more for completeness than impact. Since the Furlough of 1-4 October (including the weekend) occurred at the end of the pay period, there was no opportunity to work and complete 80 hours if more than 32 hours were needed to get there.

Please let me know if any further detail is helpful concerning calculations, or if I was not clear about a question.

V/R,

[redacted]

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

From: [redacted]
Sent: Friday, May 08, 2015 9:09 AM
To: [redacted]
Subject: (U) Notification of Tentative Conclusion

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

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INSPECTOR GENERAL SENSITIVE INFORMATION: *This email, including any attachments, is intended only for authorized recipients. This email message may contain information that is confidential, sensitive, and/or protected by Federal law, including the Privacy Act of 1974, as amended.*

Good morning, [redacted]

(U//~~FOUO~~) The Office of the Inspector General (OIG) has reached a tentative conclusion

in our investigation into an allegation that you falsified your timecards.

(U//~~FOUO~~) Analysis of your access control records and timesheets from 3 January 2013 to 26 December 2013 revealed numerous timesheet discrepancies between when you claimed to work and when you were within access control. In your interviews with the OIG, you attributed the majority of the discrepancies to telecommuting. However, the OIG found that you did not have a telework agreement on file with the Telework Program Office. Furthermore, your supervisors between 3 January 2013 and 21 September 2013 did not authorize you to telework. However, [redacted] your supervisor between 22 September 2013 and 26 December 2013, was aware that you worked from home and eventually became aware that you did so without a telework agreement. Because [redacted] tacitly approved your telework, the OIG erred on the side of caution and allowed you credit for telework while working for [redacted]*

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

(U//~~FOUO~~) After excluding the time period in which you were supervised by [redacted] the OIG found many discrepancies between your access control records and timesheets. Between 3 January 2013 and 21 September 2013, you routinely submitted false and inaccurate timesheets. In 40 of the 171 days (23%) in which you worked under the first two supervisors, you claimed more time on your timesheet than you were within access control. Similarly, in 30 of the 171 days (18%) under analysis, you claimed less time on your timesheet than you were within access control. Therefore, you only recorded your time accurately in 101 of the 171 days (59%). Furthermore, the discrepancies themselves were not minor. On 24 days of the 171 under analysis, your daily discrepancies totaled more than one hour. Analysis of your timesheets and access controls records shows that you claimed 33 hours that you did not work, proving that the timesheets were false.

(U//~~FOUO~~) Additionally, the OIG learned that you had been repeatedly counseled verbally and in writing as far back as 2006 for time and attendance problems, including inaccurate pay and leave records, tardiness, absence without leave, and failure to turn timesheets in on time. Despite the counseling, you testified that prior to the initiation of the OIG investigation, you filled out your timecard inconsistently, sometimes as much as a week after the fact. You also testified that sometimes you filled your timesheet out based upon your memory and knew that the records were not entirely correct.

(U//~~FOUO~~) The preponderance of the evidence supports the conclusion that:

- (U//~~FOUO~~) During the period of 3 January 2013 through 21 September 2013, you knowingly submitted false and inaccurate timesheets, for a total shortfall to the Government of 33 hours (approximately $2600). Your actions violated NSA/CSS Personnel Management Manual (PMM), Chapter 366, §2-1(K) and §2-2(B).
- (U//~~FOUO~~) During the period of 3 January 2013 through 26 December 2013, you failed to ensure that all information relevant to your time and attendance was recorded accurately and failed to sign in and out daily on your timesheet in violation of NSA/CSS Personnel Management Manual (PMM), Chapter 360, §1-3(a), §2-7 (a) and (b).
- (U//~~FOUO~~) You engaged in telework between 3 January 2013 and 26 December 2013, without appropriate approval, in violation of NSA/CSS Policy Manual 4-15B, Chapter 1 – Unclassified Telework Program.

(U//~~FOUO~~) Additionally, we concluded that by a preponderance of the evidence, you also violated criminal statutes 18 U.S.C. §1001 and 18 U.S.C. §287.

(U//~~FOUO~~) In accordance with the investigative process, we are affording you the opportunity to comment on the tentative conclusion and/or offer additional information before we close our inquiry. You are not required to respond to our conclusion. However, if you choose to respond, please do so in writing by close of business, **22 May 2015**. If you have no comment, please let me know that as soon as practicable.

**The OIG credited you 111.25 hours (approximately $8800) for teleworking under* [redacted] *supervision.*

Thank you,

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

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